BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 22, 1991

Annual organizational meeting of the Board of School Directors called to order by the Secretary-Business Manager at 8:08 PM.

The Secretary-Business Manager announced receipt of a communication from the Office of the City Clerk acknowledging that Directors Lucey, Mallory, Mitchell, Sinicki, and Small had all taken their oath of office and, therefore, can duly be seated as members of the Milwaukee Board of School Directors.

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

Absent—None.

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

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

Director Bills	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 O'Connell and Johnson.

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

Director O'Connell—8.

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

APPOINTMENT OF REPRESENTATIVE TO THE LIBRARY BOARD

Director Mallory was appointed to the Library Board 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.

Personnel and Negotiations Committee

Resolution by Director Bills requesting that the Compact for Educational Opportunity begin planning for the end of the Settlement Agreement with recommendations for the school districts involved (Proc.,4-23-90; 4-22-91).

Resolution by Director Johnson pertaining to enrollment, race and gender balance for exceptional education students (Proc., 2-27-91; 4-22-91).

Instruction and Community Relations Committee

Communication from the Coalition for quality education regarding a proposal for increasing art, music, physical education and library specialists (Proc., 5-30-90; 4-22-91).

Finance and Facilities Committee

Resolution by Director Stacy pertaining to the resolution of the Milwaukee Trade and Technical High School (Proc., 8-29-90; 4-22-91).

Communication from Mr. Terry Tadysak relative to the Clairmont Trucking Company (Proc., 1-30-91; 4-22-91).

Legislation and Rules Committee

Item regarding the reporting relationship of the human resource management functions to the Secretary-Business Manager (Proc., 12-19-90; 1-30-91; 4-22-91).

The items were received, accepted, and referred to the appropriate committees by unanimous consent.

COMMUNICATIONS AND PETITIONS

The Secretary-Business Manager presented the following communication:

Communication from Ms. Dena Wegehaupt, School-Based Management Co-Chairperson of the Elm Creative Arts School requesting a hearing relative to the specialist staffing at the new Elm School scheduled to open for the 1991-1992 school year.

Referred to the Committee on Personnel and Negotiations.

Director O'Connell noted the passing of former Board member Patrick Fass and extended condolences to his family.

The Board adjourned at 8:20 PM.

JOHN J. PETERBURS
Secretary-Business Manager

STANDING COMMITTEES

Personnel and Negotiations Committee

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

Instruction and Community Relations Committee

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

Finance and Facilities Committee

Directors Bills, Chair; O'Neil, Vice-Chair; Sinicki, Small

Budget Committee

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

Legislation and Rules Committee

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

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 22, 1991

Special 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 and excused—None.

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

April 19, 1991

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 immediately after the 8:00 PM meeting of the full Board on Monday, April 22, 1991, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering whether to employ the Superintendent or some other individual for the remainder of the Superintendent's current term or, in the alternative, for the purpose of considering the employment of an individual for a new term as Superintendent.

The Board may convene in executive session pursuant to Section 19.85 (1)(c), Wisconsin Statutes, in order to consider the matters specified above.

JOHN J. PETERBURS
Secretary-Business Manager

Director Mallory moved that the Board retire to executive session for the purpose of considering whether to employ the Superintendent or some other individual for the remainder of the Superintendent's current term or, in the alternative, for the purpose of considering the employment of an individual for a new term as Superintendent.

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 retired to executive session at 8:22 PM.

The Board adjourned from executive session.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 29, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 7:46 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:

April 26, 1991

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, April 29, 1991, in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing and taking action on:

—the 1991 Summer School Program
—the revision of the student assignment policies related to the Grand Avenue Middle School.

JOHN J. PETERBURS
Secretary-Business Manager

COMMUNICATION FROM THE SUPERINTENDENT

April 29, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

The following reports and recommendations are submitted for your consideration and determination.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

(ITEM 1) REPORT AND RECOMMENDATIONS REGARDING THE 1991 SUMMER SCHOOL PROGRAM

A. Pertinent Facts:

1 . At its meeting on February 27, 1991, the Board of School Directors approved the program for the 1991 Summer School, to run from June 19, 1991, to August 2, 1991. Following this action, staff members prepared printed materials, including a summer school manual, pupil enrollment forms, teacher application

forms, and a summer version of Directions to be mailed to all homes. These materials refer to the program offerings and dates that were approved in February.

2. On April 24, 1991, a work session was held by the Board in order to receive an update on the 1991-1992 budget, including a discussion on the possibility of reducing or eliminating summer school in order to save money. The administration was requested to submit a recommendation to the Board at a special meeting to be held on Monday, April 29, 1991, so that action could be taken on possible changes in the 1991 summer school program.

3 . Any changes made in the summer school program at this late date will have many implications. Therefore, the administration has developed several options for the Board's consideration which would be the least disruptive to our students and their families. These options and their implications are detailed below.

4. Whatever option the Board approves for summer school, the summer recreation program for kindergarten through grade three students will remain as originally designed. This will allow the lunch program, which was initiated last year, to be implemented as planned. Also, the Chapter 1 summer school for private and parochial school students will remain as a six-week offering in order to provide approximately the same number of hours that those children would receive if Chapter I were provided during the winter school.

Option 1:
KEEP SUMMER SCHOOL PROGRAMS AND CALENDAR AS APPROVED - ELIMINATE TRANSPORTATION (EXCEPT FOR EXCEPTIONAL EDUCATION) AND STAFF AT A HIGHER PUPIL TEACHER RATIO.

Approximate savings: $460,000.

This option would:

Enable us to inform parents and schools in a timely manner about summer school enrollment. There is not enough time to revise and reprint the manuals and the Summer Directions. This option would allow us to use existing materials without concern that information about any modifications has reached all families concerned.

Allow high school students to take courses for credit. The state mandates a specific length of time for credit courses, and a four-week summer school would mean that no courses would be offered for credit.

Provide an array of offerings to meet the needs of our students.

Option 2:
ELIMINATE SUMMER SCHOOL

Approximate savings: $6,140,000

This option would:

Place the district in possible violation of federal requirements regarding children with exceptional education needs.

Impede language acquisition for bilingual and ESL students.

Not provide an opportunity for eighth grade students to make up failed courses in order to be promoted to ninth grade.

Not provide high school students who are within one unit of graduation with an opportunity to finish high school in the summer.

Not provide high school students with an opportunity to retake the competency tests.

Option 3:
REDUCE FROM SIX TO FOUR-WEEKS - KEEP ALL OFFERINGS; ELIMINATE TRANSPORTATION (EXCEPT FOR EXCEPTIONAL EDUCATION)

Approximate savings: $2,767,000

This option would:

Eliminate the possibility of allowing students who need just one credit to Graduate to earn that credit during summer school.

Allow teachers to be assigned to summer school in a timely manner. If the program offerings are changed, the teacher assignment process would have to be started over, as assignments are based on contractual specifications related to seniority, certification, and winter school experience. A revised teacher application form would need to be prepared, listing the revised offerings from which teachers could choose.

Allow the district to distribute the printed materials to schools and to homes, so that families can make plans for the summer, and schools can begin the enrollment process. Correction statements listing the revised dates and the non-credit status of high school courses will be prepared and disseminated.

Impact on other summer offerings, such as the UWM Pre-college or GEST, Project STEP-UP, whose programs use MPS teachers. MPS would hire teachers for four weeks only.

Place the district in possible violation of federal requirements regarding children with exceptional education needs.

Option 4:

REDUCE FROM SIX-WEEKS TO FOUR-WEEKS AT ELEMENTARY, MIDDLE SCHOOL AND MUSIC/ENRICHMENT SITES. KEEP HIGH SCHOOL AT SIX-WEEKS.

Approximate savings: $1,717,000

This option would:

Allow students who need just one credit the opportunity to graduate at the end of summer school.

Allow high school students to earn credits for courses taken at the high school sites during the summer session.

Change the 21 high school courses offered at the music/enrichment sites to non-credit.

Allow eighth grade students to be considered for promotion after four weeks.

SUMMARY OF OPTIONS:

Option 1:

KEEP SUMMER SCHOOL PROGRAMS AND CALENDAR—Eliminate transportation (except Exceptional Education).

Savings: $187,000

Staff at a higher pupil teacher ratio.

Savings: $273, 000

Option 1. Total approximate savings $460,000

Option 2:

ELIMINATE ALL SUMMER SCHOOL PROGRAMS.

Savings include Drivers' Education and Fringe Benefits

Option 2. Total approximate savings $6,140,000

Option 3:

REDUCE FROM SIX TO FOUR-WEEKS - KEEP ALL OFFERINGS

Savings: Approximately $2,580,000 (including fringe benefits)

Eliminate transportation (except Exceptional Education).

Additional savings: $187,000

Option 3. Total approximate savings $2,767,000

Option 4:
REDUCE FROM SIX-WEEKS TO FOUR-WEEKS AT ELEMENTARY, MIDDLE SCHOOL AND MUSIC/ENRICHMENT SITES, KEEP HIGH SCHOOL AT SIX-WEEKS.

Savings: Approximately $1,530,000 (includes fringe benefits)
Eliminate transportation (except Exceptional Education).
Savings: $187,000

Option 4. Total approximate savings $1,717,000

B. Recommendation:

That the Board approve Option 4, described above, which reduces summer school from six weeks to four weeks for elementary, middle school, and music/enrichment centers and maintains a six week summer school program at the high school level. The savings would be approximately $1,717, 000.

(ITEM 2) Revision of the student assignment policies related to the Grand Avenue middle school

A. Pertinent Facts:

1 . The Grand Avenue Middle School opening September, 1991, has in excess of 250 attendance area seats available while all city-wide seats are taken

2. The Grand Avenue Implementation committee, along with representatives of the county Board and the Mayor's office, are recommending that at this time, and for one time only, attendance area seats be made available for city-wide pupils immediately. This will make it possible to begin programming for pupils this fall.

3. The Committee further recommends that the Board ratio of 65% attendance area and 35% city-wide pupils be realized during the 1992-1993 student enrollment period.

4. An ongoing effort to attract more attendance area students will continue. Some of these efforts include:

a) meetings with attendance area elementary principals to promote the school;
b) brochures mailed to all the homes of middle school attendance area pupils;
c) an enrollment meeting scheduled for May lst in the community; and
d) articles in community newspapers.

5. If enrollment reaches capacity, attendance area pupils will be given priority for enrollment in the fall of 1991.

B. Recommendation:

That the Board ratio of 65% attendance area and 35% city-wide pupils be suspended for the Grand Avenue Middle School for 1991-1992 school year.

Director O'Connell moved that the Board resolve itself into a Committee of the Whole for the purpose of discussing and taking action on the 1991 Summer School Program and the revision of the student assignment policies related to the Grand Avenue Middle School.

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 7:48 PM.

The Board rose from the Committee of the Whole and President Mitchell reported having given hearing to all interested persons with respect to the 1991 summer school program and the revision to the student assignment policies related to the Grand Avenue Middle School.

With respect to summer school, Director Bills moved to approve Opinion 4 with the additional elimination of Driver's Education, the non-credit Music Enrichment sites offered at the 21 high schools, and Exceptional Education attendance to those with IEP requirements.

Director O'Neil moved a substitute to eliminate all summer school except for promotion at the 8th grade and graduation at the 12th grade.

The substitute failed, the vote being as follows:

Ayes—Directors Bills and O'Neil—2.

Noes—Directors Lucey, Mallory, O'Connell, Sinicki, Small, and President Mitchell—6.

The Board was in recess from 10:15 to 10:30 PM.

Director Mallory moved a substitute to implement Option 4 as recommended by the administration.

The motion prevailed, the vote being as follows:

Ayes—Directors Mallory, O'Connell, Sinicki, Small, and President Mitchell—5.

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

Director Mallory moved to hold Item 2 on the Grand Avenue School until the meeting on Monday, May 6, 1991.

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 adjourned at 10:47 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 6, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 7:43 PM.

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

Absent—None.

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

April 30, 1991

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, May 6, 1991, in the auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing and taking action on the revision of the student assignment policies related to the Grand Avenue Middle School.

JOHN J. PETERBURS
secretary-Business Manager

COMMUNICATION FROM THE SUPERINTENDENT

May 6, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

REVISION OF THE STUDENT ASSIGNMENT POLICIES RELATED TO THE GRAND AVENUE
MIDDLE SCHOOL

A. Pertinent Facts:

I . The Grand Avenue Middle School opening September, 1991, has in excess of 250 attendance area seats available while all city-wide seats are taken.

2. The Grand Avenue Implementation committee along with representatives of the county Board and the Mayor's Office had recommended that at this time, and for one time only, attendance area seats be made available for city-wide pupils.

3 . The Board considered this matter at a special meeting on April 29, 1991. A number of questions were raised at that meeting, and the administration was asked to respond to them at a special meeting to be held on May 6. The responses to the questions are attached.

4 . As a result of the discussion at the April 29 Board meeting, the administration is submitting the following revised recommendations. It should be noted that there are 572 Walker students, 492 Kosciuszko students, and 396 Steuben students, grades five through seven, residing within the Grand Avenue two mile walk zone.

B. Recommendations:

1. That 50% of the available seats at Grand Avenue Middle School be opened up to city-wide status.

2. That efforts continue to recruit students from the two mile walk radius.

3 . That all Walker students without an assignment be mandatorily assigned to Grand Avenue Middle School.

4 . That any students new to the Walker and Kosciuszko attendance areas (after May 6) be assigned to the Grand Avenue Middle School

5 . That Steuben students without an assignment begin to be assigned to the Grand Avenue Middle School, keeping within racial balance.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Director Mallory 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.

The Board adjourned at 8:05 PM.

SUZANNE M. LUNDIN
Assistant Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 6, 1991

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

Absent—None.

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

April 30, 1991

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, Monday, May 6, 1991, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering the applications of candidates for employment for the position of Superintendent of Schools in the Milwaukee Public Schools.

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

JOHN J. PETERBURS
Secretary-Business Manager

Director O'Connell moved that the Board retire to executive session for the purpose of considering the applications of candidates for employment for the position of Superintendent of Schools in the Milwaukee Public Schools.

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 retired to executive session at 8:08 PM.

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

SUZANNE M. LUNDIN

Assistant Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 11, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 8:55 AM.

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 10, 1991

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, May 11, 1991, in Room 1011 of the O'Hare Hilton located at the O'Hare International Airport, Chicago, Illinois, for the purpose of considering and interviewing individuals for the position of Superintendent of Schools in the Milwaukee Public Schools.

The Board may retire to executive session to consider and interview individuals for the position of Superintendent of Schools in the Milwaukee Public Schools and thereafter to deliberate the matter under Section 19.85 (1)(c) of the Wisconsin Statutes.

JOHN J. PETERBURS
Secretary-Business Manager

Director Mallory moved that the Board retire to executive session for the purpose of considering and interviewing individuals for the position of Superintendent of Schools in the Milwaukee Public Schools.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting "present"—Director Lucey—1.

The Board retired to executive session at 9:00 AM.

The Board adjourned from executive session.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 14, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 7:36 PM.

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

Absent and excused—Directors Johnson and Mallory—2.

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

May 13, 1991

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, Tuesday, May 14, 1991, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering candidates for employment for the position of Superintendent of Schools in the Milwaukee Public Schools.

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 (1)(c) of the Wisconsin Statutes.

JOHN J. PETERBURS
Secretary-Business Manager

Director Small moved that the Board retire to executive session for the purpose of considering candidates for employment for the position of Superintendent of Schools in the Milwaukee Public Schools.

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"—Director Lucey—1.

The Board retired to executive session at 7:38 PM.

The Board adjourned in executive session.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 17, 1991

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

Present—Directors Bills (6:50 PM), 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 16,1991

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, Friday, May 17, 1991, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and interviewing individuals for the position of Superintendent of Schools in the Milwaukee Public Schools.

The Board may convene in executive session to consider and interview individuals for the position of Superintendent of Schools in the Milwaukee Public Schools and thereafter to deliberate the matter under Section 19.85, (1)(c) of the Wisconsin Statutes.

JOHN J. PETERBURS
Secretary-Business Manager

Director Mallory moved that the Board retire to executive session for the purpose of considering and interviewing individuals for the position of Superintendent of Schools in the Milwaukee Public Schools.

Director Johnson moved a substitute that the meeting be held in public.

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

Ayes—Director Johnson—1.

Noes—Directors Mallory, O'Connell, O'Neil, Sinicki, and President Mitchell—5.

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

The original motion prevailed, the vote being as follows:

Ayes—Directors Mallory, O'Connell, O'Neil, Sinicki, and President Mitchell—5.

Noes-Director Johnson—1.

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

The Board retired to executive session at 6:47 PM.

The Board adjourned from executive session at 9:10 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 22, 1991

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

Present—Directors Bills, Johnson, Lucey, O'Neil, Sinicki, Small, and President Mitchell—7.

Absent and excused-Directors Mallory and O'Connell—2.

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

May 21, 1991

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, May 22, 1991, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing potential candidates for the position of Secretary-Business Manager.

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

JOHN J. PETERBURS
Secretary-Business Manager

Director Small moved that the Board retire to executive session for the purpose of discussing potential candidates for the position of 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"—Directors Johnson and Lucey—2.

The Board retired to executive session at 6:40 PM.

The Board adjourned from executive session.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 28, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 7:11 PM.

Present—Directors Bills, Johnson (7:12 PM), Lucey, Mallory, O'Connell, O'Neil, Small, and President Mitchell—8.

Absent and excused—Director Sinicki—1.

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

May 24, 1991

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, May 28, 1991, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of (1) considering compensation and evaluation for the current Superintendent of Schools; (2) considering compensation for the individual which the Board intends to consider for election to the position of Superintendent of Schools; and (3) considering employment of and interviewing an individual which the Board may consider for employment as Secretary-Business Manager. In order to consider these matters, the Board may convene in executive session pursuant to Section 19.85 (1)(c) and (e), Wisconsin Statutes.

The Board may then reconvene in open session in the room and at the place first above identified to act on matters considered in executive session.

SUZANNE LUNDIN
Assistant Secretary-Business Manager

Director O'Connell moved that the Board retire to executive session for the purpose of (1) considering compensation and evaluation for the current Superintendent of Schools; (2) considering compensation for the individual which the Board intends to consider for election to the position of Superintendent of Schools; and (3) considering employment of and interviewing an individual which the Board may consider for employment as Secretary-Business Manager.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting "Present"—Director Lucey—1.

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

The Board adjourned from executive session at 10:53 PM.

SUZANNE LUNDIN
Assistant Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 29, 1991

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:13 PM.

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

Absent—None.

COMMUNICATIONS FROM CITY AND COUNTY DEPARTMENTS

Secretary Business Manager Peterburs presented the following City-County Communications:

Communication from the City of Milwaukee, Department of Public Works, requesting permission for a grant of an easement at the Grand Avenue Middle School site.

Referred to the Committee on Finance and Facilities.

Communication from the Social Development Commission requesting payment of the Board's second quarter share of its local funding.

Referred to the Committee on Finance and Facilities.

SUPERINTENDENT'S COMMUNICATIONS

May 29, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

I would like to take this opportunity to provide you an update on plans for John Marshall High School for the 1991-1992 school year. The program at John Marshall High School will be restructured for the 1991-1992 school year into five strands. The initiative for the restructuring came from *Wilber Wright Immersion* parents and the community Advisory Council of SDA II, both of which wanted only a strong immersion program but an expanded college oriented curriculum. They were concerned that the Program for the Academically Talented (PAT) was not broad enough and not all-inclusive. The restructuring, however, went much further than this and resulted in renewal of the total high school program.

The planning sessions began in February, 1991, and included the parent groups and representatives from UW-Milwaukee, UW-Whitewater, Mount Mary College, Marquette University, the Medical College of Wisconsin, the College Board, the Wisconsin Department of Public Instruction, parents, teachers, and administrators, included were the department chairs and implementors from Marshall High School, a

middle school representative, a curriculum specialist, a parochial elementary school principal, a local pastor, an instructional support team members, and the community superintendent of SDA II.

The result was a total restructuring of the program at John Marshall High School, capitalizing on the successful components in place and adding new components where desirable. It is anticipated that this program will provide an attractive alternative to students who are on the waiting lists for King and Riverside, as requested by the parent groups.

The new program at Marshall High School will include five "Career" strands:

- ACADEMIC;
- BROADCASTING/JOURNALISM;
- COMMUNICATION TECHNOLOGY;
- FOREIGN LANGUAGE IMMERSION;
- HONORS, including Advanced Placement (AP) courses and College Level Entrance Preparatory (CLEP) courses.

The excitement of a staff which has taken on the challenge of renewal, and the support of these changes by Service Delivery Area II and the central office, will make the 1991-1992 school year one of growth and success for John Marshall High School. We will continue to provide support for other schools to strengthen their programs through restructuring similar to the process occurring at John Marshall. All high schools will continue to have access to waiting lists and their programs will continue to be marketed via the Guidance Office and Student Services.

Respectfully Submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Received and Placed on file.

May 29, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

Based on our mutual agreement, I am hereby tendering my resignation as Superintendent of the Milwaukee Public Schools effective May 31, 1991. This resignation is contingent upon your affirmation of the Amendment to Employment Agreement.

This agreement of resignation is based on our mutual concern that the administration of Dr. Howard Fuller get the earliest possible start as he assumes the Superintendency of the Milwaukee Public Schools. I will still be available to assist Dr. Fuller in his transition to the Superintendency.

Thank you for the opportunity to serve you, the citizens, and the children of Milwaukee.

Respectfully Submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Director Mallory moved to accept Dr. Peterkin's resignation effective May 31, 1991. Director Mallory also moved to approve the amendment of Dr. Peterkin's employment agreement set forth in the terms and conditions of his resignation.

The two motions prevailed, the vote being as follows:

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

Noes—Director O'Neil—1.

SECRETARY-BUSINESS MANAGERS' COMMUNICATIONS

May 29, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

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

> Notice of injury filed against the City of Milwaukee; Milwaukee Public School District; and, Milwaukee Board of School Directors by the Law Offices of, Weigel, Carlson, Blau, Reitz & Clemens, S.C. on behalf of Christopher Ramsey, a minor, who allegedly sustained personal injuries at the Bay View High School on October 19, 1990.
>
> There has been no monetary claim as of this date. CNA Insurance is requesting that the Board disallow this claim due to improper filing as it relates to Wisconsin Statute Section 893.80 (1) (e).

I, therefore, recommend that the Board disallow the above-mentioned claim and place it on file. Under the provisions of Section 119.68 (2) 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,

JOHN J. PETERBURS
Secretary-Business Manager

(above mentioned document attached)

Director Small moved to approve the Secretary-Business Manager's recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

May 29, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

The Settlement Agreement requires that the Board of School Directors annually appoint its representation on the several committees established under the Settlement Agreement.

It is recommended that:

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

Howard Fuller	Janie Hatton, Alternate
Suzanne Lundin	Luis Lopez, Alternate
Robert Jasna	Tom McGinnity, Alternate
Andrew Douglas	Gordon Schuetz, Alternate
Michael Turza	2 Additional Staff Members To
Raymond Williams	Be Appointed

Aquine Jackson
Staff Member To Be Appointed

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

   Suzanne Lundin
   Robert Jasna
   Staff Member To Be Appointed

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

   Raymond Williams
   Luis Lopez

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

   a. Coordinating Council - 4 board members
   b. MERO - 1 Board member
   c. Ombudsperson Oversight Committee - 1 Board member

5. That the Board appoint the Milwaukee Public Schools' Chairman of the Operations Committee.

Respectfully Submitted,

JOHN J. PETERBURS
Secretary-Business Manager

Director Mallory moved to concur.

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

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

Noes—None.

May 29, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

Pursuant to Board action of May 30, 1984 (Proc., p. 77), please be advised that Board Rules 1.02 and 2.02 are suspended in order that the regular July Committee and Board meetings be canceled, and that any special Committee or Board meetings required in July be called by the respective chairmen or the Board President.

Respectfully Submitted,

JOHN J. PETERBURS
Secretary-Business Manager

Received and 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 3, 1991, through April 26, 1991, 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. 26646 to 29986, inc.

Payrolls (net withholdings)	$20,282,580.97	
Accounts	39,386,202.79	
		$59,668,783.76

CONSTRUCTION FUND

Accounts, Voucher nos. 821 to 888, inc.	$ 1,983,716.54

EXTENSION FUND

Payrolls and Accounts, Voucher nos. 1272 to 1395, inc.

Payrolls (net withholdings)	$ 150,368.91	
Accounts	314,243.78	
		$ 464,612.69
TOTAL		$ 62,117,112.99

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

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

Noes—None.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

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

May 29, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

(ITEM l) In accordance with action taken by the Board on August 1, 1971, (Proc., pp. 82-83), concerning the approval of personnel transactions relating to full-time classified employees, the Superintendent and 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:

APPOINTMENTS

Name and Assignment	Date	Position and Salary	Increment Date
Robert Duecker Fac. & Main.	03-18-91	Carpenter $17.16/hr.($34,320.00/yr.) (Replacement for retirement)	03-18
Dona Hall Human Resource Serv.	04-08-91	School Secretary I $13,938.67/yr. (Replacement for retirement)	04-08
Ywanda McFarland North Division	04-04-91	Clerk Typist I $14,697.54/yr. (Replacement for transfer)	04-04
Sheila Smith Comm. Rec. & Ed. Serv	04-02-91	Clerk Typist I $14,697.54/yr. (Replacement for promotion)	04-02
Melissa Thomas C & I	04-02-91	Clerk Typist I $14,697.54/yr. (Replacement for transfer)	04-02

PROMOTIONS

Victoria Johnson Comm. Rec. & Ed. Serv.	04-29-91	School Secretary III $22,484.80/yr.	05-28
Evelyn Kosidowski Audubon	04-15-91	School Secretary II $21,804.12/yr.	01-04
Sharon Miszewski Kluge	04-08-91	Food Service Mgr. III $13,877.85/yr.	09-19
Victoria Mueller Gaenslen	04-12-91	Food Service Mgr. III $13,156.08/yr.	09-11

CHANGES IN STATUS

Tim Belin # Marshall	03-25-91	Handicapped Children's Asst. $10,218.50/yr.	03-25
Bonnie Bolan # 67th	03-22-91	Clerk Typist I $12,185.78/yr.	03-22
Toni Cocos # Philipp	03-18-91	Handicapped Children's Asst. $9,871.94/yr.	03-18
Gloris Coleman % Washington	03-22-91	Central Kitchen Manager $21,238.99/yr.	06-11
Vonda Connor # Parkman	04-08-91	Clerk Typist I 512,185.78/yr.	04-08

Judith Diliberti ¢ Hamilton	04-15-91	School Secretary I $20,984.08/yr.	07-01
Ella Dunbar * Carleton	05-07-91	School Secretary I $16,218.89/yr.	10-20
Murry Jones # 82nd	04-29-91	Handicapped Children's Asst. $10,218.50/yr.	04-11
Sarah Knox # City-wide Reg.	03-08-91	Handicapped Children's Asst. $10,218.50/yr.	03-08
Myrna Kwiatkowski # 78th	04-29-91	Clerk Typist I $12,185.78/yr.	04-29
Carolyn Tutaj ¢ Human Resource Serv.	04-29-91	School Secretary I $18,158.78/yr.	03-02
Maria Vasquez * Brown	03-22-91	School Secretary I $17,392.97/yr.	01-10

From substitute to regular appointment
¢ From a 10 month to a 12 month position
% Reinstatement of Food Service Mgr. per Appendix A, page 34, of Local 150 Contract (Food Service)
* From a 12 month to a 10 month position

Your Committee recommends approval of the joint recommendations and reports of the Superintendent and the Secretary-Business Manager.

* * * * * *

(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:

Effective between February 25, 1991, and March 7, 1991, inclusive under suspension of Section 3.12(4) of the Board's rules:

(r)	Terry A. Osinski Elementary	B	$22,012	0	03-01-91

Effective between March 8, 1991, and March 20, 1991, inclusive under suspension of Section 3.12(4) of the Board's rules:

(r)	Agnes S. Johnson Upper Elementary	B	22,012	0	03-11-91

Effective between March 21, 1991, and April 2, 1991, inclusive under suspension of Section 3.12(4) of the Board's rules:

(r)	Tammy L. Herschleb Elementary	B	23,113	1	03-25-91
(r)	Julie A. Noeske EC:EEN	B	22,012	.5	03-25-91

Effective between April 3, 1991, and April 15, 1991, inclusive:

(r)	Kerry B. Nikutta Head Start	B	22,012	0	04-08-91

Effective September, 1991, payroll.

(r)	Kevin R. Ball Science	B	26,580	3	08-30-91
(nr)	Eria M. Caldwell Elementary	B	24,268	1	08-30-91
(nr)(a)	Isidro M. Carbajal Spanish	E	38,379	8.4	08-30-91
(nr)	Leyla E. Dreksler Bilingual Spanish/Sociology	B	23,113	0	08-30-91
(nr)	Godwin T. Ebije Math	B	23,113	0	08-30-91
(r)	Caroline H. Garofani Elementary	B	31,200	7	08-30-91

Effective September, 1991, payroll:

(r.	Aedan A. Hanley English	B	23,113	0	08-30-91
(nr)	Marcus A. Hughes Elementary	B	31,200	7	08-30-91
(nr)	Jane C. Prahlow Elementary	B	31,200	7	08-30-91
(nr)	Matthew A. Prahlow Elementary	B	31,200	7	08-30-91
(nr)	Michele M. Riviere Elementary	B	23,113	0	08-30-91
(nr)(b)	Donna L. Sayler Bilingual Math	BB	31,549	6.7	08-30-91
(nr)(b)	Russell L. Sayler Math	BB	30,336	5	08-30-91

(nr)	Elizabeth K. Stang E.D.	B	24,268	1	08-30-91
(nr)	Harolyn J. Stanley Elementary	B	30,044	6	08-30-91
(nr)	Janice V. Travis Elementary	B	23,113	0	08-30-91
(nr)	Kelly C. Whalen Physical Education	B	23,113	0	08-30-91

(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 further recommends that the following individuals be, and they hereby are, appointed or promoted to the classifications indicated, effective upon assignments, following approval by the Board:

ADMINISTRATIVE APPOINTMENTS AND PROMOTIONS

(nr)	Saul Herrera	Principal Multilingual/Multicultural Elementary Academy	Schedule III, Range 13D $54,000
(r)	James Gother	Coordinator Head Start Education	Schedule III, Range 8C $33,998
(nr)	Christine Toth	Director Insurance and Risk Management Services	Schedule III, Range 13A $67,000

(nr) Non-Resident
(r) Resident

* * * * * *

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

Illness leave, to June, 1991:

Eddeane Walker	Palmer	March 11, 1991

Illness leave, to June, 1992:

Catherine Fusi	Edison	March 4, 1991

Maternity leave, to June, 1992:

Ellen Graan	Downtown Regional Office	August, 1991
Cathleen Lewandowski	Fairview	August, 1991

Personal leave, to June, 1992:

Myra Holland	On leave	August, 1991

Sabbatical leave, to June, 1992:

Rita Rose Mauermann	Tippecanoe	August, 1991
Hollice Olsen	On leave	January, 1992

Extension of leave for maternity, to January, 1992:

Hollice Olsen	On leave	August, 1991
Colleen Schulz	On leave	August, 1991

Extension of leave for maternity, to June, 1992:

Mary Brenzel-Chavez	On leave	August, 1991
Julia Grams	On leave	August, 1991

Extension of leave for Personal, to June, 1992:

Annie Rheams	On leave	August, 1991

Extension of leave for special teaching assignment, to June, 1992:

Susan Novak-Tibbet	On leave	August, 1991

Extension of leave for study, to June, 1992:

Daniel B. Smith	On leave	August, 1991
Carolyn Josie Vargo	On leave	August, 1991

* * * * * *

(ITEM 5) Your Committee reports that the Superintendent advised your Committee in accordance with the provisions of Section 3.39 (1) ("Curtailment of Leave") of the Board's Rules, that the leave of absence granted to the following individual has been curtailed:

CURTAILMENT OF LEAVE:

Jeffrey Slawson	—Was granted an illness leave from December 13, 1990 to June, 1991. Curtailed as of April 10, 1991

* * * * * *

(ITEM 6) The following resignations have been received and accepted by the Superintendent, effective as of the dates indicated:

Nathan Berg	Edison	06-17-91

George Brawley Jr. Wright 06-17-91

Ralph B. Bronner	Muir	06-17-91
Patricia J. Brosdal	Webster	06-17-91
Marjorie A. Cahn	Riley	06-17-91
Marilyn Y. Daniel	Vincent	07-01-91
Raymond B. Dauk	Hamilton	06-17-91
Joyce M. Diliberti	Fernwood	06-17-91
Jeanette Elmer	Fernwood	07-01-91
Donald Feilbach	Siefert	06-17-91
Geraldine Fowlkes	Hopkins	06-19-91
Morris Galitzer	Morse	06-17-91
Donovan C. Glocke	68th Street	06-21-91
Jodi Goocher	Granville	06-18-91
Gloria J. Graham	Lapham Park	06-17-91
Karen Gross	Milw. Tech.	06-19-91
Adele M. Hanson	Milw. Tech.	06-17-91
Johnnie M. Harris	Forest Home Region	06-17-91
Susan A. Henderson	On Leave	03-26-91
James Jafferis	Washington	06-17-91
Grace O. Key	Mitchell	06-17-91
Josephine Koebert	Roosevelt	06-18-91
Florence V. Koszarek	Bilingual Education	06-17-91
Suzanne B. Krasno	Holmes	06-17-91
Jacqueline K. Kravit	Hartford	06-17-91
Veronica Kriegler	Day/Day	06-17-91
Jacqueline E. Kubec	Philipp	06-17-91
Frederick H. Kurth	Forest Home Avenue	06-17-91
Janet J. Kwiatkowski	Hopkins	04-12-91
James E. Laessig	Bay View	06-17-91
Joan M. Layman	67th Street	06-17-91
Richard Lithgow	Milw Tech	06-17-91
Donald C. Luebke	Steuben	06-18-91
Josephine Manchester	Lancaster	06-17-91
Lorraine Mattmiller	SDA I	06-21-91
Marilyn D. McLean	Goodrich	06-17-91
Elizabeth Newcomb	Lincoln Avenue	06-17-91
Joseph R. Plummer	Kluge	06-18-91
Harold J. Pollnow	Washington	06-21-91
Ferdinand Rigoni	Audubon	06-17-91
Brian M. Rosenblum	Milw. Tech.	06-17-91
Leander Schaefer	Vincent	06-17-91
Armin A. Schenk	Forest Home Region	06-21-91
Roland J. Schmidt	Forest Home Avenue	06-17-91
Elizabeth Schmitz	Hawthorne	06-17-91
John Srok	Milw. Tech.	06-17-91
Robert D. Stillwell	Keefe	06-17-91
John W. Sullivan	Pleasant View	06-21-91
Opal M. Tatum	35th Street	06-17-91
Patricia R. Tellefson	Riley	06-17-91
Patricia Unterholzner	31st Street	06-18-91
Alice White	27th Street	06-18-91
Nancy N. Zimmer	Lincoln Avenue	06-17-91
Shirley R. Zinsmeister	Forest Home Region	06-21-91

* * * * * *

(ITEM 7) The Superintendent advised your Committee that:

At its meeting on April 22, 1991 (Proc., p.3), the Board referred a communication from Dena Wegehaupt, the Elm School Based Management co-chairperson, to the Personnel and Negotiations Committee.

The communication requests an opportunity to address the committee regarding concerns about the specialist staffing at the new Elm scheduled to open for the fall of 1991.

Your Committee reports having given hearing to representatives of Elm Creative Arts School and other interested parties.

* * * * * *

(ITEM 8) 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 May 13, 1991:

A. Report of Affirmative Action Personnel Transactions for the Month of April. 1991

B. Transmittal of the Annual Chapter 220 Report

* * * * * *

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

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

Noes—None.

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

Noes—None.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

Director O'Neil presented the following report for the Committee on Legislation and Rules:

May 29, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM l) The Superintendent advised your Committee that:

1. The report and recommendations of the American Indian Educational Issues Task Force were submitted to the Instruction and Community Relations Committee of the Board of School Directors on March 13, 1991. The administration has reviewed the report, agrees with the major concerns of the task force, and offers the following responses to the recommendations.

2. Recommendations of the task force and responses of the administration:

   PROGRAM NEEDS:

   A. *Establish an American Indian K-8 specialty* school. The American Indian Educational Issues task force has decided that it is necessary to document parent and school interest in order to ascertain the support for an American Indian K-8 specialty school. If sufficient interest is found, this information will be brought to the Board with a request to establish an implementation task force. The administration recommends that the American Indian Advisory Committee coordinate the solicitation of support. The administration will assist with duplication needs and mailing costs.

   The administration recognizes the potential contribution of Dr. Elm of Buffalo, NY. Schools, and will consider him as a high priority for consultant services.

   B *Establish two American Indian resource centers.* The media center had developed a recommended list of resources on the American Indian and has disseminated this list to schools. The administration is working with school libraries and the public libraries to increase the number of resources for teacher and student use, particularly (as requested by the task force) at Riverside and South Division.

   Each MPS school receives a small allotment of funds for non-textbooks, and the administration will urge all schools to allot monies from their non-textbook funds to establish or increase the collection of recommended materials on the American Indian. Because the amount of money varies greatly with the level and size of each school, the administration will recommend amounts on an individual basis rather than recommend a fixed amount across the district. The Associate Superintendent will ensure that this is done.

   C. *Establish an American Indian advisory committee.* The administration supports the formation of an advisory committee representing the various Indian groups. The Associate Superintendent or his designees will attend meetings when invited. The task force has informed us that the advisory committee will be formed from nominations by the Milwaukee American Indian organizations and will be appointed in July 1991.

   D. *Conduct an independent review of the Title V program.* The administration is in the process of reviewing the Title V program. The WE Indians Program has recently been assigned to the Department of Bilingual Multicultural Education, and the Director is reviewing various aspects of the program, particularly as the program relates to achievement levels of American Indian children in MPS. The report will be submitted to the Associate Superintendent, who will share the findings with the American Indian Advisory Council by December, 1991. If, at that point, an external review is still recommended by the American Indian Advisory Council, it will be planned and conducted within the Parents Communications Guidelines under the Federal Regulations of the Indian Education Act and budgetary considerations.

E. *Encourage schools to consider the American Indian culture as a school focus* The administration will encourage schools to consider the American Indian culture as a possible school focus.

STAFF:

A. Recruit American Indian personnel. particularly: a personnel specialist, an AODA counselor, an American Indian community aides, teachers, and administrators. While the administration recognizes the need for additional American Indian personnel, and supports the specific requests made by the task force, the administration is reluctant to support the creation of new positions at this time due to budget constraints. However, in order to better meet the needs of the American Indian community, the Director of Bilingual/Multicultural Education will review the job responsibilities of the WE Indians Program Coordinator for possible revisions, within the federal guidelines of the project. The Director will report the findings and recommendations to the Associate Superintendent. In addition, the administration will review the allocation of aide positions for possible reallocation of a position to the Department of Bilingual and Multicultural Education, similar to the Hispanic and Southeast Asian community aides, to be filled by an American Indian. The Office of Human Resource Management will work with the task force to increase the number of American Indians hired for teaching and administrative positions.

There are funds available to the district from the Drug Free School Act, and the administration, cognizant of the unique needs of the American Indian student, recommends that this avenue be used for contracting for American Indian AODA counseling services beginning with the 1991-1992 school year,

The administration supports efforts to develop the linkage necessary to recruit from colleges with American Indian graduates in order increase American Indian representation among Milwaukee Public School employees.

B. Provide inservices regarding the culture of American Indians. The administration requests that members of the American Indian Advisory committee recommend resources to the Associate Superintendent for inservicing staff members on American Indian culture. As resources are made known to us, they will be shared with the Community Superintendents and schools for possible use at various staff meetings. Inservice can also be provided through the Leadership Academy. A timetable course on multicultural populations is presently offered by staff development.

CURRICULUM:

A. *Provide inservices on Act 31.* By state law, the responsibility for developing curriculum rests with the Department of Public Instruction. The administration is in the process of working with several staff members at DPI to obtain the materials developed to date. The administration is requesting DPI to provide access to available videotapes, and/or to prepare videos for use by schools in accordance with Act 31.

Inservice will be developed by MPS, targeted to teachers of grades 4, 8, and 11, and provided within available funding. We will develop an inservice plan and begin implementation during the 1991-1992 school year.

B. *Involve American Indians in the development of curriculum.* The administration requests assistance from the American Indian groups in identifying American Indians with expertise to serve as resources. In particular, the expertise of the American Indian is being sought during the development of the K-12 multicultural curriculum. The administration encourages all curriculum committees to invite the active participation of the American Indian Advisory Committee or a representative selected by the Advisory Committee.

C. *Involve American Indians in the review of textbooks and curriculum materials.* The textbook review committees are made up of volunteers, with every effort made to get the widest

possible ethnic/gender representation. The administration will notify the American Indian Advisory Committee, as soon as it is formed, of the establishment of specific review committees. The administration welcomes the assistance of the American Indian groups in identifying people who are willing to volunteer their service on review committees. In addition to serving on review committees, the textbook adoption process includes various opportunities for interested persons to review books and speak to the Board.

D. *Set aside funds for American Indian library materials.* The administration supports the increase of American Indian library materials. Lists of materials recommended for purchase have been provided to schools by the Media Center. Schools will be encouraged to allocate some of their resources to obtaining these materials as determined by each school librarian.

E. *Encourage Indian Summer Educational Day and field trips.* The administration supports the inclusion of Indian Summer Educational Day as an approved field trip. Unfortunately, there is an admission fee for Indian Summer Educational Day and an additional fee for participating in various hands-on activities. It is our understanding that discussions are taking place among the board members of *Indian Summer, Inc.* to reduce the entrance fee, and subsidize the activities fees, in order to allow greater participation by MPS students.

COMMUNICATION

A. *Communication must be improved between MPS and the American Indian community.* The administration supports the recommendation to encourage each department to contact and include American Indian organizations in planning programs. Notices regarding Act 31 will be included in MPS meetings and publications. American Indian groups will be included, along with other groups, in invitations to serve on various committees. The administration will distribute the list of American *Indian* Agencies, provided to us by the task force, to all SDA's and to MPS principals for further distribution to teachers and staff.

B. *American Indian Parents and community must have the same access to administrators as other populations.* All the resources of MPS are available to the American Indian population. The resources include not only the WE Indian program, but all programs, departments, and services.

RESEARCH

A. *Create* a *comprehensive annual report* on *American Indian students* in *MPS.* As reports are generated on pupil achievement, suspensions, exceptional education referrals, etc., care will be taken to identify the American Indian population. These reports will be shared with the American Indian Advisory Committee.

B. *Examine American Indian Education in comparable urban areas.* The administration would appreciate the assistance of the American Indian groups in identifying sources of information about American Indian programs and education.

C. *Research grants from federal departments. states and local resources.* The administration will provide assistance in writing and preparing grant applications. Grant opportunity notices are published on a weekly basis in the Principals' Bulletin.

Your Committee recommends:

1. That the Board accept the responses of the administration to the recommendations of the American Indian Educational Issues Task Force.

2. That the Board review these recommendations, and the progress made on them, in April, 1992.

3. That the Board recognize the high priority of the American Indian issues, and that appreciation be extended to the members of the American Indian Educational Issues Task Force and the administration for their many hours of work.

* * * * * *

(ITEM 2) The Superintendent advised your Committee that:

1. The report and recommendations of the Task Force on the Arts in the High Schools was submitted to the Instruction and Community Relations Committee of the Board of School Directors on April 10, 1991. The administration has reviewed the report, agrees with the major concerns of the task force, and offers the following responses to the recommendations.

2. Recommendations of the task force and responses of the administration:

   A. That the Milwaukee Public Schools Board of School Directors endorse the importance of the arts for all high school students; and that all central, SDA and school administrators, guidance counselors and teachers communicate that commitment; and that the Fine Arts Curriculum Specialists be directed to regularly communicate to the community at large the benefits of fine arts education for all students; and that guidance counselors and teachers communicate to students the opportunity for the arts to be on-going, four year programs for all students. The administration endorses the concept that the arts are important ways of learning for all children. The administration will direct the Fine Arts curriculum specialists to emphasize and regularly communicate the value of multicultural dimensions of study in the arts and to assure that the arts are equally accessible to all students.

   B. That all Milwaukee Public High Schools and Middle Schools should be brought - at a minimum - into compliance with Wisconsin Statute 121.02(1) standard (j), Administrative Rule PI 8.01 (2)(j) 3 and 4, which states that "Art(Music) instruction shall be available to all students in grades 7-12 and shall be taught by a department certificated teacher." The administration will direct the Fine Arts curriculum specialists to assess compliance on a school by school basis and provide a plan to place all Milwaukee Public Schools in compliance.

   C. That two (2) units of fine arts be required for graduation from a Milwaukee Public High School. The administration acknowledges the value of study in the arts for all children. The administration will prepare a tentative plan to phase in two graduation requirements in the arts for students graduating from high school in 1996.

   D. That the Milwaukee Public Schools fine arts needs be addressed in creative ways to share staff between elementary, middle and high schools within SDAs when and where appropriate. The administration supports the creative use of staff and will encourage curriculum staff, Service Delivery Areas, and individual schools to explore creative means to provide fine arts experiences.

   E. That each MPS high school should have a minimum of one instrumental and one vocal music teacher; and that these teachers should be separated from the teacher needs formula; and that these teachers should have their working schedule redefined to allow them to provide lessons for their students during regular school hours. These recommendations could be implemented in phases to be in total effect not later than the 1993-1994 school year. The administration will refer this item to the curriculum specialist for Music for a detailed plan for future consideration.

   G. That each Milwaukee Public High School have the services of a minimum of one (l) teacher certified in drama and one (l) teacher certified in dance. These certifications would be phased

in through normal staff replacements or expansions and would require no additional staff. The

administration supports this recommendation and will encourage high schools to phase in appropriately certified staff as openings occur in order to make classes available to students.

H. That a pilot program be established in a Milwaukee Public High School to provide basic skills remediation through the arts. The administration has asked the task force to form a subcommittee to report on the effects of arts-centered instruction on the achievement of students with remedial needs.

I. That high schools be encouraged and empowered to explore and implement alternative scheduling methods (e.g. 9 hour day, Alternative day scheduling) to expand opportunities for arts and other elective involvement. The administration reports that some alternative scheduling is already in effect. The administration will involve key staff members in the high schools to explore and adopt these models.

J. That Milwaukee Public Schools High School arts staff members become aware of and utilize the artistic excellence and cultural diversity represented in the resources of the Milwaukee arts community. The administration supports all attempts to involve the arts community in the school arts programs and will encourage Arts curriculum specialists to continue and expand programs and opportunities for staff and students at all levels and in all schools. Extensive involvement currently is occurring with the arts community. Schools are involved with the Milwaukee Art Museum (Curriculum Connections), the Milwaukee Symphony Orchestra (Arts and Community Education Program), Youth Symphony Concerts, the Milwaukee Ballet, the Kho Thi Dance Troupe, the Milwaukee Artist Foundation, the United Performing Arts Fund, Hansberry Sands Theatre, the Milwaukee Jazz Experience, the Inner City Arts Council, the Milwaukee Journal Art Calendar as well as many other involvement.

Your Committee recommends that the responses of the administration to the recommendations of the Arts in the High Schools Task Force.

* * * * * *

(ITEM 3) The Superintendent advised your Committee that:

1. WYMS has been on the air since 1973.

2. The Board issued the first policy and procedures statement for the station in 1972, which was last revised in 1980.

3. At first the station was on only six hours per day; now it serves the community with a 24-hour schedule of quality programming:

   a. "Live" Board meetings and committee hearings;

   b. Special programs dealing with MPS issues, such as candidates' forums and phone-ins dealing with the new assignment process;

   c. Children's programming—rarely done on radio, including nationally recognized Secret Clubhouse, which did a special program in January allowing children to discuss their fears surrounding the Gulf War with mental health professionals;

   d. Cultural awareness in the community is enhanced by jazz and blues programming, as well as weekend shows in over fifteen languages of Milwaukee's ethnic communities;

   e. Programs and features tied in with MPS awareness projects, such as Black History Month, Respect for Others and Respect for Self Months, various ethnic and cultural events, and

Nutrition Month. Weekly commentaries by the MPS Superintendent and the State Superintendent of Public Instruction deal with issues affecting education, as does the award given by the Wisconsin Broadcasters' Association this past February;

f. A reading service to the blind, which uses a special "side-channel" allows the print handicapped in the area to hear timely readings from local and national newspapers and magazines 24 hours per day;

g. Another "side channel" is reserved for administrative use; it provides timely information on late buses, weather and weather related emergencies to each school in the system.

h. In-service programming aimed at teachers and parents; most recently a series devoted to the concept of Whole Language Learning was conducted.

4. Station listenership has been growing. According to one independent measuring service, WYMS now reaches 28,000 different people per week.

5. 17% of the station audience is African-American—the largest percentage of listenership of any non-black formatted station in Milwaukee.

6. Currently, federal funds (CPB) cover 28% and listener contributions ("Friends of WYMS) cover 12% of the station's direct operating cost.

7. The station now has six full time employees—five board paid and one paid out of Federal funds. In addition, nine part time employees provide technical and programming support.

8. Almost two hundred community volunteers provide thousands of person-hours per year to the station, equaling approximately seven full time people.

9. The list of active Friends (contributors) now numbers over 3,000.

10. In addition to providing direct support to the station, the Friends of WYMS funds a student internship program at the station which provides scholarship funds and hands-on experience to students selected each year from the broadcast specialty program at Marshall High school.

11. In-kind donation of services and materials (donated national programs, records and CDs, etc.) totaled over $18,000 in FY 1989-1990.

12. CPB qualification is granted to over 300 radio stations nationwide; to qualify, stations must meet minimum standards of locally-funded personnel, budget, facilities and hours on the air. Federal funds are provided on a matching basis as an incentive to local stations.

13. CPB funding pays for one full time person plus acquisition of national programming, travel to national and regional broadcasters' meetings, and advertising, including recent newspaper ads and one of two current billboards in the area (the other billboard was donated by ABC Outdoor Advertising Company).

14. CPB provides additional services to its member stations at no charge, including providing funds to pay for on-sight visitations by qualified consultants.

15. In view of increasing budgetary constraints and a need to engage in short and long-range planning for the station, WYMS invited Dr. Donald Mullally, Director of Broadcasting at the University of Illinois, to meet with station and MPS personnel on March 28, 1991.

16. Dr. Mullally is planning additional visits to Milwaukee to help the station in its planning efforts—specifically to help make better use of station resources and find ways to increase non-board support of the station.

17. The first step in this process is adoption of a new mission statement for WYMS which will serve as a philosophical basis for future initiatives as well as align the station's goals with those of the Board.

WYMS MISSION STATEMENT

It is the mission of WYMS-FM to support the educational program of the Milwaukee Public Schools by:

1. Providing a program service for the citizens of Milwaukee which is educative in the best and broadest sense of that word—a service which:

    a) Educates listeners (including parents, students, and others) concerning the most important issues facing the city and the nation, thus allowing informed participation in the unfolding of the American democracy.

    b) Celebrates the rich ethnic and cultural diversity of Milwaukee, educates each group about its own heritage and fosters an appreciation of the heritage of other groups.

    c) Encourages the development of those attitudes which are essential to educational success in school: an understanding of the possibility of personal growth, a sense of self-worth, and an appreciation of the opportunities and choices available to those who avail themselves of education.

    d) Enriches the cultural environment by presenting focused examples of the aural arts and educating listeners about those arts and their place in American society.

2. Providing opportunities for the development of vocational media skills among students, including the technical, business, organizational, marketing, research, social, and leadership skills required in broadcasting—without compromising the quality of service provided to the public.

3. Assisting in the in-service training of teachers and professional staff, and providing technical assistance to other units directly involved in such activities.

4. Fostering an understanding by taxpayers of the work of the Milwaukee Public Schools and how the school district contributes to the overall quality of life in the community.

5. Assisting the direct instruction of students by providing specialized audio resources for classroom use or for at-home enrichment.

6. Offering opportunities for student and citizen participation in important community projects; assisting other community organizations in serving constituencies of the Milwaukee Public Schools.

7. Providing efficient and direct emergency communication services for the benefit of students and their parents, school professional staff, and the citizens of the city.

8. Exemplifying the quality aspirations of the Milwaukee Public Schools by demonstrating excellence and efficiency in every activity undertaken by the radio station, and by being known for that excellence and efficiency by the citizens we serve, by the professional staff of the district, and by professional peers in broadcasting.

Your Committee recommends that the Board approve the proposed WYMS-FM Mission Statement.

* * * * * *

(ITEM 4) The Superintendent advised your Committee that:

1. For the past two years, Kosciuszko and Parkman Middle Schools have participated in a grant from the Edna McConnell Clark Foundation. The purpose of the grant is to develop a curriculum for

middle

school students that stresses high expectations, high content and high support. The two schools have benefited greatly from the enhanced opportunities provided by the grant.

2. The administration is in the process of applying for a continuation grant for two more years. Each of the schools would receive $210,000 over the two year period if the application is successful.

3. As part of the reapplication process, the Foundation has requested that the Board express its commitment to the Foundation's objectives by authorizing acceptance of the grant.

Your Committee recommends that authorization be granted to accept a grant from the Edna McConnell Clark Foundation and that the Board reaffirm its commitment to l) high content, high support and high expectations; 2) the four goals of the Clark Foundation Initiative for middle schools disadvantaged youth; and 3) the dissemination of reform system wide.

* * * * * *

(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 May 15, 1991:

A. Pupil Accounting Reports

a) Alternative Education Programs
b) Referrals to the District Attorney
c) Pupil Suspensions - Regular
d) Pupil Suspensions - In-house
e) Pupil Attendance
f) Administrative Transfers

B. Presentation of WIAA Realignment Process

C. Report On MPS Graphic Arts Programs

D. Report on Proposed Middle School Intramural/Extramural Sports Program

E. Informational Item Regarding 7th Grade Social Studies Curriculum

F. Update On New Sites For the 1991-1992 School Year

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

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

Noes—None

Item 3 of the report relating to the WYMS-FM Mission statement, having been set aside for separate consideration, Director Mallory moved to concur, Director Lucey moved to hold Item 3 at Board level pending budget deliberations.

The motion to hold at Board level failed, the vote being as follows:

Ayes — Directors Johnson, Lucey — 2.

Noes — Directors Bills, Mallory, O'Connell, O'Neil, Sinicki, Small, President Mitchell — 7.

Director Mallory's motion to concur prevailed, the vote being as follows:

Aye— Directors Bills, Mallory, O'Connell, O'Neil, Sinicki, Small, President Mitchell — 7.

Noes — Director Lucey — 1.

Present — Director Johnson — 1.

COMMITTEE ON FINANCE AND FACILITIES

Director Bills presented the following report for the Committee on Finance and Facilities:

May 29, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM l) 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, as awarded as follows:

INTERIOR PAINTING WORK
Edison Middle School
STATE PAINTING CO. low bidder $139,140.00

CONSTRUCT RUNNING TRACK
Marshall High School
Division 1 - Grading and Asphaltic Concrete
Bids received for this contract were under $25,000 and will be awarded on a service order.

Division 2 - Resilient Surfacing and Line Painting

Bids received for this contract were under S25,000 and will be awarded on a service order.

EIRE EDUCATION CENTER
Division 1 - General Construction
REDMOND CONSTRUCTION CO., INC. second low bidder $353,304.00
(Note: low bidder submitted a bid which was not responsive to the specifications)

Division 2 - Plumbing and Fire Protection

RAWSON PLUMBING, INC. low bidder $30,384.00

Division 3 - HVAC

BABCOCK MECHANICAL COMPANIES, INC. low bidder ..... $ 38,353.00

Division 4 - Electrical Work

TRENKO ELECTRIC. INC.
Low bidder $31,086.00

ELEMENTARY SCHOOL SITE 154

Contract 3A - Hardware
Bids received for this contract were under S25, O00 and will be awarded on a service order.

Contract 6 - Carpentry

B & D CONTRACTORS, INC.
second low bidder $97,248.00
(Note: low bidder submitted a bid which was not responsive to the specifications)

Contract 7 - Roofing

Bids received for this contract were under $25,000 and will be awarded on a service order.

Contract 8 - Glazings

Bids received for this contract were under $25,000 and will be awarded on a service order.

Contract 9 - Sealants

Bids received for this contract were under $25,000 and will be awarded on a service order.

Contract 10 - Hard Tile

Bids received for this contract were under $25,000 and will be awarded on a service order.

Contract 11 - Resilient Tile and Carpet

Bids received for this contract were under $25,000 and will be awarded on a service order.

Contract 12 - Seamless Flooring

Bids received for this contract were under $25,000 and will be awarded on a service order.

Contract 13 - Acoustical Tile

Bids received for this contract were under $25,000 and will be awarded on a service order.

Contract 14 - Painting

ED WEBER, INC. low bidder $34,300.00

Contract l5A - Plumbing

ILLINGSWORTH CORPORATION low bidder 76,928.00

Contract 15B - HVAC WORK

BUTTERS-FETTING CO.,INC. low bidder..... $77,900.00

Contract 16 - Electrical and Telecommunication

STAFF ELECTRIC CO., INC. low bidder $176,000.00

Contract 17 - Miscellaneous Steel
All bids have been rejected.

* * * * * *

(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:

4 EACH 4x4 TRUCKS W/PLOWS AND SALTERS (NEW SCHOOLS)
BOB FISH PONTIAC/CADILLAC GMC, INC $53,996.00
COMMUNICATIONS EQUIPMENT (MADISON AND MARSHALL)
SELECT SOUND SERVICE (Madison) 38,285.92
SELECT SOUND SERVICE (Marshall) 26,403.16

423 SECTIONS OF STEEL SHELVING (NEW SCHOOLS)
STORAGE SYSTEMS OF WISCONSIN..... 30,564.06
COMMUNICATIONS EQUIPMENT (VARIOUS SCHOOLS)
ASSOCIATED TECHNICAL SERVICE. 19,658.98
less 1% 10 days

INTERCOMMUNICATIONS EQUIPMENT (VARIOUS)

CREMER ENGINEERING 55,231.25
less 1% 20 days

508 EACH SECURITY WRAPPERS FOR MICROCOMPUTERS (STOCK AND NEW SCHOOLS)
FISCHER INDUSTRIES, INC. 70,104.00

* * * * * *

(ITEM 3) Your Committee recommends that the following recommendations for purchases be forwarded to the Board out of Committee without a recommendation:

SOUTH DIVISION

IBM; Vision Project; 46 IBM microcomputers & software 119,600.00
for Teacher's lab, graphic arts, science lab, library

STEUBEN

APPLE; Classroom labs; 27 microcomputers, 4 printers, 3CD ROM 62,700.00

EXCEPTIONAL EDUCATION
IBM; Interactive Forms Design; IBM AFP software & printers 43,700.00

15 ELEMENTARY SITES:

APPLE; All Day K-5; 40 microcomputers, 49 printers 117,800.00

LEE, KAGEL, BURDICK, GRANTOSA, GRAND AVE.

APPLE; Chapter I CAI; 20-25 microcomputers @ each site, ... $ 250,100.00
6 microcomputers @ Grand Ave. Learning station
software from Computer Curriculum Corp. $176,600.00

NEW SITES PLUTO, SARAH SCOTT, ELM, ELM ECC, GRAND AVE., SITE 154

APPLE; Classroom labs; 324 student microcomputers, 50 printers,
networking, and peripherals $897,700.00

NEW SITES PLUTO, SARAH SCOTT, ELM, ELM ECC, GRAND AVE., SITE 154

IBM: Office computers; 18 microcomputers, 8 printers and peripherals $64,100.00

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

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	GIFT OR PURPOSE	VALUE
Bell	Bell PTSA	Money for Basketball Uniforms	$400
	Wis. Forensic Coaches Assn.	Money for Forensics	50
	Mr. David Seppeh, Bus Trans., Kim & Kyle	Money for Camping Trip	500
Browning	Browning Parents Club	Computer Program	80
Bryant	School Fund	Copy Machine	2,067
Burroughs	Wisc. Law Enforcement Youth Foundation	Money for field trip	309
Carleton	Carleton PTO	Popcorn maker	865
Clemens	PTA	Library Materials	3,000
Community Rel.	DPI	City-wide Parents Conference	1,000
Community Rel.	Marquette Electronics	PPP Training Session	200
Dover	PTA	Reading Books for Classroom Use	1,001
	PTA	Maps for Classroom Use	3,145
Eighty-eighth St	Eighty-eighth PTA	Money for Field Trips, Performances, Toward Copy Machine	3,345
Exceptional Ed.	Glenn and Gertrude Humphrey Foundation	Equipment for Hearing Impaired Students	2,500
Family & Cons Ed.		Fabrics for Instructional Projects	300
Fifty-third Street	Fifty-third St. PTO	Books for Library	680
Garfield Avenue	School Fund	Moveable gates	2,000
Golda Meir	School Fund	Computer system	1,900
Grant	PTO	Writing to Read Lab	5,000
Hamilton	Buchannon Communications	Macintosh Plus	500
Hawley	School Fund	Field Trips, School Activities	2,060
Holmes	Ms. Michelle Cooper	Wheelchair	2,000
King	Family of Geraldine Wilson	Scholarship-Future Teacher	500
Lancaster	Lancaster PTA	Money for Educational Aides, Etc.	2,000
Lee	Lee School PTO	Money to treat Honor Roll students breakfast	500
Madison	Madison H-M Club	Scoreboards	6,800
Maple Tree	Maple Tree P.T.O.	Money for Library Books	1,000
Marshall	School Fund	VCR	199

Maryland Ave.	School Fund	Books	245
	Maryland Avenue PTA	Money for fieldtrips	585
Mitchell	Kiwanis Club of Mil.	Books	105
Morse	Morse PTO	Microscope	180
Nathaniel Hawthorne	Hawthorne PTO	Money for Student Incentives	200
Sholes	School Fund	Computer system	7,200
South Division	Northwestern Mutual Life Ins	Copy Machine	1,000
Thoreau	Denise Metzer	Sanyo Tape Deck	100
U.S. Grant	PTO Booster Club	Publishing Supplies	500
Vincent	School Fund	Balance, Science supplies	795
	Dale Korieczka	Trees for arboretum	450
Whittier	Whittier PTO	Fans/Portable tables	360
		TOTAL	$55,621

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(ITEM 5) The Superintendent advised your Committee that:

1. Operating under State Statute 119.70, the Department of Community Recreation and Educational Services provides community recreation and educational activities for all residents in the City of Milwaukee.

2. The department operates as a community service agency under the jurisdiction of the Board of School Directors and derives the majority of its funds through a separate mill tax (Extension Fund) set by the Board.

3. The Board has authorized the department to assess fees and charges when an individual or group receives (a) special instruction or services; (b) special supplies or equipment; (c) permit facility use; and (d) transportation, food service or entertainment.

4. The department uses revenue from fees and charges to offset operational costs. Programs such as adult sports and adult enrichment activities produce revenue over and above instructional/support costs. This excess revenue is applied primarily to supplement services for children and youth that do not produce excess revenue.

5. In December, 1989, the Board approved a one-year fees and charges schedule, effective January, 1990, through December, 1990. This schedule produced $40,000 in additional revenue.

6. Due to reorganization, restructuring, program adjustments and new priorities, the department did not submit a new proposal to the Board in December, 1990. It was felt that it would be prudent to finalize necessary departmental reorganization and review fees and charges during the budget process. However, to avoid losing the opportunity for additional revenue prior to Board approval of the total schedule, the department increased adult fees in October, 1990, resulting in $23,000 additional revenue.

7. The department is proposing a two-year fees and charges schedule effective July 1, 1991, through June 30, 1993. The proposed schedule will provide the following benefits.

    a. Utilize the fiscal year rather than a calendar year for fees and charges. This will assist in planning and enhance the budget process.

    b. Increase fees for all adult services and provide modest or no increases in fees for children, youth and family activities.

c. Increase revenue of approximately $228,000 in 1991-1992 and $257,000 in 1992-1993. Eighty-five percent of the revenue will come from adult activities.

d. Provide gradual increases over a two-year period.

e. Allow a complete review by the Board in two years.

f . Allow the Department to meet its target of $1, 350, 000 in fees and charges revenue by June of 1993. This will represent approximately 23% of the total budget.

g. Allow the Department to explore appropriate funding and operational alternatives for Adult Programs and Services through the Planning Council convened by the Public Policy Forum.

PROPOSED USER FEE AND CHARGES SCHEDULE

JULY 1, 1991 - JUNE 30, 1993

I. Children. Youth. Exceptional Education Students. and Disabled Adults

Activities offered to the above groupings currently range between $2 and $19, depending on the number of program days and materials/lab fees required.

During the course of the proposed two-year fees and changes schedule, increases will range from $ .50 to $2.

Reduced Activity Fees

To encourage participation in summer children and youth activities, the Department of Community Recreation will offer reduced fees for most activities to families eligible for free or reduced MPS food services.

II. Adult Enrichment Classes and Workshops

		Present	1991-1992	1992-1993
Arts:	Lab Fees, Materials, & Supplies Not Included	$18-$20	$20-$25	$25-$30
Business & Finance, Language, Computers, and Personal Skills:	"	$ 5-$60	$ 6-$65	$ 7-$70
Health, Fitness, Lifetime Sports:	"	$ 9-$26	$10-$30	$11-$32
Homemaking Skills:	"	$ 9-$27	$10-$31	$11-$35
Parenting/Social Awareness/Family Support:	"	Free or nominal fee. Majority of classes conducted in cooperation with metropolitan service agencies		

III. Sixty-Plus Senior Activities. Classes, and Workshops

		Present	1991-1992	1992-1993
Arts, Social, Language, Business Awareness, Health & Fitness	Lab Fees, Materials, & Supplies Not Included	$2-$20	$3-$22	$4-$24

	Present	1991-1992	1992-1993
Membership:	$5 for a two-year period	$10 for a one-year period	$10 for a one-year period

IV. Adult Sports - Co-Recreation, Men and Women

		Team Fees		
	Present	1991-1992	1992-1993	
Basketball	$225	$250	$275	
Football		$210	$235	$260
Softball		$120	$145	$170
*Volleyball		$115-170	$135-$205	$160-$215

In addition to the above charges, participants in the organized sports program are required to pay a player fee indicated below:

	Present	1991-1992	1992-1993
Player Fees	$ 5 Res. $12 Non-Res	$10 $20	$15 $30

*Team fee varies depending on number of officials required and number of games played.

Enrollment of Milwaukee residents have priority over non-residents in all class activities and workshops. When space allows and non-resident participation is permitted, a double registration fee is assessed.

Your Committee recommends that the Board approve the fees and charges as proposed by the Department of Community Recreation and Educational Services and the administration report back to the Board in April of 1992 regarding the impact of this action.

* * * * * *

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

1. At its meeting of April 22, 1991, the Board received a communication from Pastor Eugene Noel of the Worldwide Church of God, requesting permission to use the Webster Middle School on Saturday mornings for religious services.

2. The Worldwide Church of God Congregation has been using the Silver Spring Elementary School for the past seven years. Due to an increase in church membership, the pastor of the church is requesting permission to relocate to a larger facility.

3. Over the past seven years, the relationship among the church members, worship activities and school personnel has been very amicable.

4. All costs involved in building use by the church have been paid promptly.

Your Committee recommends that should the Committee decide that the request has merit, the Rules be suspended to allow for a building use permit to be issued with the understanding that the organization maintain its credibility of reimbursing the school district for all reasonable costs incurred in opening the school building for the religious services.

* * * * * *

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

1. Pursuant to action 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.

2. Mr. Ricardo Diaz, 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:

Noerenberg Wholesale Meats - Site Address: 2843 South 5th Court

Temporary relocation costs..... $44,432.10

Total..... $ 44,432.10

Your Committee recommends that the claim be paid.

* * * * * *

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

1. The Department of Public Instruction, Bureau for Food and Nutrition Services, administers the Summer Food Service Program, a federal program funded by the United States Department of Agriculture.

2. The Summer Food Service program provides funding for nutritious meals served to children from needy areas during the summer months when schools are closed.

3. Last summer, the second year that MPS sponsored this program, lunches were available at 20 elementary summer school sites. On average, 3,000 children a day participated.

4. In the program evaluation conducted by the Department of Public Instruction for Food and Nutrition Services at the end of the six week session, the following comments were made.

   "It was a pleasure to visit the Milwaukee Public School's Summer Food Service Program for Children. The administration, menus, delivery system and all other aspects of the program are a fine example of how a large metropolitan school district should implement a summer feeding program. The number of meals served during the summer of 1990 increased by almost 100% from the pilot program of 1989. It is hoped that in future years even more children will be served. The Milwaukee Public School District is to be commended for operating an expertly administered program that serves thousands of children who otherwise may have gone without a nutritious lunch."

5. Reimbursement rates for the Summer Food Service Program are designed to cover all costs associated with preparation and delivery of meals, as well as administration of the program.

6. The meals provided will again be cold bag lunches and will consist of a meat, cheese, or peanut butter and jelly sandwich; fresh vegetable relish; fresh fruit; cookie; and milk. Lunches will be prepared at two central kitchens and will be delivered daily to the designated sites via refrigerated trucks.

7. The 18 schools being considered are those which will have summer school classes in the morning and the Recreation Department's summer activity program in the afternoon. These schools are:

Allen-Field	Garden Homes	Lincoln Ave.	37th St.
Auer	Keefe	Longfellow	21st St.
Berger	Kilbourn	Palmer	27th St.
Brown	LaFollette	Pierce	
Franklin	Lee	31st St.	

   In addition, there will be two exceptional education sites:

Gaenslen	Pleasant View

8. Lunch will be served in the school cafeteria; where possible, the program will be made available as well to neighborhood children who come to the playground in order to provide a nutritious meal to as many needy children as possible.

9. The anticipated expenditures for this expanded program as indicated in the proposed 1991-1992 budget are:

Salaries	$66,161
Benefits	7,193
Purchased Services	1,671
Food and Supplies	63,424
Capital Outlay	5,955
TOTAL	$144,404

   The anticipated revenues as indicated in the proposed 1991-1992 budget are: $144,404

Your Committee recommends that authorization be given to the Department of School Nutrition Services to participate in the Summer Food Service Program for children as outlined above.

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

1. Transportation services are provided to students who live in areas designated by the Milwaukee County Sheriff as an area of unusual hazard for pupils walking through the area to and from school where they are enrolled. State aids are provided for this service.

   Historically, the Milwaukee County Sheriff has delegated this task to the "Hazards Review Committee". The Committee is comprised of representatives from MPS, the Milwaukee Police Department, Milwaukee City Council PTSA, and the Milwaukee Safety Commission. School administrators were solicited for information in a December Principal's Bulletin. A city-wide hazards review was conducted during February, 1991.

2. Designated Areas of Unusual Hazards

SDA I

Goodrich Attendance Area From the intersection of North 105th Street and West Bradley Road; west to North 124th Street;

From the intersection of West Bradley Road and North 124th Street; north to West Brown Deer Road;

From the intersection of North 124th Street and West Brown Deer Road; east to West Granville Road;

The west side of North Granville Road southeasterly to West Joseph Avenue;

The west side of North 107th Street south to West Bradley Road;

The east side of North 107th Street from West Bradley Road; north to 8190 North 107th Street.

Grandview Attendance Area A portion of the subdivision east of the freeway in the West Bobolink Avenue area (K-6).

Granville Attendance Area From 9171 North 91st Street, north to West County Road;

From the intersection of North 91st Street and West County Line Road, west to North 124th Street;

Prom the intersection of West County Line Road and North 124th Street, south to West Brown Deer Road;

From the intersection of North 121th Street and West Brown Deer Road, east to the Little Menomonee River.

Happy Hill Attendance Area The complexity of the North 76th Street and West Brown Deer Road intersection;

From the intersection of West Bradley Road and North 68th Street; north to West County Line Road.

Maple Tree Attendance Area From the intersection of West Bradley Road and West Granville Road west to North 124th Street;

From the intersection of West Bradley Road and North 124th Street; south to West Appleton Avenue; southeasterly to West Mill Road; east to North 107th Street;

From the intersection of West Mill Road and West Appleton Avenue; southeasterly to the C & NW RR tracks;

The area in a southerly direction between West Leon Terrace and West Fond du lac Avenue;

From the intersection of West Bradley Road and North 107th Street; south to 6500 North 107th street (eastside);

From the intersection of West Mill Road and West Fond du Lac Avenue south to North 95th Street.

Stuart Attendance Area (Elementary Only) Complexity of the intersection of North 86th Street and West Good Hope Road.

Thoreau Attendance Area From the intersection of West Hemlock Street and North 51st Street; south to West Good Hope Road.

SDA II

Barton Attendance Area From the intersection of the C & N.W. tracks and West Good Hope Road (southside); west to the western boundary of Beth Yehudah Cemetery Association.

Hawthorne Attendance Area From the intersection of West Good Hope Road and North 43rd Street; the east side of North 43rd Street, north to West Calumet Road.

SDA V

Burbank Attendance Area Wood Veterans' Administration Grounds.

Neeskara Attendance Area The intersection of South Hawley Road and the north expressway exit south ramp;

The North Hawley Road viaduct;

The intersection of North Alois Street and West State Street west to the Hawley viaduct approach and exit ramps;

North 50th Street and North 50th Place from West State Street north to West Juneau Avenue.

North 54th Street from West State Street north to the dead end of the street.

SDA VI

Garland Attendance Area From the intersection of West College Avenue and South Howell Avenue north to West Grange Avenue.

From the intersection of West College Avenue and South 6th Street north to West Grange Avenue.

Lowell Attendance Area From the intersection of South 10th Street and West Waterford Avenue west to South 13th Street.

Whittier Attendance Area The intersection of South 3rd Street and West Howard Avenue.

3. Removal of Previously Designated Areas of Unusual Hazard

SDA I

Bruce Attendance Area From the intersection of North 91st Street and West Bender Avenue (the east side of North 91st Street) north to West Mill Road.

Grandview Attendance Area From a point west of the freeway overpass on the northside of West Florist Avenue west to North ll9th Street.

Maple Tree Attendance Area (Secondary Schools Only) From the intersection of North 91st Street and West Bradley Road West to North 99th Street.

From the intersection of West Bradley Road and North 99th Street south to West Everts Street;

From the intersection of West Good Hope Road and West Granville Road north to West Everts Street;

From the intersection of North 91st Street and West Calumet Road west to North Granville Road;

Maple Tree Attendance Area (Elementary School) From the intersection of North 107th Street and West Mill Road (southside) east to North 100th Street.

Parkview Attendance Area The intersection of West Hampton Avenue and the north freeway access ramp.

Thoreau Attendance Area From the intersection of North 74th Street extended and West Bradley Road east to North 66th Street;

From the intersection of West Good Hope Road and North 60th Street North to the C & NW RR tracks.

SDA II

Hawthorne Attendance Area From the intersection of North 43rd Street and West Calumet Road east to North Teutonia Avenue, east to West Clinton Avenue, west to North 43rd Street and west Juniper Court.

SDA IV

Palmer Attendance Area From the intersection of North Martin Luther King Drive and East Walnut Street east to the Milwaukee River.

SDA VI

Victory Attendance Area From 3626 West Ramsey Avenue west to the city limits.

Whittier Attendance Area The intersection of West Layton Avenue and South 6th Street.

4. Impact on Vincent High School and Burroughs Middle School

Removal of unusual hazards from the Bruce Attendance Area and Maple Tree Attendance Area will impact the Vincent High School Attendance Area and the Burroughs Middle School Attendance area.

Some students who attend Vincent High School and reside in portions of the Bruce, Goodrich, Happy Hill, Maple Tree, and Stuart attendance areas would no longer be transported to and from Vincent High School. Only those students who live more than two miles walking distance from the school or those students who are compelled to walk through an area of unusual hazard to get to the school will receive transportation to and from Vincent High School.

Some students who attend Burroughs Middle School and reside in portions of the Bruce and Maple Tree Attendance Areas would no longer be transported to and from Burroughs Middle School. Only those students who live more than two miles walking distance from the school or those students who are compelled to walk through an area of unusual hazard to get to the school will receive transportation to and from Burroughs Middle school

Your Committee recommends that the Milwaukee Board of School Directors approve of the areas to be designated as "Areas of Unusual Hazard" for transportation services.

* * * * * *

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

1. At its meeting of October 31, 1990 (Proc., pp. 322-323, 326), the Board approved the various lease agreements and transferred funds to the Building Rental Account to fully fund these agreements. The following locations and rentals were approved at that time except the Warner Amex lease which was to be renegotiated at more favorable terms but is now to be terminated on August 3, 1991:

Program	Location	Cost
WE Indians	1551 W. Greenfield Ave.	$380/month
Bay View Outpost	Bay View Methodist Church	$175/month
Custer Outpost	Salvation Army Corps Temple	No Rent Fee
Madison Outpost	Telechek Building	$650/month
Marshall Outpost	St. Peters Lutheran Church	$50/month
North Div. Outpost	Northcott Neighborhood House	No Rent Fee
Pulaski Outpost	Boys & Girls Club/Seher Unit	$50/month
Riverside Outpost	Lincoln Downtown Center	No Rent Fee
Vincent Outpost	Endometriosis Building	$450/month
Washington Outpost	Parklawn Community Center	No Rent Fee
Learnfare Sanction	Demmer Center	$850/month
Alt. High School	Grand Building	$16,231/month
Alt. & Voc. Ed. Ofc.	Grand Building	incl. above
South Div. Outpost	Grand Building	incl. above
Exceptional Ed. Ofc.	Warner Amex Building	$17,567/month

2. The following is presented relative to each of the aforementioned leases:

a. WE Indians - 1551 W. Greenfield Avenue

l) The lease expires on June 30, 1991, and cannot be renewed. The lease cost has been $380/month plus utilities.

2) Continuance of the lease will be 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

l) 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 seven years. This center was operated without charge to the school system until 1986.

2) The lease expires on June 30, 1991, and cannot be renewed. The lease price has been $175/month.

c. Telechek Building - 5401 North 76th Street

l) 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, 1991, and cannot be renewed. The lease price has been $650/month plus utilities.

d. St. Peter's Lutheran Church - 3908 West Capitol Drive

l) The lease was authorized by the Board during its budget deliberations for the 1989-1990 school year.

2) The lease expires on June 30, 1991, and cannot be renewed. The lease price has been $50/month.

e. Boys and Girls Club-Seher Unit - 2404 West Rogers Street

l) The Pulaski Outpost center was established in 1987 as part of the expansion of the total outpost program.

2) The lease expires on June 30, 1991, and cannot be renewed. The lease price has been $50/month.

f. Riverside Outpost - Lincoln Downtown Educational Center

l) The Riverside Outpost center was established in 1990 and located in space vacated by the Alternative High School Program. As a result, there has been no lease costs associated with this program.

2) This program will be relocated for the 1991-1992 school year in order to reopen Lincoln as a middle school. The Administration will seek space at a cost similar to other outpost programs and bring recommendations to the Board for approval at a later date.

g. Endometriosis Building - 8585 North 76th Place

l) The lease established in 1990 to house the Vincent Outpost center which was relocated from the Junior Achievement Building located at North 76th and West Townsend Streets.

2) The lease expires on June 30, 1991, and can be renewed. The lease cost has been $450/month plus utilities.

h. Washington Outpost - Parklawn Community Center

l) The Washington Outpost center was relocated to the Parklawn Community Center for the 1990-1992 school year due to its removal from A.O. Smith.

2) The school has requested that a new location at the new Sherman Park Boys and Girls Club be approved in order to move the program closer to the school. No estimate of lease costs has been completed, but the Administration will make every attempt to negotiate terms similar to other Boys and Girls Club locations and bring recommendations back to the Board at a later date.

i. Junior Achievement Demmer Center - 734 North 8th Street

l) The lease expires on June 30, 1991, and cannot be renewed. The lease price has been $925/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. Grand Building - 1107 West Mitchell Street

l) The lease expires on June 30, 1991, and can be renewed at the same terms except for a proportional share of any increased taxes. The cost has been $8.10/sq. ft. or $16,231/month plus utilities.

2) The facility has been utilized to house the South Division Outpost, Alternative High School, Comprehensive Support Center (CSC), and office space for personnel relocated from Central Office from the Department of Alternative and Vocational Programs.

k. Warner Amex Building - 1610 North 2nd Street

l) The space was utilized to house the regional office of the Department of Exceptional Education and Supportive Services formerly housed at the Forest Home Avenue School.

2) The lease expires on August 31, 1991, and can be renewed. The lease cost has been $17,567/month plus utilities.

3) With the acquisition of the former Wausau Insurance Building, the Administration intends to relocate these offices to that facility. As a result, this lease will be terminated on August 31, 1991.

3. At its meeting of September 30, 1980 (Proc., pp. 911-917), and November 24, 1986 (Proc., pp. 907-909), the Board approved the Policies Relating to School Buildings and Sites**.** Contained in these policies 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 Alternative and Vocational Education personnel, all of the current leases are for outpost or other alternative school programs. These programs require small amounts of space and separation from the regular school environment, and as such, are better accommodated in leased facilities. All other regular and exceptional education programs will be housed in permanent space in accordance with Board policy

Your Committee recommends that authorization be given to the City Real Estate Section 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, 1991 - June 30, 1992, 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 1990-1991 at a cost not to exceed $640/month.

c. Renegotiate the lease for Bay View Methodist Church located at 2772 South Kinnickinnic Avenue to house the Bay View Outpost Program at a cost not to exceed $175/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 1990-1991 at a cost not to exceed $50/month.

e. Renegotiate the lease for the Junior Achievement Demmer Center located at 734 North 8th Street on identical terms as those in 1990-1992 at a cost not to exceed $850/month with the Administration to bring back any substantial increase 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 terms similar to the other outpost programs at a cost not to exceed $50/month.

g. Renew the lease for the Endometriosis Building located at North 76th Place to house the Vincent Outpost program on identical terms to those in 1990-1991 at a cost not to exceed $450/month.

h. Renew the lease for the Grand Building located at 1107 West Mitchell Street at identical terms as those in 1991-1992 except for an appropriate proportional increase in taxes.

i. Terminate the lease for the Warner Amex Building located at 1610 North 2nd Street upon expiration of the lease.

j. Negotiate leases, as required, for the Riverside and Washington Outpost programs upon site selection, review, and cost by the Administration with recommendations to be brought to the Board upon completion**.**

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

1. In June 1989, The Board approved the installation of an IBM minicomputer linked with terminals, microcomputers, and the MPS central mainframe computer as a part of that school's Vision project. The project was an experiment in developing an integrated computer technology administrative management of the school. (The results of this experiment were communicated to all Board members in a letter dated February 12, 1991.)

2. At that time competitive proposals were solicited from various computer manufacturers. As a result of further negotiations, IBM offered to enter into a partnership agreement with South Division which included a no-cost two year loan of the entire hardware and software package. This loan expires June 30, 1991.

3. IBM has now come forward with an offer to give ownership of all the equipment items to South Division effective July 1, 1991, as a free and clear grant. South Division's only obligations in accepting this grant are to provide on-going technical support to teachers, staff, and students; to prepare bi-annual reports on the effectiveness of the educational technology; and to host demonstrations of the project to other interested school districts for a period of two years. In

addition, MPS will need to provide for annual maintenance charges of approximately $12,000 per year.

4. The 1989 list price of the equipment being donated by IBM is $364,954. This extremely generous grant is the largest such grant ever awarded in the State of Wisconsin.

Your Committee recommends that the Board approve the grant form IBM of all existing hardware and software currently on loan at South Division.

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

1. Every school office, SDA, bus companies, Central Office, and many other sites, through communication links, are now constantly interacting with central computer data files. The information in these files is maintained on an ongoing basis by local schools and is used for decision making in every phase of the school system from scheduling children into classes to finding lost children that missed their bus. As the number of users increases and the schools' demand for more data files continues to increase, the capacity of the processing equipment must also be increased. Beginning in June 1990, schools' demands for data grew faster than projected.

   In September of 1990 the demand for access to the main computer exceeded its capacity and all users and many parents experienced the discomfort, embarrassment, and dissatisfaction of having to wait at a terminal for information needed to enroll students. Additional computer support for the 1991-1992 school year is necessary to solve these problems.

2. The main computer is operating at 100% of its power and cannot sustain additional processing requirements.

3. The transaction workload of the district's main computer has increased regularly for the last several years. This increase has been staggering in the last year due to accelerated student data base usage, along with terminal count now at 800 and growing.

4. The most economical, least disruptive steps to procure adequate computing power to meet expectations in time for Fall 1991, use, are to purchase an IBM-4381-R24 used computer. The expected cost of a used computer is $97,500.

Your Committee recommends that $97,500 be transferred from the contingency fund to purchase this computer.

* * * * * *

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

1. At its meeting of November 28, 1990 (Proc., pp. 369-370; 373-374), the Board authorized the Administration to pursue acquisition of the former Wausau Insurance Company building located at 6620 West Capitol Drive. Subsequent to that action, the Board authorized the Administration to borrow $750,000 from the Common School Fund to pay for the purchase of the facility. This action occurred at the March 27, 1991 meeting (Proc., pp. 536).

2. As a result of acquisition activities for property at the Sarah Scott Middle School, the Administration has been informed that the Board is responsible for payment of all property taxes on any property acquired for school purposes prorated from the date of acquisition. The Administration has pursued, with representatives of the Tax Commissioner's Office, as well as the City Attorney's Office, the issue of the Board's tax exempt status and our request to be exempt from these payments. It is the opinion of both the City Attorney and the Tax Commissioner's Office that since property within the City of Milwaukee is designated public or private on January 1st of each year, the Board is responsible for the payment of the prorated share of the real estate taxes for the year in which the property was acquired.

As a result of these discussions, the Board has now been made responsible for the payment of real estate taxes on the Wausau Insurance Company building in the amount of approximately $25,000. Funds do not exist in the Construction Fund or any other account to pay these taxes. It is therefore requested that funds be transferred from the Contingent Fund to the appropriate account to provide the necessary payment to the City of Milwaukee for these taxes. Since the closing is scheduled for the last week in May, funds will be required from the 1990-1991 budget.

3. Appropriate staff will be available to discuss the issues and ramifications of the position taken by the City of Milwaukee relative to these real estate taxes.

Recommendation:

That $25,000 be transferred from the Contingent Fund to the appropriate account within the Construction Fund for payment of these taxes.

Your Committee recommends that this item be forwarded to the Board out of Committee without a recommendation.

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(ITEM 14) The Superintendent advises Committee that:

1. The Service Delivery Area has utilized consultants to provide a number of inservices to staff, principals and teachers. Additional costs for books and equipment necessary to provide the training at these inservices have also been incurred.

2. Future costs for the balance of the year include a reception planned for SDA parent and citizen volunteers.

3. The services of the coop student will not be needed for the balance of the year.

Your Committee recommends:

1. That $846 be transferred from the equipment account to other expenses.

2. That $1,065, the balance of the coop student account, be transferred to the general service account.

3. That $4,000 be transferred from the part-time certificated account to the consultant account.

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

1. Federal regulations require the removal of asbestos in the public school buildings. Each year funds have been appropriated from the MPS budget to perform major abatements.

2 . The U. S. Environmental Protection Agency (EPA) has offered 0%; interest loans to MPS for abatement work completed at Edison Middle School ($113,905), Sholes Middle School ($274,935), Milwaukee High School of the Arts at West Division ($83,348) and the scheduled project at McNair Elementary School ($299,180). The principle of the loan is to be repaid within ten years.

3. The City will act as our agent and enter into a mutual agreement with the Milwaukee Board of School Directors for receipt of the funds.

4. The Common Council has adopted a resolution authorizing the City to enter into a cooperative agreement with the Milwaukee Board of School Directors for this purpose.

Your Committee recommends that the Board authorize its appropriate agents to enter into an agreement with the City for the receipt of the EPA funds for the removal of asbestos at Edison Middle School, Sholes Middle School, McNair Elementary School, and Milwaukee High School of the Arts at West Division.

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(ITEM 16) The Secretary-Business Manager advised your Committee that:

1. The 1991-1992 budget included a requested appropriation to purchase textbooks for the elementary and middle schools. The requested appropriation was in excess of $2 million.

2. The budget cuts proposed to the Board by the Superintendent and Business Manager include a recommendation to eliminate this item from the 1991-1992 budget.

3. The recommendation to eliminate the funding was predicated on the assumption that these books would be purchased in the 1990-1991 school year.

4. There is an assumption that there will be adequate funding in the 1990-1991 budget to fund the purchase of these textbooks.

Your Committee recommends that the Superintendent be authorized to purchase the textbooks from the 1990-1991 budget predicated on the availability of adequate funding in the accounts in 1990-1991.

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

1. The School Nutrition Service Fund is a self-sustaining entity as determined by the Wisconsin Department of Public Instruction.

2. During the 1990-1991 budget cycle, the School Nutrition Services Division had planned for the purchase of needed supplies and general services at various school sites. As of April 1, 1991, the budget for these line items has been fully expended.

3. Excess funds exist within the Commodity Processing Account for the purchase of the needed supplies and for general services. These excess funds could be used to fund the supply and general services accounts.

4. Transfer of funds within the School Nutrition Services fund will not adversely affect the ongoing operations of the Fund.

Your Committee recommends that $120,000 be transferred from the Commodity Processing account with $94,000 transferred into the supplies account and $26,000 transferred into the general services account.

* * * * *

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

1. On May 7, 1991, the Zoning, Neighborhoods and Development Committee of the Common Council approved the designation of Trowbridge Street School as a historic building. It is anticipated that the full council will approve the designation at its meeting on May 14, 1991. Should this action occur, the building will be the third so designated.

2. Since its creating in June, 1981, the Administration has consistently expressed its opposition to designation of school buildings as well as the ordinance creating the Historic Preservation Commission because the best interests of the Board and taxpayers are not served due to additional costs being imposed, and control of the district facilities removed without approval of the Board.

3. During the discussion with the council committee, the Administration was asked whether the Board had passed a resolution indicating their concurrence with the position of the Administration. It is the opinion of the Administration that the negative response was one of the major factors in the subsequent designation. Additionally, it appears that it will be difficult in the future to continue to oppose these designations without such a resolution. As a result the Administration has prepared the following resolution for consideration by the Board:

   WHEREAS, the Board of School Directors has a statutory authority to manage and maintain its school facilities; and
   WHEREAS, the Board of School Directors has demonstrated its desire to retain its older facilities and adaptively reuse other facilities through its Brown Street, Grand Avenue Middle, and Milwaukee Education Center projects; and
   WHEREAS, the Board of School Directors has an obligation to the taxpayers of Milwaukee to utilize the dwindling resources as efficiently and effectively as possible and serves as the accountable governmental unit for school purposes, and
   WHEREAS, the designation of schools as historic structures permits a non-elected commission to impose costs upon the school district without approval of the Board of School Directors**,** and
   WHEREAS, the Administration, on behalf of the Board, has in the past consistently and effectively opposed all efforts to impose additional costs upon the taxpayers of the City of Milwaukee, therefore,
   BE IT RESOLVED, that the Board of School Directors hereby expresses its opposition to the designation of any and all of its buildings as historic structures without prior approval by the Board, and
   BE IT FURTHER RESOLVED, that the Administration continue to communicate the position of the Board to the appropriate agencies as the need arises.

4. The Administration will make a presentation to the Board detailing the significant financial impacts such a designation carries.

   Your Committee recommends that the resolution be adopted.

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(ITEM 19) The Secretary-Business Manager advised your Committee that:

1. A great deal more minor repair work is being completed by in-house forces and building custodians requiring more materials and supplies for field and shop operations. This additional work by building custodians was a negotiated item.

2. More minority contractor involvement in minor repair work is being contracted for field and shop operations.

3 Funding in the 1991-1992 budget request for the energy conservation program has been eliminated; however, the program must be terminated in a fiscally responsible manner to protect the money previously granted to the Milwaukee Public Schools under the Institutional Conservation Program.

4. Funding is available in building operations purchase services and needs to be reallocated.

Your Committee recommends that authorization be given to transfer to:

$315,000 to Supplies & Materials for Field and Shop Operations

$450,000 to Purchase Services for Field and Shop Operations

$235,000 to Energy Conservation for Field and Shop Operations

Transfer from**:**

Purchase Services for "Building Operations" Account No. 1-10-4-836600-331-253300	$825,000.
Purchase Services for "Building Operations" Account No. 1-10-4-836600-336-253300	$90,000.
Purchase Services for "Building Operations" Account No. 1-10-4-836600-333-253300	$30,000.
Purchase Services for "Building Operations" Account No. 1-10-4-836-600-337-253300	$40,000.
Purchase Services for "Building Operations" Account No. 1-10-4-836600-338-253300	$15,000.

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(ITEM 20) The Secretary-Business Manager advised your Committee that:

1. The 1990-1991 budget for energy conservation in the Department of Facilities and Maintenance Services included $750,000 for energy conservation programs. The 1990-1991 revenue statement included a corresponding amount that was the net of anticipated loan proceeds to offset this expense.

2. It is now anticipated that the amount that will be realized from loan proceeds will be $1,500,000 rather than $750,000. The money must be expended on energy conservation and cannot be used for other purposes.

3. It is not possible at this late date to amend the revenue statement, so expenditure of the additional funds will result in a technical over expenditure in the energy conservation budget of $750,000. Since there will be offsetting revenue, there will be no loss to the district and neither this year's nor next year's budget will be adversely affected.

Your Committee recommends that authorization be granted to over expend the energy conservation budget in the amount of $750,000.

* * * * *

(ITEM 21) 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 16, 1991:

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

B. Statement of Operating Revenues

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	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$ 516,516,326	$ 7,194,317	$ 523,710,643	$ 389,679,961	$ 134,030,682	74.4%
Categorically Aided	29,682,019	18,904,536	48,586,555	28,211,068	20,375,487	58.1%
School Nutrition	20,019,325	372,117	20,391,442	15,400,671	4,990,771	75.5%
Construction	7,389,000	21,478,029	28,867,029	20,288,023	8,579,006	70.3%
Extension	6,254,018	94,115	6,348,133	5,143,985	1,204,148	81.0%

C. Statement of Expenses

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$ 516,524,977	$ 7,185,666	$ 523,710,643	$ 405,094,892	$ 118,615,751	77.4%
Categorically Aided	29,682,019	18,904,536	48,586,555	34,969,209	13,617,346	72.0%
School Nutrition	20,019,674	380,768	20,391,442	16,912,350	3,479,092	82.9%
Construction	7,389,000	21,478,029	28,867,029	28,806,882	60,147	99.8%
Extension	6,254,018	94,115	6,348,133	4,717,003	1,631,130	74.3%

Extension

(1) Represents 1989-1990 appropriations carried over to the 1990-1991 fiscal year and board approved transfers during the 1989-1990 fiscal year.

(2) Encumbrances and expenditures included through April 30, 1991 and payrolls through April 26, 1991.

D. Monthly Expenditure Control Report

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Separate consideration having been requested for Items 1, 3, 6, 12, 13, and 16, the remainder of the report was adopted, the votes being as follows.

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

Noes – None.

Item 1 of the report relating to the award of contracts, having been set aside for separate consideration, Director O'Connell moved to adopt the contracts.
The motion prevailed the vote being the same as that preceding:

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

Noes—Director Johnson—1.

Item 3 of the report relating to purchases of equipment, having been set aside for separate consideration, Director O'Connell moved to concur. Director Mallory moved to separate South down to fifteen elementary sites and move concurrence. Director Mallory's motion prevailed the vote being as follows:

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

Noes—None.

Director Mallory moved to send them out for bids. The motion failed, the vote being as follows:

Ayes — Directors Bills, Mallory, President Mitchell — 3.

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

The motion on concurrence of the remainder of the items for approval of purchases prevailed, the vote being as follows:

Ayes – Directors Johnson, Lucey, O'Connell, O'Neil, Sinicki, Small, President Mitchell—7.

Noes – Directors Bills, Mallory — 2.

Director Bills made a motion that the administration bring a policy and procedures concerning sole source to the Finance and Facilities Committee next month. The motion prevailed, the vote being as follows:

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

Noes – None.

Item 6 of the report relating to issue of permit for worship services, having been set aside for separate consideration, Director Bills moved to suspend Board Rules and to allow the use of school property for religious service. The motion prevailed the vote being the same as that preceding:

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

Noes – None.

Item 12 of the report relating to a Contingent Fund Transfer, having been set aside for separate consideration, Director Small moved for concurrence. The motion prevailed the vote being the same as that preceding:

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

Noes—None.

Item 13 of the report relating to a Contingent Fund Transfer, having been set aside for separate consideration, Director Bills moved to hold this item at the Board level pending the results of the negotiations between the City Attorney's Office and Wausau Insurance. The motion prevailed the vote being the same as that preceding:

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

Noes—None.

Item 16 of the report relating to the purchase of textbooks, having been set aside for separate consideration, Director Mallory moved to adopt the report. Director Bills moved that all schools be notified that they can petition the Associate Superintendent's Office for an alternative use of the math textbooks. The amendment prevailed the vote being as follows:

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

Noes—Directors Johnson, Lucey, Mallory, Sinicki— 4.

The motion to adopt the report as amended prevailed. The vote being as follows:

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

Present—Director Johnson—1.

SPECIAL COMMITTEES

The Secretary-Business Manager presented five reports of expulsion orders from the Independent Hearing Panel.

Director Mallory moved for concurrence of all the recommendations. The motion Prevailed, the vote being as follows:

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

Noes—None.

NEW BUSINESS

Director Bills moved to put some of the highlights of Dr. Peterkin's contributions to the Milwaukee Public Schools into a resolution and have it framed for Dr. Peterkin. The Board approved by unanimous consent.

Director O'Connell moved that the Board by a roll-call vote pursuant to Section 119.36 (1) of the State Statutes, elect Howard Fuller as Superintendent of Schools for a three-year

term, commencing July 1, 1991, and the approval of the Superintendent's employment agreement attached hereto. Director Mallory moved Dr. Fuller take office as soon as the position becomes vacant. The motions prevailed, the vote being as follows:

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

Noes—None.

The motion to approve Dr. Fuller's contact prevailed, the vote being the same as that preceding:

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

Noes—None.

COMMUNICATIONS AND PETITIONS

Secretary-Business Manager presented the following communications:

Communication from Mrs. Rosa Cameron requesting a hearing and the Board's support of a proposal to ban the sale of toy guns in the City of Milwaukee.

Referred to the Committee on Instruction and Community Relations.

Communication from parents and teachers at Lloyd Street School requesting permission to submit a proposal regarding Lloyd Street School.

Referred to the Committee on Personnel and Negotiations.

Communication from Meadowbrook Church requesting permission to relocate their worship services to Wright Middle School.

Referred to the Committee on Finance and Facilities.

Communication from Milwaukee Building and Construction Trades Council relative to increases in wages for various trades.

Referred to the Committee on Personnel and Negotiations.

Communication from Ms. Shirley Owen regarding the ceiling numbers of minority African American teachers who are allowed to be a part of the Parkman Middle School Staff.

Referred to the Committee on Personnel and Negotiations.

Communication from the Worldwide Church of God requesting permission to relocate their worship service to Webster Middle School.

Referred to the Committee on Finance and Facilities.

RESOLUTIONS

By Director O'Neil:

WHEREAS, For nearly ten years the Milwaukee Public Schools has complied with the out-of-court Settlement Agreement; and

WHEREAS, The Milwaukee Board of School Directors maintains its commitment to desegregation; and

WHEREAS, The Milwaukee Board of School Directors intends to continue its efforts to provide expanded learning opportunities for minority children; and

WHEREAS, Transportation costs have risen to an excess of $45 million per year, with further increases projected; and

WHEREAS, The Federal Courts have relieved some large city school districts of the mandated bussing of children; and

WHEREAS, Parental involvement is key in the education of children; and

WHEREAS, Neighborhood schools foster parental involvement; and

WHEREAS, The Milwaukee Board of School Directors has not requested that the Courts declare MPS "unitary"; and

WHEREAS, In order to petition the Courts for unitary status MPS must prove that all vestiges of discrimination have been eliminated, therefore be it

RESOLVED, That MPS research whether its remaining one-race schools, current educational problems of Milwaukee's segregated housing patterns are vestiges of school segregation; and be it

FURTHER RESOLVED, that the administration begin to develop a plan for reduced bussing and neighborhood schools; and be it

FURTHER RESOLVED, That the Board become educationally and fiscally responsible in dealing with these issues as expeditiously as possible.

Referred to the Committee on Instruction and Community Relations.

The Board adjourned at 9:30 PM.

JOHN J. PETERBURS
Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of May 31, 1991

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	347	316		8	531	7	51	59	7		663
K3	427	259		4	375	17	48	222	20		686
PK	82	58		1	110	1	4	23	1		140
K4	1818	1751		30	1761	129	331	1259	59		3569
K5	4297	4064		101	4637	308	779	2438	88		8351
01	4926	4541		107	5540	330	949	2439	102		9467
02	4224	4007		82	4732	316	814	2197	90		8231
03	4016	3911		94	4461	292	795	2191	94		7927
04	3969	3697		86	4420	271	751	2063	75		7666
05	4022	3839		101	4619	249	756	2050	86		7861
06	3506	3515		85	4215	202	691	1758	70		7021
07	3329	3150		84	3780	172	642	1744	57		6479
08	3000	3034		69	3487	153	566	1691	68		6034
09	3805	3598		95	4121	224	719	2166	78		7403
10	3210	3193		60	3432	190	590	2060	71		6403
11	2447	2617		56	2592	158	399	1808	51		5064
12	1859	2128		38	1845	166	313	1588	37		3987
13	1				1						1
Invalid	2				2						2
TOTAL	49277	47678		1101	54661	3185	9198	27756	1054		96955

Total Active Detached..... 91 (Included above) Total Suburban Transfers—5442

Total Inactive..... 1200 (Not included above)

Brown Deer	175	Greendale	260	New Berlin	82	St. Francis	125
Cudahy	221	Greenfield	316	Nicolet	154	Wauwatosa	810
Elmbrook	176	Hamilton	36	Oak Creek	317	West Allis	449
Fox Point	138	Maple Dale-Indian Hills	81	Shorewood	281	Whitefish Bay	342
Franklin	284	Menomonee Falls	269	South Milwaukee	303	Whitnall	276
Germantown	26	Mequon-Thiensville	198				
Glendale-River Hills	123						

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1491	73.3	113.0	5.0	North Division	1058	73.4	102.0	6.0
Custer	1062	72.8	84.0	5.0	Pulaski	1501	71.9	111.0	5.0
Hamilton	1567	82.9	114.0	5.0	Riverside	1395	85.7	111.0	5.0
Juneau	768	80.3	63.0	3.0	South Division	1610	72.2	133.0	5.0
King	1180	87.8	74.0	3.0	Vincent	1334	74.3	103.0	5.0
Madison	1394	76.6	107.0	5.0	Washington	1511	76.7	121.0	5.0
Marshall	1120	73.4	86.0	4.0	HS of the Arts	705	93.6	56.0	3.0
Milwaukee Tech	1840	88.9	130.0	4.0	TOTAL	19536	78.6	1508.0	68.0
MIDDLE SCHOOLS									
Audubon	951	85.7	66.0	3.0	Parkman	600	81.2	54.0	3.0
Bell	949	86.0	67.0	3.0	Robinson	494	91.9	40.0	2.0
Burroughs	928	88.2	63.0	3.0	Roosevelt	641	92.8	45.0	2.0
Edison	910	85.9	67.0	3.0	Sholes	830	84.7	60.0	3.0
Eighth St.	332	91.3	27.0	2.0	Steuben	917	89.4	61.0	3.0
Fritsche	954	89.2	69.5	3.0	Walker	823	82.0	59.0	3.0
Fulton	644	87.7	56.0	3.0	Webster	963	88.7	64.0	3.0
Kosciuszko	737	83.6	64.0	3.0	Wright	829	86.6	63.0	3.0
Morse	1044	93.1	68.0	3.0					
Muir	930	84.8	68.5	3.0	TOTAL	14476	87.3	1062.0	51.0

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS									

Alcott	421	92.0	17.2	1.0	Hopkins	788	91.1	46.0	2.0
Allen Field	1020	92.7	53.5	2.0	Humboldt Park	574	93.3	30.0	1.5
Auer	621	92.3	36.8	1.5	Irving	701	94.4	39.0	2.0
Barton	585	92.6	27.0	1.5	Kagel	393	93.5	24.0	1.0
Berger	532	89.9	32.1	1.5	Keefe Av.	622	91.7	39.3	2.0
Brown St.	614	92.4	36.0	2.0	Kilbourn	387	90.9	22.5	1.0
Browning	445	91.5	22.3	1.0	Kluge	584	92.2	33.0	1.5
Bruce	530	92.1	28.1	1.5	LaFollette	653	91.8	39.8	2.5
Bryant	578	90.0	30.0	1.5	Lancaster	568	93.2	29.5	1.5
Burbank	573	90.6	23.8	1.5	Lee	618	90.1	37.3	2.0
Burdick	522	85.9	31.0	2.0	Lincoln Av.	635	90.6	30.5	1.5
Carleton	526	92.7	24.6	1.0	Lloyd St.	581	94.0	30.5	1.5
Cass	603	90.4	39.3	2.0	Longfellow	636	92.4	30.8	1.5
Clarke	496	94.6	28.3	1.5	Lowell	297	92.7	12.9	1.0
Clemens	454	89.5	22.2	1.0	MacDowell	535	91.4	27.0	1.5
Clement	480	91.3	21.0	2.0	Manitoba	381	95.6	32.5	2.0
Congress	538	90.7	23.9	1.5	Maple Tree	531	92.9	22.0	1.5
Cooper	418	92.1	21.5	1.0	Maryland Av.	339	91.2	20.2	1.0
Curtain	365	91.2	18.2	1.0	Mitchell	792	89.4	34.0	2.0
Doerfler	687	92.3	30.0	1.5	Morgandale	564	93.3	26.1	1.5
Douglass	314	95.8	16.7	1.0	Neeskara	424	94.8	30.5	1.0
Dover	633	91.6	27.1	1.5	Ninety-fifth	348	93.2	17.6	1.0
Eighty-eighth	384	94.4	18.5	1.0	Palmer	591	89.1	41.8	2.0
Eighty-first	492	92.0	20.8	1.0	Parkview	372	91.6	19.0	1.0
Eighty-second	472	95.9	21.5	1.0	Phillip	332	91.0	19.2	1.0
Elm	362	95.7	20.0	1.0	Pierce	569	90.3	33.0	2.0
Emerson	292	93.2	16.9	1.0	Riley	613	93.9	31.0	1.5
Engleburg	504	93.2	28.1	2.0	Seventy-eighth	586	90.9	33.0	1.5
Fairview	532	90.3	30.0	1.0	Sherman	609	94.6	27.7	1.5
Fernwood	477	88.8	29.0	1.5	Siefert	575	91.1	37.0	1.5
Fifth-fifth	483	93.8	22.5	1.0	Silver Spring	379	88.7	20.2	1.0
Fifty-third	403	94.9	18.7	1.0	Sixty-fifth	362	91.8	20.0	1.0
Forest Home	967	91.9	48.0	2.0	Sixty-seventh	339	92.7	15.9	1.0
Franklin	603	93.7	40.3	2.0	Story	579	93.5	35.9	2.0
Fratney	360	92.2	20.7	1.0	Stuart	331	92.7	18.0	1.0
Gaenslen	666	88.2	59.0	2.0	Thirty-eighth	573	95.5	26.9	1.5
Garden Homes	543	90.8	30.1	1.5	Thirty-fifth	335	93.5	15.4	1.0
Garfield	419	95.0	27.0	1.0	Thirty-first	489	93.1	28.8	1.5
Garland	363	89.7	15.4	1.0	Thirty-seventh	625	95.8	31.1	2.0
Golda Meir	249	96.5	13.8	1.0	Thoreau	700	92.5	31.0	1.5
Goodrich	430	94.5	22.5	1.0	Tippecanoe	240	91.3	12.5	1.0
Grandview	324	90.2	17.5	1.0	Townsend	510	96.6	21.5	1.0
Grant	596	92.4	27.3	1.5	Trowbridge	337	93.1	17.2	1.0
Grantosa	607	92.8	35.0	2.0	Twentieth	696	90.7	39.3	2.0
Granville	491	92.6	24.5	1.0	Twenty-first	627	94.2	38.0	2.0
Green Bay Av.	606	92.1	30.6	1.5	Twenty-fourth	320	92.8	21.0	1.0
Greenfield	402	95.3	18.0	1.0	Twenty-seventh	682	91.4	38.0	2.0
Hampton	609	91.6	30.0	1.5	Victory	511	94.8	29.0	2.0
Happy Hill	515	92.6	24.3	1.5	Vieau	606	94.4	37.1	2.0
Hartford	596	93.5	33.2	2.0	Whitman	462	90.7	24.8	1.0
Hawley	336	94.1	16.4	1.0	Whittier	207	96.2	8.4	1.0
Hawthorne	404	92.9	18.0	1.0	Wisconsin Av.	694	91.7	31.0	2.0
Hi-Mount	464	93.2	24.5	1.0	Zablocki	671	89.5	31.0	2.0
Holmes	715	90.6	46.3	2.0	TOTAL	55094	92.3	2947.8	153.5

OTHER SCHOOLS

Craig	90	65.8	11.0	1.0	Lincoln Alt. HS	105	62.9	7.0	1.0
Demmer	71	58.2	8.0	1.0	Lincoln Voc.Lab.	46	79.0	18.0	1.0
Hayes	79	68.3	12.0	1.0	Manitoba Ortho.	110	91.7	.0	.0
Kilmer	221	79.6	16.5	1.0	Pleasant View	203	80.7	30.5	1.0
Lady Pitts	163	62.1	15.0	1.0	Sixty-eighth	181	77.6	10.0	1.0
Lapham Park	272	83.0	10.0	1.0	Commun. Based	866		21.0	1.0
					TOTAL	2407	74.3	159.0	11.0
					MPS TOTAL	91513	88.1	5676.8	283.5

SUPERINTENDENT'S MONTHLY REPORT as of May 31, 1991
EXCEPTIONAL EDUCATION PROGRAM
ETHNIC SUMMARY

System Totals	Amer. Indian Prim	Amer. Indian Sec	Black Prim	Black Sec	Asian Prim	Asian Sec	Hispanic Prim	Hispanic Sec	White Prim	White Sec	Other Prim	Other Sec	Total Prim	Total Sec	Program Total
Learning Disab.	44	1	1943	17	21	0	305	2	948	16	33	0	3294	36	3330
Emotion. Dist.	20	0	1346	60	2	0	107	4	515	30	28	2	2018	96	2114
Autistic	0	0	77	12	3	0	4	1	51	4	1	1	136	18	154
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	1	35	35	2	0	6	6	15	35	0	1	59	78	137
Physically Hdcp.	5	0	224	115	10	5	54	11	171	125	8	5	472	262	734
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	2	0	77	24	12	3	16	2	90	15	10	0	207	44	251
Mentally Ret.	12	3	1233	202	16	7	132	27	403	102	9	6	1805	347	2152
Speech/Languag	38	19	1760	1228	46	30	233	199	1061	659	36	36	3174	2171	5345
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par. Disability Total	122	24	6695	1694	112	45	857	252	3254	986	125	51	11165	3052	14217
Ethnic Totals	146		8389		157		1109		4240		176		14217		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 5, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 7:05 PM.

Present—Directors Bills, Johnson, Lucey, O'Neil, Sinicki, Small, and President Mtchell—7.

Absent and excused—Directors Mallory and O'Connell—2.

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

May 20, 1991

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, Wednesday, June 5, 1991, in the Board Room of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of giving public hearing on the proposed 1991-1992 School Operations, Construction, and Extension Fund Budgets.

JOHN J. PETERBURS
Secretary-Business Manager

Director O'Neil moved that the Board resolve itself into a Committee of the Whole for the purpose of giving public hearing on the proposed 1991-1992 School Operations, Construction, and Extension Fund Budgets.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board resolved itself into a Committee of the Whole at 7:07 PM.

The Board rose from the Committee of the Whole at 12:37 AM.

Director Bills, who chaired the Committee of the Whole, reported that the Committee had given hearing to interested persons regarding the 1991-1992 school budget.

The Board adjourned at 12:40 AM.

JOHN J. PETERBURS
Secreatry-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 25, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 7:14 PM.

Present—Directors Bills, Lucey, O'Connell, ONcil, Small, and President Mitchell—6.

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

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

June 21, 1991

TO THE MEM3ERS 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 25, 1991, 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 election as Secretary-Business Manager.

The Board may convene in executive session pursuant to Section 19.85 (1)(c) of the Wisconsin Statutes, in order to consider the subject matter of the special meeting.

JOHN J. PETERBURS
Secretary-Business Manager

Director O'Connell 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 election as Secretary-Business Manager.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting “present"—Director Lucey—1.

The Board retired to executive session at 7:16 PM.

The Board adjourned in executive session at 8:15 PM.

SUZANNE M. LUNDIN
Assistant Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 26, 1991

Regular meeting of the Board of School Directors called to order by President Mitchell at 7:15 PM.

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

Absent—None.

CITY AND COUNTY COMMUNICATIONS

The Secretary-Business Manager presented the following Communication from the Office of the City Clerk:

Dr. Howard Fuller took his oath of office, June 3, 1991, and is now duly qualified to serve as Superintendent of the Milwaukee Public Schools, to service a term expiring July 1, 1994.

Received and placed on file.

JOINT COMMUNICATIONS

June 26, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

This is a request to amend both the revenue statement and the expenditure plan in the amount of $2,000,000, with no effect on the tax levy, and to make changes within the Food Services budget, also with no effect on the tax levy.

Our latest review of the state budget indicates that MPS may receive additional state aids ranging from $3.0 to $6.0 million. In view of this information, we are recommending that the 1991-1992 School Operations Fund revenues be amended to increase state aids as follows:

Equalization Aid - Regular	+$1,650,000
Bilingual Education	+350,000

Although we feel that the potential for receiving more than $2 million is good, the possibility exists that the legislature may not appropriate funds in the final budget bill or that the Governor may veto any additional funding. We are, therefore, taking a conservative position pending further developments. Should the more optimistic estimate prevail, we will prepare an updated spending plan for the Board's consideration prior to certification of the budget and tax levy to the Common Council. In the event that the additional revenues are not forthcoming, other local non-property tax revenue will be made available in the 1991-92 budget.

During the course of the budget deliberations, there have been many concerns expressed by various Board members, principals and community representatives regarding the teacher staffing levels provided for this September, exceptional education needs and the ability to retain flexibility in the delivery of services. In regard to teacher needs, we have carefully analyzed:

- •the teacher needs reports, and the student enrollment projections,
- •the method of distributing and enrollment projections across the SDAs,
- •the number of teachers that have been budgeted,
- •the number of new schools, and
- •the critical needs expressed by school principals.

Based on an analysis of the concerns and the supporting data, we have concluded that there is a need for additional staffing for the 1991-1992 school year. It is now clear that the initial staffing projection would not be meeting our needs. We believe that this staffing should receive priority.

We are therefore requesting that the following amendments be made to the expenditure plan:

Regular teacher staffing positions for 1991-92	+$1,000,000
Special fund for exceptional education class expansion	+500,000
Contingent fund to provide for the resolution of a restraining order issued today (3 community superintendents @ $105,000 each); four secretarial positions not included in the proposed budget; and the balance to be used for additional flexibility related to services for children	+500,000

Regarding the Food Services Budget, we recommend that the following offsetting changes be made:

Increase expend.: Commodities	$185,000	Decrease expend.: Food	$100,000
Increase expend.: Social Security	$128,723	Increase rev.: raise adult lunch cost by 50¢	250,000
Increase expend.: Pension Benefits	49,119	Increase rev.: increase student milk by 10¢	12,842
TOTAL	$362,842		$362,842

Respectfully submitted,

HOWARD FULLER, PH. D.
Superintendent of Schools

JOHN J. PETERBURS
Secretary-Business Manager

Attachment

Ordered held until the consideration on the report of the Committee on Budget.

June 26, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

The Superintendent and Secretary-Business Manager wish to advise the Board that the circuit court today issued a preliminary injunction regarding the employment status of three community superintendents: Belkis Santos, Daniel Drake, and Raymond Waier.

We have set aside $315,000 in a special contingent fund to fund the continued employment of these employees, pending the outcome of a preliminary injunction hearing scheduled for July 2, 1992, concerning their employment status.

Please refer to the other communication before you this evening for the specific budget amendment.

Respectfully submitted,

HOWARD FULLER, PH. D.

JOHN J. PETERBURS

Superintendent of Schools Secretary-Business Manager

Received and placed on file.

SECRETARY-BUSINESS MANAGER'S COMMUNICATIONS

June 26, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

Please be advised that the Milwaukee Public Schools has been granted the Certificate of Excellence in Financial Reporting for the year ended June 30, 1990. 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 a Review Panel of the Association of School Business Officials Certificate of Excellence Program. It is the highest form of recognition in governmental accounting and financial reporting. Its attainment represents a significant accomplishment by a government and its management.

Attached is a copy of the letter notifying the Milwaukee Public Schools of the award. Also attached is a copy of the Award of Financial Reporting Achievement.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

Received and placed on file.

June 26, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

We are pleased to announce that Mrs. Renee Taylor, Minority/Women/Disadvantaged Business Coordinator, has been awarded the Wisconsin Supplier Development Council's Corporate Initiative Award in recognition of spirited leadership and devoted service to Minority Business Development.

Renee's award, in the form of a plaque, was presented at the Wisconsin Supplier Development Council's trade fair.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

Received and placed on file.

June 26, 1991

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,

JOHN J. PETERBURS
Secretary-Business Manager

(attachment)

Director Lucey moved to concur with the Secretary-Business Manager's 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.

June 26, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

Under the Board's October 26, 1989, resolution, adopted pursuant to section 119.495 (1), of the Wisconsin Statutes, the Board directed that the City issue $27,500,000 in promissory notes, the entire statutory authorization, with $10,000,000 being issued in 1989 and $17,500,000 being issued in 1990. However, only $18,100,000 was in fact issued prior to December 31, 1990.

Therefore, in order issue the remaining $9,400,000 of statutory authorization, the City Attorney has advised us that the Board must adopt, by two-thirds vote, another sec. 119.495 (1), (Wisconsin Statutes) resolution. This resolution is attached.

This resolution should not be adopted until after the Board adopts its 1991-1992 budget. A written notice is included in the Budget specifying the amount (i.e., $9,400,000) of borrowing to be authorized for the ensuing year.

It is recommended that the attached resolution be adopted.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

(attachment)

Ordered held until the end of the meeting.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of May 1, 1991, through May 31, 1991, 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. 29987 to 33907, inc.

Payrolls (net withholdings)	$16,572,896.41	
Accounts	34,985,483.86	
		$51,558,380.27

CONSTRUCTION FUND

Accounts, Voucher nos. 889 to 1021, inc. $ 13,122,015.91

EXTENSION FUND

Payrolls and Accounts, Voucher nos. 1396 to 1507, inc.

Payrolls (net withholdings)	$ 166,917.86	
Accounts	270,673.96	
		$ 437,591.82
TOTAL		$ 55,117,988.00

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:

June 26, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

Your C**ommittee on Personnel and Negotiations** presents the following report:

(ITEM l) 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)	Robert Jasna	Deputy Superintendent	Schedule III E, Range 18A $87,824

(r)	Flora Odom-Flagg	Principal LaFollette Elementary	Schedule III, Range 14D $54,300
r)	Johnell Sharp	Principal Lee Elementary	Schedule III, Range 14D $47,602
(r)	Helen Harris	Principal Lloyd Street Elementary	Schedule III, Range 14D $48,335
(r)	James Sonnenberg	Principal Thirty-first Street Elementary	Schedule III, Range 13D $48,898
(r)	Ora Ewing	Principal Phyllis Wheatley Elementary	Schedule III, Range 14D $54,785
(r)	Michael Hickey	Principal Roosevelt Middle School of the Arts	Schedule III, Range 14D $50,298
(r)	William Stroud	Principal Steuben Middle School	Schedule III, Range 14D $62,163

(r) Resident
(nr) Non-Resident

* * * * * *

(ITEM 2) Your Committee further recommends the following principal reassignments to the locations indicated:

	From	To
Jackolyn Mathews	King	Marshall
Alton Townsel	Mitchell	Twenty-seventh Street
Robert Krueger	Palmer	Zablocki
Thelma Bradford	Zablocki	Palmer

* * * * * *

(ITEM 3) Your Committee, upon recommendation of the Superintendent, nominates for reappointment the following probationary teachers, teacher librarians, principals, assistant principals, and members of the support staff contingent upon proper Wisconsin certification:

TEACHER AND TEACHER LIBRARIANS
(Completing One Semester)

Anderson, Linda M. - Whitman
Anderson, Lonnie J. - Bell
Andrews, Kathleen A. - Auer
Balistreri, Rosemarie - Milw HS of the Arts
Ball, Odell - 68th St.
Barczak, Christine A. - Lancaster
Beckley, Jean D. - Doerfler
Benoit, Kathy A. - Forest Home Ave.
Berland, Julie M. - Hawthorne
Besch, Pamela K. - South Division
Beyers, Beverly A. - Wright
Bisbee, Gregory D. - Day-to-Day
Boeldt, Sandra L. - Allen-Field
Bosanac, Jacalyn - Gaenslen
Briggs, Brenda D. - Pulaski
Brown, Robert L. - Congress
Buckholt, Paul R. - Fernwood
Buquet, Karen R. - Grant
Carr, Steven T. - Vincent
Carter, Maria - Hamilton
Clark, Annabel B. - Clement
Clay, Cynthia L. - Forest Home Region
Colloton-Walsh, Patricia L. - Fratney

Crandall, William H. - Marshall
Czukas, Rita J. - 82nd St.
Dang, Paul I. - Custer
Daniels, Eloise N. - Roosevelt
Davis, Al'Lean M. - Grand Alternative
Decker, Russell - Berger
DeMary, Marcia - Edison
DeSimons, Trudy J. - Burroughs
Dess, Mary H. - Marshall
Diedrich, Glenn D. - Walker
DuCharme, Barbara J. - Audubon
Dykes, Francyne T. - Happy Hill
ElAbdi, Khaled - Bilingual Ed
Ellertson, April M. - Edison
Erdmann, Julie L. - Forest Home Region
Everett, Janaan D. - Milw Tech
Fager, Violet L. - Grant
Fanning, Debra S. - Clarke
Farwell, Rita S. - 20th St.
Felske, Kimberli A. - City Wide Zone
Fennema, Mark R. - Juneau
Ferguson, Trudy L. - Wright
Fischer, Laura J. - 78th St.
Fisher, Barbara J. - Burroughs
Fisher, Billy R. - Webster
Fitzgerald, Michelle B. - Washington

Flores, Nydia I. - Parkman Region
Font, Luz C. - South Division
Fores, Michelle B. - Clemens
Foster, Carla M. - MacDowell
Fowler, Deanna - Webster
Foyer, Allison L. - Franklin
Girouard, John R. - Washington
Goller, Sandra E. - Milw Tech
Gorectke, Jean F. - 21st St.
Greb, Lynn A. - Community Rec Ed Serv
Gross, Batya R. - Mitchell
Gudeman, Wendy A. - 37th St.
Hagenow, Amy B. - Maple Tree
Harris, Tanya E. - Clement
Hassman, Elizabeth A. - Fairview
Hemze, Carol M. - Congress
Herod, Herold - Muir
Higley, David C. - Forest Home Ave.
Hildebrand, Kerrie A. - Gaenslen
Hohl, Donna - 55th St.
Hushek, Sharon A. - Green Bay
Igl, Rita J. - Guidance
Jacobson, Heidi M. - 37th St.
Jarzembowski, Gabrielle M. - Burbank
Johnson, Agnes S. - Edison
Johnson, Tanya M. - Forest Home Ave

TEACHER AND TEACHER LIBRARIANS
(Completing One Semester)

Jolley, Sylvester J. - Forest Home Ave
Jordan, Kay T. - Granville
Julien, Kristie D. - Day-to-Day
Kenseth, Jay K. - Washington
Kimmons, Shirley F. - Congress
Kinosian, Amy - Edison
Kleven, Theresa M. - Auer
Komp, Melissa A. - Parkman Region
Kothlow, Susan A. - Muir
Krafczyk, Penelope A. - Zablocki
Kratz, Rebekah M. - 20th St.
Kwass, Susan M. - Parkman Region
Ladwig, Scott - Parkman
LaHay, Rita M. - Cass
LaPine, Laura K. - Grant
Larson, Bonnie L. - Marshall
Leahy, Jane E. - Auer
Leahy, Thomas J. - North Division
Leicht, Kathryn M. - 95th St.
Lennon, Janis K. - Happy Hill
Lichtig, Stephanie L. - Townsend
Lievens, Cynthia K. - Audubon
Lindstrom, Patricia A. - Hawthorne
Lovely, Dianne E. - Muir
Luebke, Patricia V - Granville
Magee, Veronica 0. - Day-to-Day
Maldonado, Margarita - Longfellow
Maney, Michael J. - Fulton
Marshall, Darnell - LaFollette
Martin, Albert A. - Burroughs
Matthews, Thomas E - Berger
Mayer, Linda L. - Grantosa
McKay, Pamela - North Division
Medley, Marion I. - Bell
Midthun, Christine A - Riley
Miller, Carol - Hayes
Miller, Larry F. - Custer
Molbeck, William R. - Community Rec
Moore, Geraldine A. - Wisconsin
Mueller, Susan A. - Community Rec
Muscavitch, Frederick H. - Guidance
NeMoir, Laura L - Day-to-Day
Newhauser, Mary M - Mitchell
Newson, Cynthia M. - Cass
Newson, Grace C. - Parkman
Nunn, Connie C. - Forest Home Region
Ortiz, Maira Z. - Cooper
Osinski, Terry A. - Hawley
Parey, Taimi L. - Mitchell
Payne, Julie - Kagel
Peterson, Jeanine E. - Forest Home Ave.
Pluckhahn, Robert J. - Vincent
Polasky, Julie A. - Bell
Porter, Mary E. - Fulton
Post, Lonnie S. - Day-to-Day
Reitman, Cherie L. - Washington
Rivas, Carmen - Community Rec. Ed. Serv.
Rogness, Geraldine R. - Manitoba
Roper, William C. - Grand Alternative
Rouiller, Terry J. - Story
Ruppenthal, Christina M. - Bruce
Sanchez, Ibis H. - Day-to-Day
Sanchez, Jesse - Forest Home Ave.
Schecher, Mary K. - Whitman
Schimpf, David P. - Goodrich
Shebu, Christine M - 67th St
Sinclair, Willie M. - Milw Tech
Smith, Alisia M. - Barton
Smith, Deborah A. - Hayes
Sosoff, Jacque L. - Irving
Steck, Noemi - Pierce
Stefanovich, Daniel - Walker
Stotmeister, Patricia M. - Bilingual Ed.
Tarantino, Kristi A. - Fairview
Thomas-Berkley, Felecia - Forest Home Ave.
Thompson, Hearldean A. - Lee
Trump, Julie A. - Pleasant View
Vena, Ralph M - North Division
Voskuil, Deborah J. - Douglass
Wagner, Astrid J. - Zablocki
Walker, Lamont M - Day-to-Day
Wamser, John F. - Clarke
Wied, Kathleen E. - Day-to-Day
Wilkie, Christine M. - King
Wincapaw, Mary S. - Marshall
Woeste, Patricia M. - Auer
Wood, Terence M. - Lincoln Downtown
Wranovsky, Gail R. - Hamilton
Wullschleger, Karl R. - Instr Resources
Yardley, Kimberly K. - Douglass
Young, Gertrude E - Grand Alternative
Zastrow, Lori J. - Clement

TEACHER AND TEACHER LIBRARIANS
(Completing Two Semesters)

Adam, Elizabeth M. - Hampton
Adams, Susan M. - Fairview
Adesuyi, Gwendolyn B. - Edison
Adler, Susan M. - Burroughs
Ahrens, Tanya M. - Sholes
Alexander, Sonya M. - Holmes
Allen, Kaye - 78th St.
Andersen, Elizabeth A. - Bell
Anderson, Julie - Fritsche
Anderson, Nancy L. - Forest Home Region
Andrews, Shari - Hopkins
Andrzejewski, Kathleen - Forest Home Ave.
Anich, Sharon M - North Division
Aragon, Michele - Siefert
Armstrong, Reginald K. - Fulton
Babby, Sharon - Roosevelt
Badzio, Heidi E. - 82nd St.
Bajurny, Mark R. - Bay View
Baldewicz-O'Malley, Constance - Lady Pitts
Baldwin, Melissa - Pierce
Baltzley, Renee C. - Parkman Region
Bankier, Phyllis M. - Lloyd St.
Barczak, Janet M. - Bay View
Bare, Allen R. - Walker
Barnard, Deborah J. - 78th St.
Barnes, Mark A. - Craig
Bartee, Pamela L. - Berger
Bauer, Carla M. - 55th St.
Bauer, Laurie E. - Franklin
Baumgart, Amy - Bilingual Ed
Baumann, Thomas R. - Morse
Bautista-Ruiz, Ofelia - Longfellow
Becker, Janice R - Walker
Becklund, Lorreen R. - Pleasant View
Bednar, Barbara J. - Edison
Beese, Susan - Hopkins
Beirold, Sabine F. - Hamilton
Bennett, Rhondell - Parkman Region
Benson, Olalekan A. - Whitman
Berg, Nancy E. - Forest Home Region
Betancourt, Linda L - Brown St.
Bettine, Cynthia L. - 31st St.
Bevirt, Wayne H. - Burbank
Bialas, Terri - Humboldt Park
Biersack, Heidi - Bryant
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 Ave.
Bonds, Michelle R. - Douglass
Booth, Tammy - Emerson
Boots, Angela K. - Edison
Borchardt, Marirose L. - Franklin
Bosanac, Robert - Kosciuszko
Boschek, Marian R. - Clarke
Bounkert, Sombath - Washington
Bounket, Soumaly - South Division
Bourdo, Lisa M. - Riverside
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
Buerger, Catherine E. - Kosciuszko
Burchardt, Renae A. - Gaenslen
Burns, Elizabeth K. - Kagel
Buser, Rose M. - Wright
Butler, Barbara D - Allen-Field
Butler, JoEllen G. - Lloyd St.
Byrd, Rocksand R. - Pierce
Caban-Quiles, Carmen M. - Allen-Field
Caine, Barbara L - Hopkins
Calabrese, Robert N. - Pulaski
Calcaterra, Kristina L. - Bell
Calvin, Delphine M. - Wright
Campbell, Mary L. - Day-to-Day
Campos, Ida I. - Morgandale
Cao, Jiying - Kosciuszko
Capes, Deborah J. - Washington
Carew, Jennifer - 81st St.
Carter, Lisa D. - Clement Ave.
Carter, Mark A. - 55th St.

TEACHER AND TEACHER LIBRARIANS
(Completing Two Semesters)

Case, Ella S. - Bruce
Casper, Dennis - Riverside
Cecil, Kimberly J. - Browning
Charek, Margaret C. - Franklin
Charles, Bethany L. - Fritsche
Chatman, Patrick D. - Auer Ave
Chaudhuri, Shukti - 82nd St.
Chelmo, Alice M. - Clarke
Chojnacki, Stephen P. - Robinson
Christensen, Janet L. - Silver Spring
Chucka, James R. - 55th St.
Church, Barbara L. - Sholes
Ciotti, Diane J. - McNair
Clark, Julie A. - Bay View
Clark, Kristina M. - Bell
Cockerham, Jean E. - Trowbridge
Coleman, Annie - Muir
Colloton-Walsh, Patricia L. - Fratney
Combs, Lisa D. - Gaenslen
Conrad, Nanette M. - Garden Homes
Copeland, Cathy A. - Sholes
Coriano, Isabel - Pierce
Coulthurst, Susan - Green Bay Ave.
Courneene, Sandra J. - Bell
Crayton-Smith, Alma - 20th St.
Crowley, Peggy A. - 20th St.
Cummings, Vaughn M. - Webster
Curley, Margaret M. - Browning
Czarnecki, Sara - Marshall
Czerwinski, Sandra L - Gaenslen
Daniels, Catherine E. - Kosciuszko
Davids, Beth A. - 38th St.
Davis, Mary K. - Sholes
Davis, Michelle P. - Sholes
Debot, Margot E. - Franklin
Decker, Russell - Berger
Deemer, Lori A. - Riverside
Deighton, - Robyn N. - Morse
Delcuze, Suzanne K. - Fulton
Demier, Tracy A. - Maryland Ave.
Deperry, Gary K. - Custer
Derdzinski, John M. - Riverside
DiFrances, Joseph A. - Vincent
Dominques, Annette M. - Morgandale
Durovka, Susan J. - Walker
Eastern, Cynthia R. - Steuben
Edwards, Nathorn C. - Fulton
Eidsvoog, Marlys A. - City Wide Zone
Eiland, Elizabeth A. - North Division
Elliott, Kelly - Holmes
Engebretson, Susan - Gaenslen
Engelmann, Julie M. - Morse
Engstrom, John - Washington
Erdtmann, Mary Ann - Day-to-Day
Eschrich, Christine A. - Lee
Eutizzi, Julie - 65th St.
Evans, Charles - Emerson
Fager, Violet L. - Grant
Fairbanks, Patrick M. - Robinson
Farris, Julie A. - Webster
Farwell, Rita S. - 20th St.
Feck, Jami - Thoreau
Feider, Margaret M. - 38th St.
Fendos, Janet R. - Garden Homes
Fenwick, Rachel - Alternative & Voc. Ed.
Ferrer, Marise - Holmes
Feyen, Andrea P. - Lee
Fisher, Henryette - City Wide Zone
Fleming, Colleen M. - Longfellow
Fleming, Patricia A - Custer
Flood, Christina A. - Lady Pitts
Foster, Carla M. - MacDowell
Fowler, Deanna - Webster
Frautschi, Pamela H. - Roosevelt
French, Christine M. - Vieau
Garber, Jonathan A. - Green Bay Ave.
Gardner, Thomas D. - Wisconsin Ave.
Gau, Teresa R. - Burdick
Gaytan, Francisco T. - Fratney
George, Barbara J. - North Division
George, Carol - Sherman
Gieschen, Jane - Riley
Gilman, Rosanne - Kosciuszko
Glueckert, Jennifer L. - 31st St.
Gnatzig, Larry P. - Parkman
Goll, Laura A. - Curtin
Gomez-Cohn, Betzaida - Fratney
Gorman, Gayle M. - Palmer
Gorsuch, Mary B. - Cass
Goss, Timothy R. - Fratney
Gray, James R. - Bell
Gray, Michelle M. - Burroughs
Greene, Cynthia Y. - Webster
Gremer, Andra D. - Craig
Grishaber, Virginia - Fernwood
Gross, Karen A. - Milw Tech

TEACHER AND TEACHER LIBRARIANS
(Completing Two Semesters)

Grulke, Karlyn K. - Forest Home Region
Guajardo, Crisoforo - Kagel
Guenther, Laura L. - Hawthorne
Gumina, Michael A. - Holmes
Gumina, Susan M. - Wright
Gustafson, Amy L. - Whitman
Haas, Randall - Wright
Hage, Thomas W. - Grantosa
Hagens, Linda S. - Garfield
Haines, Deborah A. - Victory
Haisch, Kathleen A. - Kagel
Hale, Lori - LaFollette
Hale, Mary E. - Marshall
Hall, Kathleen M. - 65th St.
Hamilton, Eileen - Riley
Handley, Wayne A. - Garfield
Hankwitz, Holly - 37th St.
Hardy, Alexander - Parkman Region
Harebo, Patti J. - Morgandale
Harmon, Carolyn - Gaenslen
Harmon, Donna J. - Pleasant View
Harris, Billy J. - Silver Spring
Harris, Carol - Wright
Hartwick, Jude M. - Audubon
Haupt, Joseph C. - Mitchell
Hayes, Linda M. - Morgandale
Heinen, Rosemary A. - Hartford
Heller, Bonnie L. - Gaenslen
Helminiak, Karen C. - Forest Home Ave.
Hendricks, Cynthia A. - Siefert
Herrera, Alicia M. - Wisconsin Ave.
Hesse, Ann - Forest Home Ave.
Hettinger, Kimberly - Townsend
Hetzer, David - Clarke
Hevey, Robynn D. - 55th St.
Hill, John R. - Edison
Hill, Kenneth C. - Craig
Hillebrand, Eric S. - Roosevelt
Hohl, Donna - 55th St.
Holbach, Lizabeth A. - 20th St.
Holland, Michelle M. - Gaenslen
Holman, Paula K. - Greenfield
Holzman, Christine M. - Philipp
Hopman, Judy - Muir
Horn, Kathleen E. - North Division
Howell, Steven W. - Lee
Hucke, Michelle M. - Fairview
Hudson, Stanley J. - Bell
Hull, Rebecca S. - Burroughs
Huth, Carol S. - Burroughs
Hynst, Barbara A. - Forest Home Region
Jackson, Laura J. - Riley
Jacob, Tammie J. - Franklin
Jacobs, Karen L. - Morse
Jaeger, Diana L. - Holmes
Jammer, Robert L. - Parkman
Jarvis, Amy A. - Wisconsin Ave.
Jasper, Judith E. - Greenfield
Javeed, Muhammad A. - Vincent
Jenkins, Cleo - Hayes
Johns, Mitzi L. - Burdick
Johnson, Allen - Roosevelt
Johnson, Audimishel C. - Morse
Johnson, Diane M. - MacDowell
Johnson Jerome J. - Riverside
Johnson, Marie A. - Sholes
Johnston, Brenda V. - Dover St.
Johnston, Sherryl L. - Bruce
Jones, Inia - Pierce
Jonet, Bonnie L. - Walker
Kahn, Elissa - Berger
Kaminski, Beth - 21st St.
Karwowski, Patricia A. - Muir
Keck, Kathleen L. - Kilmer
Kemp, Daisy L. - Webster
Kiernan, Sharon A. - 21st St.
Kirby, William F. - Milw Tech
Kirkwood, Doris L. - Fulton
Klammer, Raymond H. - 82nd St.
Klawon, Louise M. - Steuben
Kleiber, Margaret R. - 21st St.
Klemm, Pamela A. - Forest Home Region
Kluck, Kathleen - 31st St
Kluck, Wendy E. - Goodrich
Klug, Donna M. - Steuben
Knox, Valerie L. - 31st St.
Kobelsky, Ann M. - Philipp
Kolberg, Patricia A. - Allen-Field
Kolek, Susan L. - Humboldt Park
Kollmeyer, Jill C. - Forest Home Region
Koltz, Elaine C. - Pierce
Kondich, Tania - Pierce
Konigsfeld, Mary M. - City Wide Zone
Koopmann, Kristine A. - 81st St.

TEACHER AND TEACHER LIBRARIANS
(Completing Two Semesters)

Koos, Christina A. - Keefe Ave.
Kopp, Karla L. - Bay View
Kosmider, Allison L. - 31st St.
Kowalkowski, Julie A. - Parkman Region
Krause, Barbara A. - Clarke
Krawczyk, Laura - Steuben
Kroncke, Robert N. - King
Krueger, Tammi S. - Maple Tree
Kryscio, Eleanor - Fritsche
Krysiak, Karen M. - Story
Kulas, Diane M. - 27th St.
Kulich, Teresa A. - Granville
Kunkel, Amy E. - 82nd St.
Kurth, Edmund E. - Sholes
Kutner, Mary E. - Fulton
Kyle, Janie G. - Fritsche
Labonte, Peter G. - 88th St.
Lahr, Cary P. - Grant
Lama, Elizabeth - Pleasant View
Lamping, Mary L. - Victory
Landmark, Kari K. - Forest Home Region
Lange, Ann Marie - LaFollette
Laufer, Dona H. - Sherman
Laufer, Michael F. - Bell
Lawrence, Marla - Morgandale
Lawrence, Reginald L. - Pierce
Leal, Sylvia - Forest Home Ave.
Lee, Robert S. - Fritsche
Leonard, Dennis L. - Roosevelt
Lepkowski, Mary M. - Parkman
Lesher, Kevin J. - Vieau
Lester, Margaret R. - Custer
Leverence, Michelle - Custer
Lex, Christine M. - Maryland Ave.
Lincoln, Mary - Maple Tree
Lindert, Hannah - 88th St.
Loeschmann, Dawn M. - Burbank
Lopresti, Joan M. - Grand Alternative
Lorenzana, Nydia M. - Forest Home Region
Loss, Andrea M. - Custer
Louis, Maureen T. - Audubon
Loyda, Peter H. - Burroughs
Lozada, Abida - Milw Tech
Luft, Frederick W. - Browning
Lund, Timothy - South Division
Lundberg, Julia A. - Kosciuszko
Machi, Nina F. - Parkman
Maciejewski, Rachel M. - Garden Homes
Malesza, Ann E. - Hawthorne
Mallaro, Karen L. - Brown
Maney-Meer, Nancy - Clarke
Maresh, Mary H. - Burroughs
Markon, Ann Marie - 65th St.
Markwalder, Robin A. - 82nd St.
Marquardt, Colleen E. - Milw Tech
Martin, Julie M. - Lowell
Martin, Lawrence C. - North Division
Matenaer, Lisa M. - Hamilton
Mayer, Patricia N. - Morgandale
McConnell, Susan F. - Grant
McDonald, Diane - Fulton
McGilvary, Yvonne M. - Hopkins
McGroarty, Pamela J. - Trowbridge
McGuire, Susan L. - Irving
McKillip, Rita J. - Garden Homes
McKnight, Marilyn M. - Forest Home Ave.
McMahon, Veronica A. - 31st St.
McNab, Michele M. - Kilbourn
Meinen, James A. - Keefe
Mentkowski, Mary K. - Robinson
Mentovay, Sharon D. - Silver Spring
Meyer, Stephanie L. - Pleasant View
Michalski, Gale E. - Washington
Michaud, Constance A. - Burdick
Michaud, Peter J. - Cooper
Miller, John M. - Steuben
Miller, Kathleen A. - Pleasant View
Miller, Michelle T. - Wisconsin Ave.
Misurek, Kathleen M. - Holmes
Mitchell, Steven J. - Robinson
Mlynarek, Thomas - Lee
Mockus, Patricia A. - Forest Home Ave.
Mohr, Jane H. - Parkman
Moore, Joseph R. - Madison
Moran, Jodi L. - Edison
Moravec, Jeffrey S. - Parkman
Mortimer, Norma S. - Morse
Mueller, Andrea N. - Emerson
Murphy, Janet L. - Kosciuszko
Murphy, Keith E. - 37th St.
Naus, Matthew R. - Victory

TEACHER AND TEACHER LIBRARIANS
(Completing Two Semesters)

Nehring-Brodie, Robin L. - Longfellow
Nelson, Brenda J. - Bilingual Ed
Neuman, Kathleen - Pleasant View
Neumann, Carolyn S. - Parkview
Nevaranta, David N. - Pleasant View
Newcomb, Jonathan - Riley
Nichols, Carol T. - Stuart
Nielsen, Julia K. - Goodrich
Niemczyk, Elizabeth M. - Lincoln Ave.
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 Ave.
Oldenburg, Karen S. - Steuben
Oliver, Cynthia L. - Walker
O'Neill, Julie G. - Parkman Region
Osbourne, Catherine - Humboldt Park
O'Shea, Kathleen J. - Burroughs
Osmer, Lois - SDA 5
Otto, Jennifer A. - Bell
Owens, Phil L. - 8th St.
Pachi, Matthew A. - Walker
Paden, Marion - 88th St.
Pakulski, Jill M. - Franklin
Palmer, Dona R. - LaFollette
Paprocki, Anne-Marie - Audubon
Parker, Joel M. - LaFollette
Pastors, Maureen A. - Steuben
Patterson, Jane M. - Fritsche
Patton, Tresha L. - Bell
Paul, Joseph F. - Golda Meir
Pawlak, Vera M. - Forest Home Ave.
Pearsall, Jane M. - Longfellow
Pechauer, Catherine A. - Sholes
Pera, Lois E. - Fulton
Peterson, Jeralynn - Clemens
Petra, Thomas J. - Bell
Petzel, Melinda - Burbank
Phinisee, Ava - Vincent
Phipps, Michelle L. - Sholes
Pinkham, Connie E. - Franklin
Plautz, Philip A. - Craig
Pluemer, Lynn M. - Walker
Posley, Keith P. - Franklin
Powers, Margaret A. - Palmer
Prasad, Kirti - Bryant
Pribyl, Sheila M. - Kosciuszko
Prodehl, Richard H. - Pleasant View
Propsom, Cheryl L. - 27th St.
Purpora, Nancy L. - Sholes
Quigley, Maggie - 20th St.
Quillin, Michelle - 78th St.
Radowicz, Jodi - Audubon
Ragonese-Martin, Tina M. - Cass
Rahn, Paula J. - Webster
Redmond, Jacquelyn A. - Forest Home Region
Reed, Diane - Hamilton
Reedy, Michael G. - Roosevelt
Reesman, Lynn A. - Burroughs
Regan, Diane M. - Hayes
Reid, Gregory - Grantosa
Reinke, Robbie L. - Fernwood
Rendel, Debra J. - Bell
Riebesehl, Jr. Dale M. - Engleburg
Ries, Jill A. - Whitman
Rivera, Carmen A. - Day-to-Day
Rivera, Maria A. - South Division
Rivera, Mario A. - Wright
Robbins, Lisa G. - Webster
Roberts, Tracy A. - Webster
Robertson, Scott S. - Neeskara
Rodabaugh, Heather L. - Wright
Rodriguez, Elizabeth A. - Berger
Rodriguez, Margaret A. - Forest Home Region
Roell, Julie A. - Hawthorne
Rogers, Celestine L. - Kosciuszko
Rogowski, Claire A. - Fritsche
Ross, Edward - Burroughs
Rost, Ronald A. - Parkman
Ruiz, Gregory D. - South Division
Rupert, Dorothy S. - Vieau
Rushing, Judieth R. - Lincoln Ave
Rutter-Smith, Jean - Gaenslen
Ruzinski-Smith, Mary M. - Steuben
Salamone, Susan R. - Hawley
Sampson, Henry W. - Grant
Sanchez, Teresa - Day-to-Day
Sargent, Joseph P. - Philipp
Sathe, Jeff, Fritsche
Sayavong, James B. - Wisconsin Ave.
Scaffidi, Jason T. - Sholes
Scaglione, Corrine M. - Victory

TEACHER AND TEACHER LIBRARIANS
(Completing Two Semesters)

Schacht, Darren V. - Lee
Scharf, Colleen M. - Lee
Schaugg, Susan E. - 55th St.
Schmidt, Dawn - Siefert
Schroeder, Jay B. - Bay View
Schroeder, Jennette M. - Lancaster
Schulz, Steven L. - Webster
Schumann, Andrew R. - Edison
Schultz, Kathy Rose - Keefe
Schulz, Jenny R. - Burbank
Schwarzenberger, Eric A. - Zablocki
Schweinert, Margaret A. - Bryant
Scudder, Jacquelyn J. - Hamilton
Segalla, Randy J. - 8th St.
Sem, Barbara A. - Morgandale
Seydewitz, Anne L. - Fulton
Sharpe, Julie L . - Berger
Shed, Sandra G. - Goodrich
Shelton, Vicky A. - 78th St.
Shepherd, Claire L. - North Division
Shinners, Gerald J. - Morse
Short, Catherine I. - 35th St.
Shultis, Susan J. - Bell
Silbernagel, Thomas - Milw HS of the Arts
Skaleski, Megan S. - Gaenslen
Skonecki, David R. - Burdick
Slawson, Christine M. - Alcott
Sliwinski, Eileen R. - Burdick
Smith, Karen E. - Pierce
Smith, Wendell J. - 27th St.
Sojkowski, Paul D. - Edison
Sonnenberg, Daniel M. - Lloyd St.
Spoerk, Lucille R. - 88th St.
Staral, Margaret A. - Bruce
St. Aubin Elbrough, Deborah - Muir
Staude, Lisa A. - Audubon
Steebs, Scott H. - Lloyd St.
Steiner, Janell N. - Grantosa
Steinhofer, Geri B. - Irving
Steininger, Laura A. - Day-to-Day
Stemper, Joanne F. - Community Relations
Stoffel, Deborah S. - Victory
Stoker, Linda J. - Fernwood
Stokman, Cynthia - Fritsche
Stout, Mary K. - LaFollette
Studer, Kathleen R. - 27th St.
Stueckroth, Amy N. - Mitchell
Sullivan, Colleen B. - Hamilton
Suprise, Karina L. - Fernwood
Swick, April M. - Clement
Sylvester, James D. - Berger
Talcott, Karl R. - Audubon
Tambellini, Paulette H. - Neeskara
Taylor-Evans, Michele - MacDowell
Thao, Koua F. - Forest Home Region
Thiel, Ralph A. - Sholes
Thomas, John P. - Walker
Thomas, Roger A. - SDA 4
Thomas, Susan L. - 55th St.
Thomas-Diedrich, Karen - Story
Thompson, John K. - Fritsche
Thornton, Terri J. - Audubon
Tillman, Tracy L. - Alcott
Tompkins, Steven R. - Edison
Treffert, Lynn M. - Bell
Triulzl, Renee - Custer
Turner, Caryl L. - Madison
Tyshynsky, Ulana - Hartford
Ullmann, Nancy - Bryant
Valadez, Michael J. - North Division
Van Atta, Katherine - Hampton
Vance, Jessie A. - Kluge
Vanderhei, Holli - Philipp
Vandwalle, Elizabeth - Parkman Region
Vang, Nou S. - Kosciuszko
Van Ryzin, Michelle G. - Hartford
Vargas, Romina H. - 55th St.
Varon, Amy R. - Sholes
Vartanian, Ashod - Gaenslen
Vavra, Jane L. - Granville
Vian, Janet M. - Kosciuszko
Vinson, Dollie M. - Palmer
Voegeli, Jacalyn - Clarke
Vogel, Ben A. - Pulaski
Vogel, Elizabeth - 81st St.
Wagner, John D. - Parkman
Wahlstrom, Pamela - Lancaster
Waldera, Peggy A. - Bryant
Walker, Adam B. - Craig
Walker, Denise M. - Story
Walkner, Douglas J. - Parkman
Wallander, Cheryl A. - Fratney
Walsh, Carol L. - Sholes
Walsh, Joseph R. - Riverside
Walsh, Kathleen A. - Bell

TEACHER AND TEACHER LIBRARIANS
(Completing Two Semesters)

Walter, Colleen M. - 35th St.
Wargin, Mary M. - Bryant
Warltier, Betty L. - Forest Home Region
Warren, Jeffrey W. - Sholes
Washington, Robert L. - 53rd St.
Watson, Richard L. - Grand Alternative
Weber, Ellen E. - Manitoba
Weissman, Michele A. - Clemens
Wellmuth, Jacqueline - LaFollette
Werking, Meg - Muir
Wesson, Julianna J. - Wright
Whalen, Leslie A. - Muir
Whalen, Rosemary - Parkman Region
White, Laura J. - Longfellow
Wickland, Randi M. - Steuben
Wielebski, Michelle G. - Washington
Wiggins, Bernice - McNair
Wilkinson, Patricia A. - Garland
Winfield, Mary P. - 31st St.
Winter, Christine - 20th St.
Winterkorn, Lisa - 21st St.
Wiskerchen, Lori A. - 37th St.
Wisniewski, James A. - Cass
Wittig, Jane E. - 27th St.
Wolak, Gregory G. - Parkman Region
Wolf, Timothy W. - Riverside
Wolters, Ginet - Day-to-Day
Wroblewski, Amy - Milw Tech
Xiong, William J. - Story
Yach, Linda A. - Forest Home Ave.
Young, Jennifer L. - Riverside
Yule, Mary Beth - Gaenslen
Zaffiro, Debra M. - 55th St.
Zager, Mark R. - Audubon
Zaks, Judith - Sherman
Zastrow, Valerie M. - Manitoba
Zbichorski, Joseph B. - Story
Zerger, Judith L. - 20th St.
Zimney, Michelle M. - 95th St.

TEACHER AND TEACHER LIBRARIANS
(Completing Three Semesters)

Baldewicz, Merrie, L. - City Wide Zone
Beitzel, Nancy E. - Fulton
Ben-Shalom, Miriam - Riverside
Bottoni, Grace - Hi-Mount Blvd.
Boucher, Linda A. - 38th St.
Boz-Stolcers, Shannon M. - 95th St.
Burns, Amy L. - Garfield
Campbell, Tongenell L. - Parkview
Carter, Geoffrey M. - North Division
Childs, Gary - Recreation Division
Christenson, Jennifer R. - Alcott
Damask, Cynthia - Pierce
Draxler, Jaclyn A. - Lincoln Center
Drobnik, John H. - Lincoln Center
Dulmes, David J. - Lapham Park
Edwards, Felicia - Parkman
Edwards, Terina G. - Webster
Fahser, Danielle C. - Grant
Farrell, Anne M. - Garden Homes
Fischer, Susan - Bruce
Fleming, Amy L. - Parkman Region
Fogel, Brenda K. - Marshall
Freeman, Mary A. - Congress
Garrison, Eugene G. - Forest Home Ave.
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. - Forest Home Region
Heilman, Victoria A. - 20th St.
Herbst, Denis J. - Browning
Hernandez, Elvia - Vieau
Hilmarsdottir, Hildur - Burdick
Jackson, Arlious - Holmes
Jensen, Linda R. - Philipp
Kenitzer, Jane L. - Parkman Region
Kerznar, Gayle E. - Congress
Klemp, Amy N. - Forest Home Region
Kluge, Beverly F. - Mitchell
Koch, Amy S. - Morgandale
Konkel, Jane E. - Pulaski

TEACHER AND TEACHER LIBRARIANS
(Completing Three Semesters)

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 St.
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
Mikals, Louise - Guidance
Mohr, Steven A. - Stuart
Molter, Jeffrey W. - C & I
Nwagbaraocha, Victor C. - Custer
Omdahl, Lorraine J. - 35th St.
Palacio, Yvonne M. - Wright
Pearson, Elizabeth A. - Townsend
Prichard, Marie A. - Engleburg
Radmanovic, Marko - Burdick
Railsback, Janet N. - Forest Home Ave.
Reiter, Marcia L. - Roosevelt
Rezash, Julie A. - Carleton
Rodriguez, Maria S. - Kagel
Rogers, Martha E. - Parkman Region
Ruiz, Jacqueline E. - Burroughs
Savage, Michelle A. - Roosevelt
Schauer, Joseph M. - Custer
Schuenke, Gayle R. - Pulaski
Schultz, Gloria M. - Sholes
Seisdedos, Dorcas R. - Holmes
Sell, Carolyn A. - Bruce
Sherman, Jeanine M. - Morse
Simonson, Kriste L. - Parkman Region
Smith Joel J. - Hampton
Stoll, Mary M. - Grant
Sumner, Joan K. - Webster
Thomas, Michele - Day-to-Day
Thusius, Paul S. - Fulton
Volez, Sally - Keefe
Waddell, Linda M. - Humboldt Park
wanta, Karen A. - Trowbridge
Wells, Lynn F. - Garfield
West, Thomas D. - Hamilton
Williamson, Joanne M. - Trowbridge
Witzke, Lisa T. - Victor
Xiong, Chris - Story
Zelewski, Patricia - Day-to-Day

TEACHER AND TEACHER LIBRARIANS
(Completing Four Semesters)

Abraham, Irma M. - 65th St.
Adams, JoElla - Tippecanoe
Aizen, Fred - Lincoln Downtown Center
Alcorta, Robert A. - Forest Home Region
Alexander, Barrett D. - Fulton
Amukele, Rosaline O. - Forest Home Ave.
Araujo, Bridget - Douglass
Axline, Sandra L. - Silver Spring
Barkow, Elizabeth K. - Bryant
Barnard, Denis G. - Auer
Bartelt, Susan J. - Goodrich
Baumhardt, Beth E. - Fulton
Beckers, James R. - North Division
Berg, Guenther W. - North Division
Bersch, Jeffrey T. - Edison
Beste, Deborah J. - 82nd St.
Biermann, Deanna E. - Grandview
Billmann, Denise K. - McNair
Birdsall, Kathy M. - Hopkins
Bolanos, Catherine - Morse
Braxton, Jerrell J. - Parkman Region
Brick, Susan M. - LaFollette
Brusha, Sandra A. - Clemens
Buczek, Jeffrey D. - North Division
Bugnacki, Todd W. - Fulton
Bukowski, Geralyn B. - Palmer
Burns, Edward J. - Bell
Burris, Alethea A. - Sherman
Buss, Robert T. - Lee
Byzewski, Jennifer L. - Brown
Camacho, Luis E. - Forest Home Region
Campbell, Colleen - Wright

TEACHER AND TEACHER LIBRARIANS
(Completing Four Semesters)

Cheyne, Michele C. - Hamilton
Chudy, Kathleen A. - Alcott
Clark, Denise A. - Hopkins
Clark, Kelly A. - Walker
Clemens, Christine M. - Bryant
Coleman, Eric C. - Webster
Cullinane, Mary K. - Audubon
Dahlke, Catherine E. - Bryant
Dale, Michelle R. - Muir
Damiano-Lantz, Margaret M. - Fulton
Darby, Barbara R. - Audubon
Davis, Jennifer L. - Goodrich
Deblitz, Lucy M. - Muir
DeMoe, Jennifer L. - Edison
Dennee, Peter D. - Edison
Desotelle, Anne K. - Lloyd
Dittmar, Wendy S. - Clement
Dixon, Martha R. - Recreation
Dobbs, Mary L. - Forest Home Region
Donnell, Martha L. - Webster
Donnellan, Kathleen E. - 37th Street
Dorsey, Rosita J. - Pulaski
Drobac, Nadine - MacDowell
DuBois, Mary C. - Douglass
Due, Phillip R. - Pierce
Dummer, Katherine H. - Sherman
Dunkerson, Alma R. - Burbank
Dunn, Mary K. - 21st St.
Ebert, Ruth E. - Engleburg
Ehlinger, Nancy M. - King
Ergen, Gregory C. - City Wide Zone
Eyssautier, Lisa A. - Grant
Fahl, Denise L. - Webster
Fay, Janine M. - Custer
Feierstein, Heidi A. - Emerson
Fein, Kathleen F. - Burroughs
Fendry, Michael E. - Lincoln Ave.
Ferschl, Donna B. - Maple Tree
Fischer, Heidi A. - Bryant
Fischer, Karen E. - 37th St.
Fisher, Joel A. - Kilmer
Flom, LuAnn F. - Franklin
Fox, Kathryn M. - 37th St.
Freitag, Kerry A. - Goodrich
French, David J. - Clement
Gaddy, Gwendolyn L. - Zablocki
Gage, Katherine M. - Mitchell
Galaszewski, Karen L. - Gaenslen
Gaudynski, Susan - Franklin
Gesell, Susan M. - Parkman Region
Gibson, Jennifer L. - Maple Tree
Giwosky, Julie A. - Emerson
Goetz, Kathryn A. - 8th St.
Gonzalez, Maria N. - Riverside
Goode, Teri L. - Kosciuszko
Gottinger, Rock M. - Fulton
Graves, Daria - Kilbourn
Gregorcich, Meg J. - 88th St.
Gross, Celeste - Irving
Gutierrez, Marisol - Wisconsin Ave.
Harrington, Patrick J. - Parkman Region
Harris, Ijoister - Robinson
Harrison, Colleen M. - Kilbourn
Harrison, Sheryl E. - Allen-Field
Heimbold, Nancy L. - City Wide Zone
Hernandez, Yolanda - Holmes
Herold, Laura C. - Siefert
Herriges, Kristen A. - Fritsche
Herro, Janelle H. - Clarke
Hibben, Michael R. - Fritsche
Himden, Joseph A. - Edison
Hoffman, Deborah A. - Robinson
Hoffmann, Ann M. - Siefert
Holland, Mark E. - Golda Meir
Hollinger, Rosann L. - Fritsche
Howland, Jean H. - 37th St.
Hren, Michele J. - Cooper
Hubbard, Gloria J. - Kosciuszko
Hudrick-Tracy, Tracy A. - Roosevelt
Huenink, Heidi L. - 67th St.
Hugin, Kathie S. - Webster
Immel, Valerie V. - Brown
Ingram, Barbara J. - Forest Home Region
Iwanski, Wendy A. - Washington
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. - Forest Home Region
Joys, Kathryn A. - Lancaster
Kadera, Mary L. - 8th St.
Kallies, Susan J. - Custer

TEACHER AND TEACHER LIBRARIANS
(Completing Four Semesters)

Kanning, Ruth E. - Sherman
Karls, Ann M. - 31st St.
Kawczynski, Kim M. - Audubon
Kettner, Sharon E. - 67th St.
Kitscha, Patricia M. - Congress
Klabunde, Michelle D. - Fritsche
Klandrud, Lisa J. - Irving
Knoespel, Christine L. - Victory
Korducki, Richard A. - Forest Home Region
Kosobucki, Brenda L. - Palmer
Krall, Donald E. - Muir
Krause, Erin E. - Fratney
Kreuser, Thomas D. - Lincoln Ave.
Kreutz, Karen L. - Roosevelt
Krygiel, Mary B. - Vieau
Kumbera, Kris M. - 65th St.
Kurth, Mary B. - Hampton
Kush, Margaret R. - Fulton
Kushner, Mary M. - Garfield
Laeser, Heidi A. - Recreation Dept.
Lalko, Mary E. - Edison
Larene, Tammy J. - Steuben
LaRoque, Kristen G. - Siefert
Larrabee, Laurie E. - Bell
Layer, Linda L. - Roosevelt
LeClair, Melissa K. - Bryant
Leonard, Michelle A. - Zablocki
Lewis, Kimberly - Steuben
Li, Chieh - Forest Home Region
Lieber, Mary M. - Goodrich
Lietz, Priscilla Y. - Auer Ave.
Lieven, Susan L. - Edison
Loesl, Susan D. - Elem. & Sec. Ed.
Loomis, Thomas - Fratney
Lopez-Zaragonza, Irma - Kosciuszko
Lukacs, Michelle G. - Pierce
Macejkovic, Steven A. - Milw Tech
Madison, Andrea D. - Walker
Mahler, Christine M. - Tippecanoe
Makurat, Janice L. - Mitchell
Manion, Lori L. - Kosciuszko
Marisch, Dawn C. - 37th St.
Marks, Dana E. - 37th St.
Marquez, Sara - Hartford
Martin, Helen L. - Parkman
Martin, Mary A. - Audubon
Martin, Teresa G. - Curtin
Mattmiller, Thomas M. - Fulton
Mazzie, Amy M. - 81st St.
McElvain, Katrice - Audubon
McFaden, Beth A. - Stuart
McSherry, Sharon L. - Burdick
Middleton-Imperl, Lisa M. - Trowbridge
Miles, David M. - 8th St.
Miller, Karen C. - Holmes
Miller, Lisa G. - City Wide Zone
Miller, Mary A. - Parkman
Miller, Maureen E. - Goodrich
Miller, Ruth - Allen-Field
Mineau, Gordon P. - Fernwood
Minik, Stephen J. - Madison
Mohr, Jayne M. - Brown
Moore, Hazel R. - 67th St.
Morales, Adrienne J. - Maple Tree
Moran, Jane M. - Fulton
Moritz, Kay L. - 35th St.
Moses, Steven A. - Maple Tree
Mueller, Eric M. - Fulton
Muhonen, Debra S. - Bruce
Nelson, Kim M. - Pierce
Nennig, Therese M. - Holmes
Nesmith, Karen J. - Berger
Neubert, James B. - Parkman Region
Nichols, Julie A. - Pierce
Nicksic, Rosemarie J. - Goodrich
Nolan, Patricia M. - Kosciuszko
O'Day, Kelly K. - Bell
O'Malley, Jayne M. - Muir
O'Rourke, Carmene M. - Trowbridge
Ottens, Amy M. - Keefe
Owens, Linda C. - Burbank
Paccagnella, Lisa - Goodrich
Palmer, Mary Beth - Burroughs
Palmieri, Susan - Riley
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

TEACHER AND TEACHER LIBRARIANS
(Completing Four Semesters)

Pryzbyla, Daniel J. - Parkman
Pucci, Suzanne M. - South Division
Purefoy, Cornelia V. - 65th St.
Quesnell, Linda A. - Steuben
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. - Parkman Region
Rideout, Heidi K. - Bruce
Rieck, Paula J. - Happy Hill
Ristow, Jeffery D. - Washington
Roberts, Susan E. - Parkman
Robins, Pamela L. - Palmer
Robinson, Kelvin J. - Berger
Roddy, Robin L. - Whitman
Rodriguez, Lisette M. - Riverside
Roginske, Lynn A. - Tippecanoe
Rohlfing, Sharon K. - Story
Rondinelli, Cathy - Hi-Mount Blvd.
Roos, Emily M. - Forest Home Region
Roschke, Judith A. - Parkman
Roth, Cynthia M. - Fritsche
Rozga, Susan E. - Holmes
Ruedt, Lora - Fritsche
Russell, Michelle C. - Grantosa
Sabat, Irene M. - Holmes
Samu, Teresa E. - Clarke
Scherbert, Therese M. - 67th St.
Schlicht, James R. - Siefert
Schmahl, Stephanie H. - Forest Home Region
Schmitz, Andrea J. - Siefert
Schnell, Christopher H. - Vincent
Schroeder, Sandra J. - Bell
Schulte, Clara A. - Douglass
Schumacher, Elizabeth M. - Burroughs
Schwaller, Mary E. - 27th St.
Scicero, Mari Jo - Parkman Region
Sheehan, Jacqueline A. - Kluge
Shepich, Robin S. - Maple Tree
Silverstein, Mark A. - Instr. Tech.
Smirl, Tamar D. - Edison
Smith, Daron K. - Bell
Smith, Joe H. - North Division
Smith, Judith - MacDowell
Smith, Rebecca J. - North Division
Spear, Susan - Lancaster
Speckbrock, Angie M. - Happy Hill
Spheeris, Nicki H. - Walker
Springob, Barbara M. - Roosevelt
Stachnik, Laura M. - Fritsche
Staff, Katherine F. - Parkman Region
Stardust, Merry L. - Auer
Steavpack, Kimberly A. - Siefert
Stoltz, Paul L. - Parkman Region
Stoner, Mary S. - Clement
Suggs, Pamela L. - Kosciuszko
Sujud, Abdullah M. - Riverside
Sullivan, Mary L. - Madison
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 St.
Tillman, Catherine G. - King
Timm, Heidi S. - Kilbourn
VanDerLoop, Christine - Lincoln Downtown Center
Vlachina, Nancy J. - Webster
Voigt, Fred C. - Hopkins
Walker, Jacqueline S. - Muir
Walsh, Cathleen B. - Hampton
Wastrack, Richard H. - Kosciuszko
Watts, Margetrie - Fairview
Weber, Connie J. - Clarke
Weisbeck, George - Forest Home Region
Wells, Peter M. - LaFollette
Westley, Allison K. - 31st St.
Wetzel, Deena R. - Forest Home Region
Whalen, Donna A. - Allen-Field
White, Dennis L. - Sholes
White-Johnson, Nanette D. - 27th St.
Wilds, Joy H. - Palmer
Williams, Sherry B. - Riverside
Witter, Mark A. - Walker
Wojczulis, Donald E. - Lancaster
Wright, Denise S. - Bruce
Wucinski, Susan B. - Vincent
Wuenstel, Michelle K. - Kluge
Yeager, Jacqueline R. - Bell
Yench, Darice R. - Robinson
Zinda, Renee - 65th St.
Zizzo, Nick - Fulton

TEACHER AND TEACHER LIBRARIANS
(Completing Five Semesters)

Audi, Joanne - Steuben
Balzer, Jody - North Division
Barlow, Linda R. - Bilingual Ed
Barrera, Elizabeth G. - Bilingual
Baumgardner, Charles P. - Brown
Bauter, Susan M. - Washington
Bearskin, Benjamin - Bilingual Ed
Belton, Sam E. - Mitchell
Bensman, Melinda A. - Story
Bishop, Anne - Parkman Region
Black, Burdean - Douglass
Blackston, Carol J. - Granville
Bosch, Michelle L. - Burdick
Bullock, Wanda L. - Berger
Burns, Kathy M. - Audubon
Caceres, Maritza - Edison
Caflisch, Susan D. - Muir
Cretser, Linda - Engleburg
Cronce, Christine E. - Kluge
Danko, Michael J. - Muir
Delaney, Mark E. - Grantosa
Dreyfus, Deborah A. - Bryant
Ehlert, Patricia A. - Lee
Frederick, Christlyn A. - Emerson
Gard, Elaine L. - Maple Tree
Goff, Sheryl L. - Lincoln Ave.
Gray, Denise - Silver Spring
Green, Ann M. - Lincoln Downtown Center
Griego, Santa - Longfellow
Gruba, Joseph A. - Kilbourn
Gueny, Lorena C. - Forest Home Ave.
Guerin, Margaret E. - Burdick
Haack, Lisa J. - Gaenslen
Hackbarth, Carol A. - Garden Homes
Heiser, Madeline F. - Riverside
Hinkfuss, Mary B. - 35th St.
Hoehnke, Valerie J. - Parkman Region

Hubbell, Richard J. - Milw Tech
Hudson, Sandra J. - Parkman
Itzin, William J. - Hartford
Jensen, Robert J. - Parkman
Jorgenson, Joel D. - Kilbourn
Justin, Carol - Holmes
Klatt, Betty - 81st St.
Kropf, Judith A. - Lincoln Downtown Center
Kuepper, Debra - Sholes
McClellan, Laurie A. - Craig
Milbrath, Gail M. - Parkman Region
Miller, Linda C. - Bell
Miller, Robert J. - 82nd St.
Mitchell, Lora K. - Fernwood
Moulds, Cheryl C. - Maryland Ave.
Neeb, Juliana R. - Silver Spring
Olli, Tamera J. - Burbank
Olson, Catherine R. - City Wide Zone
Olszewski, Kimberly K. - Palmer
Ottens, Rodney C. - Browning
Parchia, Cheryl V. - Bilingual Ed
Prodehl, Barbara A. - Garfield
Pumphrey, Roger M. - Lapham Park
Rajkovic, Miodrag - Garland
Reid, Judy N. - Lancaster
Riester, Margaret T. - Morgandale
Rinderle, Lynn T. - Walker
Roberson, Lorraine - Maryland Ave.
Rogers, Laura Lee - 67th St.
Rohlfing, Mark C. - Lincoln Ave.
Roy, Michele L. - Story
Sack, Susan E. - Berger
Schroeder, Claire D. - Marshall
Schuh, Mary E. - Carleton
Schutz, Barbara J. - 81st St.
Siebers, Sherry A. - Neeskara
Skroch, Cheryl J. - Hamilton
Smart, Debra A. - Bilingual Ed
Stroud, Joanne - Auer
Tongpalad, Saadia M. - Kosciuszko
Traindl, Dawnmarie - Muir
Weisrock, Michelle A. - Franklin
Wicker, Tommy D. - Fritsche
Willis, Gregg R. - Roosevelt
Wright, Eula M. - Lee

TEACHER AND TEACHER LIBRARIANS
(Completing Six Semesters)

Aaron, Lary - King
Allen, Carolyn A. - Webster
Allen, Eddie C. - Fritsche
Anacta, Lerma L. - Wisconsin Ave.
Anderson, Kim T. - 53rd St.
Andreoli, Jacqueline E. - Steuben
Andrews, Luanne M. - Sholes
Baldwin, Alvin K. - Fritsche
Bamberg, Christopher A. - Burroughs
Baranowski, Richard J. - 88th St.
Barker, Sheila L. - Carleton
Bastian, Joseph H. - Keefe
Battiste-Johnson, Jacqueline D. - Bell
Bellehumeur, James C. - Siefert
Benedetto, Erin J. - Walker
Bennett, Sheryl A. - Walker
Bergmann, Warren - Lancaster
Bertsche, William P. - Engleburg
Blais, Eileen C. - Philipp
Blooming, Janice E. - Mitchell
Brown, Carole L. - Fulton
Bryant, Nicolette A. - Siefert
Brynelson, Rebecca - Steuben
Brzenk, Laura L. - Kagel
Buerosse, Peggy A. - Bilingual Ed
Burns, Pamela A. - Sherman
Canada, Wonza L. - Brown
Cano, Janine F. - Franklin
Capozzi, Patricia L. - LaFollette
Carroll, Suzanne M. - Edison
Case, Marianne A. - Wisconsin Ave.
Casillo, Patricia A. - Riverside
Cassini, Thomas F. - Hopkins
Chambers, Martha L. - Recreation Dept.
Chang, Kerrie L. - Robinson
Chism, Wesley - Alternative & Voc. Ed.
Chopp, Linda S. - Sherman
Coleman, Patty A. - Forest Home Ave.
Crenshaw, Debra R. - Muir
Crenshaw, Lionel - Lancaster
Curtis, Linda B. - Longfellow
Delgado, Mary L. - Bilingual Ed
Desch, Margaret M. - Maple Tree
Diliberti, Ann E. - Forest Home Region
Dosemagen, William D. - Forest Home Region
Dye, Welton - Bell
Eary, Mark L. - Auer
Ebel, Sharon K. - 65th St.
Eggert, Mary Lou - Fritsche
Evans, Dianne J. - Sholes
Fendos, Todd S. - Fritsche
Fischer-Tubbs, Theresa L. - Goodrich
Fisher, Joyce F. - Fritsche
Fishman, Jordan M. - Kosciuszko
Foster, Joy L. - Bilingual Ed
Frank, Deborah A. - Grantosa
Gardner, Nam Jin - 95th St.
Gasparri, Daniela - Wisconsin Ave.
George, Kari F. - Fairview
Getse, Joseph J. - Parkman Region
Giebel-Puck, Kathleen M. - Parkman
Gigot, Therese M. - Brown
Gjertson, Debra R. - Webster
Gordon, Tammie M. - Douglass
Gosz, James M. - Hopkins
Govin-Matzat, Stephanie M. - Parkman
Graetz, Jessie L. - Hopkins
Grogan, Margaret E. - Webster
Gross, Nicolette M. - Whitman
Hadley, Pamela L. - 35th St.
Haldane, Dorothy D. - Greenfield
Hansen, Mary L. - Engleburg
Harris, Clorine A. - Forest Home Region
Harris, Sheila L. - Forest Home Region
Hartung, Joan M. - Wright
Harvey, Kiku Y. - Robinson
Haskins, Dianne M. - Lincoln Downtown Center
Hawkins, Dorothy N. - Parkview
Helfenbein, Monica K. - 27th St.
Herre, Pamela A. - Keefe
Hettrick, Sharon J. - Clement
Hightower, Deborah A. - Fulton
Hintz, Kathleen M. - 37th St.
Hoffman, Douglas M. - Muir
Holdren, Christina M. - Sholes
Hoskins, Robert G. - Lady Pitts
Hushek, Sara A. - Gaenslen
Igowsky, Margaret J. - Maple Tree
Jackson, Carmen M. - Engleburg
Jakubovich, Helena J. - Holmes
Jennings, Joan M. - Brown

TEACHER AND TEACHER LIBRARIANS
(Completing Six Semesters)

Jester, Carrie F. - Congress
Johlke, Gordon F. - Vincent
Johnson, Diane C. - Longfellow
Jones, Patrick A. - North Division
Jorgensen, Torin L. - Stuart
Kannel, Jeffrey A. - City Wide Zone
Keigher, Margaret M. - Barton
Kendl, Susan L. - Sholes
Kesl, Jude - Fulton
Klar, Barbara S. - Garden Homes
Klikizos, Stili G. - Fratney
Kloecker, Thomas - Greenfield
Kneisler, Elaine - City Wide Zone
Knurr, Constance A. - Burbank
Koenig, Barbara E. - Hamilton
Kolo, Jean M. - Lloyd
Krolikowski, Mary Jo - Parkview
Kroll, John R. - Berger
Krueger, David G. - Grantosa
Kuhlmann, Kristin M. - Bryant
Lampkin, Larry J. - Milw HS of the Arts
Langhus, Carla T. - Sabbatical
Langman, Geralyn A. - 38th St.
Larson, James B. - Bruce
Larson, Jeffrey A. - Story
Lasee, Debra L. - Burroughs
Laubenheimer, Mary E. - Bell
LeMay, Jennifer M. - Grant
Lexmond, Martin G. - Vincent
Lichtig, Tracy A. - Garden Homes
Liedl, Ann M. - Fratney
Lindberg, Jill A. - Clement
Lloyd, Sally L. - Grantosa
Logic, Heike - McNair
Marino, Patricia A. - Curtin
Marshall, Steven G. - Milw Tech
Martines, Mary-Alice - Parkman Region
Martinko, Thomas G. - Burroughs
Marz, Nancy A. - MacDowell
Matthew, Calvin E. - 37th St.
Mayfield, Janet M. - Bell
McIntosh, Carolyn - Edison
McKinney, LuAnn - Audubon
Melin, Delores A. - Muir
Melnarik, Darlene M. - 65th St.
Melvin, Margaret L. - Fratney
Meyer, Sandra A. - Holmes
Mezydlo, Mary B. - Garfield
Michael, Shari A. - Washington
Miller, Joan M. - Holmes
Molot, Jody L. - Lee
Molzahn, Gregory D. - Milw Tech
Moon, Constance M. - Kilbourn
Moreland, Katherine M. - Audubon
Mormann, Rebecca J. - Milw HS of the Arts
Moss, Donna J. - Audubon
Murray, Todd N. - Longfellow
Nemoir, Dean C. - Madison
Neville, Sheila M. - Madison
Novak, Wendy A. - Fairview
O'Connell, Margaret M. - Story
Olin, Sarah R. - Palmer
Osterberg, Cindy L. - Story
Parola, Judith - Craig
Pattee, Deborah K. - Parkman
Paul, John P. - 27th St.
Payne, Mary B. - Steuben
Payton, Marie A. - 95th St.
Penn-Lichty, Sharon R. - Emerson
Perinovic, Richard S. - Kagel
Peters, Ginney Lee - Webster
Peterson, Susan M. - LaFollette
Poole, Jeanette M. - Wright
Pritzlaff, Caroline B. - Riverside
Race, Paul D. - Milw HS of the Arts
Ricco, Roberta L. - Forest Home Region
Richards, Joanne L. - 37th St.
Riege, Rose A. - Bell
Riegert, Lynn J. - Engleburg
Riemer, Philip L. - Forest Home Ave.
Rivera, Maria M. - Fratney
Roch, John P. - Fulton
Rohlederh, Barbara A. - City Wide Zone
Roldan, Nellie - Forest Home Ave.
Rolf, Sara A. - Riley
Rooney, Kathryn D. - 31st St.
Rozowski, Yvonne M. - Green Bay Ave.
Ruzga, Mary E. - Brown
Sacharski, Robert M. - Auer
Santoy, Julie A. - Juneau
Scaffidi, Susan K. - 21st St.
Scardino, Patricia A. - Steuben
Scherbarth, William J. - Emerson

TEACHER AND TEACHER LIBRARIANS
(Completing Six Semesters)

Schill, Pamela A. - 21st St.
Schimke, Elizabeth A. - Bryant
Schmitz, Linda M. - 21st St.
Schneider, Stephen H. - Lloyd
Schrameyer, Alice J. - Silver Spring
Schreiber, Elaine R. - Kilbourn
Sena, Rae Ellen - 8th St.
Sewell, Maxine K. - Hampton
Siemsen, Craig - 27th St.
Silverstein, Jodi F. - Emerson
Sinur, Janice C. - Kluge
Sisel, M. Kathleen - Berger
Smith, Marjorie H. - 27th St.
Sobocinski, Shirley P. - Vincent
Sopko, James M. - Muir
Spann, Kimberly N. - Grant
Stafford, Paul P. - Palmer
Stathas, Mary E. - Fritsche
Stensberg, Mary M. - Bruce
Stommel, Sandra J. - Riley
Stotts, William S. - Milw HS of the Arts
Sydnor, Clare M. - Garland
Taylor, Betty A. - Clemens
Thompson, Beverly M. - Kluge
Torres, Carmen M. - Pierce
Torsrud, Jacqueline - 88th St.
Turk, Barbara C. - Thoreau
Unold, Margaret - Forest Home Region
Vey, Lauren M. - Green Bay Ave.
Vollmers, Estelle K. - Muir
Vonckx, Pamela A. - Forest Home Ave.
Walsh, Kevin M. - Palmer
Warsaw, Lynne R. - Webster
Wasielewski, Mary A. - Sholes
Watts, Peter J. - Brown
Welsh, Denise L. - Robinson
Werner, Mary Beth - City Wide Zone
Wild, Thomas R. - Riverside
Willis, Carmen K. - Fulton
Winnig, Laurie E. - Forest Home Region
Wittig, Roberta C. - Cooper
Yanny, Rita A. - Auer
Zachari, Susanna C. - Berger
Zachow, Gary W. - Bay View
Zeile, Clare T. - Fritsche
Zettel, Paul R. - Fairview
Zilisch, Norah A. - Edison
Zimmermann, Kelly J. - Forest Home Region

PRINCIPALS

(Completing One Semester)

ASSISTANT PRINCIPALS

(Completing One Semester)

Nancy Conner
Mary Kmiotek
Joseph Nemoir
Phyllis Spence
Andrew Ward

PRINCIPALS

(Completing Two Semesters)

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

ASSISTANT PRINCIPALS

(Completing Two 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.
Flora L. Odom-Flagg
Alice M. Somers-Walton
Barbara J. Stewart
Deborah A. Thompson
John M. Valdes

PRINCIPALS

(Completing Three Semesters)

Susan K. Buss
Susan D. Kappas
Harry Oden

ASSISTANT PRINCIPALS

(Completing Three Semesters)

Jerome L. Hamm
Hillary R. Mayes
Judith E. Rick
Debra L. Wallace

PRINCIPALS

(Completing Four 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 Four Semesters)

Erma J. Cannon
Cora O. Coleman
Virginia K. Cullen
Ralph A. DeVito
Ora L. Ewing
Sharon L. Filipowicz
Michael J. Fraley
Bobbie A. Griffin
Renee M. Hampton
Dolores Keirn-Jackson
Donald A. Krueger
Charles T. Marks
Hector R. Perez-Laboy
James G. Sonnenberg
Maria L. Tovar
Catherine F. Washabaugh
Nancy A. Weber
Robert W. Wenner
Gregory A. Wong
Gwyneth A. Young

PRINCIPALS

(Completing Six Semesters)

William G. Andrekopoulos
JoAlice Bender
Teretha F. Harper
John T. Hays
Kenneth C. Holt
Donald R. Jenness
Josephine Mosley
Jacqueline L. Patterson
Robert L. Peters
Susan R. Steldt

ASSISTANT PRINCIPALS

(Completing Six Semesters)

Kathy A. Bonds
Annethee H. Boyd
James H. Crain
Diane L. Ditsworth
Cynthia E. Gallant
Eugene Humphrey
Edward G. Kovochich
Gerald R. Luecht
Lucia M. Murtaugh

SUPPORT STAFF

(Completing One Semester)

Roselyn Clipps
Roger Dobrick
Leon Ivory
Lois Osmer
Donna Robinson
Maria M. Sanchez
Gail Sanders
Mark Silverstein

(Completing Four Semesters)

Barbara A. Rodgriguez-Graf
Carol R. Topinka

(Completing Two Semesters)

Joanne M. Colombo

(Completing Five Semesters)

Derek Brewer

Jody A. Jedlicka

(Completing Three Semesters)	(Completing Six Semesters)
Coy W. Davis, Jr.	Martin M. Armato
Dorothy J. Placide	Karen Hoppens
Stevie B. Summers	Harold D. Schmidt
Deborah K. Wheeler	Sylvia M. Trenhaile

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(ITEM 4) The Superintendent advised your Committee that pursuant to both state statute and the Rules of the Board of School Directors, the appointment of any probationary employee shall be effected only upon nomination by the Superintendent. The Board has also interpreted its own rules to require that the act of non-reappointment by the Superintendent of a probationary employee serves to terminate that probationary employee's employment in the district with no further action required by the Board.

In accordance with the aforementioned, I am providing the Board, for informational purposes only, the names of probationary principals I did not nominate for reappointment:

Ms. Clara Moore
Ms. Mildred Powell

Your Committee recommends adoption of the Superintendent's recommendation.

* * * * * *

(ITEM 5) Your Committee recommends that the following leaves of absence be, and they hereby are, granted as follows:

LEAVES OF ABSENCE		Beginning
Maternity leave, to January, 1992:		
Sandra Lampkins	Douglass/Happy Hill	April 8, 1991
Paternity leave, to June, 1992:		
Michael Leannah	Palmer	August 30, 1991
Personal leave, to June, 1992:		
Sandra Brusha-Deuster	Clemens	August 30, 1991
Maura L. Gaskin	Auer	August 30, 1991
Jeannine Phillips	Curtain/Burbank	August 30, 1990
Thomas Schwalbach	Milw. Trade & Tech.	August 30, 1991
Joan E. Wessel	Forest Home Reg.	August 23, 1991
Sabbatical leave, to June, 1992:		
Fermin Burgos	On leave	August 23, 1991
Colleen Rourke	Washington	August 30, 1991
Sabbatical leave, to August, 1992:		
Janice E. Jackson	Supt's Office	August 22, 1991
Study leave, to June, 1992:		
Dorothy Diane Haldane	Greenfield	August 30, 1991
Grizelle E. Ruiz	On leave	August 30, 1991

Study leave, to June, 1993:

Janice Jackson	On leave	September, 1992

Extension of illness leave, to June, 1992:

Sandra Lee Mueller	On leave	August 30, 1991
Joan Siordia	On leave	August 30, 1991
Eddeane O. Walker	On leave	August 30, 1991
Lillie Vee Wright	On leave	August 30, 1991
Charlene Zaleski	On leave	August 30, 1991

Extension of leave for maternity, to January, 1992:

Helen Canellos	On leave	August 30, 1991
Janet L. Clapper	On leave	August 30, 1991

Extension of leave for maternity, to June, 1992:

Linda Ebert	On leave	August 30, 1991
Julienne Hafemann	On leave	August 30, 1991
Kathleen Kotnik	On leave	August 30, 1991
Michalene Krombach	On leave	August 30, 1991
Cheryl Lindberg	On leave	August 30, 1991
Carol A. Zelko	On leave	August 30, 1991

Extension of leave for personal, to January, 1992:

Karen Wylie	On leave	August 30, 1991

Extension of leave for personal, to June, 1992:

Diana Petty-Johnson	On leave	August 30, 1991
Kathleen Ryan Johnston	On leave	August 30, 1991
Cynthia Lowenstein-Kane	On leave	August 30, 1991

Extension of leave for personal, to June, 1992:

Ahmad Laiq	On leave	August 30, 1991

Extension of leave for study, to June, 1992:

Anthony J. Piparo	On leave	August 30, 1991

* * * * * *

(ITEM 6) Your Committee reports that the Superintendent advised your Committee in accordance with the provisions of Section 3.39 (1) ("Curtailment of Leave") of the Board's Rules, that the leaves of absence granted to the following individuals has been curtailed:

Lesley Hays	—Was granted a maternity leave from January 28, 1991 to January, 1992. Curtailed as of August 30, 1991
Laura A. Steininger	—Was granted a personal unpaid leave February 18, 1991 to June, 1991. Curtailed as of May 13, 1991.

* * * * * *

(ITEM 7) The following resignations have been received and accepted by the Superintendent, effective as of the dates indicated:

RESIGNATIONS

Dale F. Calder	On Leave	05-02-91
Ellen Rose Christensen	On Leave	04-24-91
Mary Lou DeFino	On Leave	06-17-91
Deborah Haines	Victory	06-14-91
Chizuko Hallows	On Leave	04-30-91
Dorothy M. Parks	Forest Home Region	07-01-91
Gwendolyn L. Rice	Forest Home Avenue	06-17-91
James W.Teschendorf	Milw Tech	07-14-91

* * * * * *

(ITEM 8) The Superintendent advised your Committee that:

1. At its meeting on May 29, 1991 (Proc., p. 71), the Board referred a communication from Lloyd Street School parents and teachers to the Personnel and Negotiations Committee.

2. The communication, a copy of which is attached, requests that the parents and teachers be given an opportunity to present a proposal regarding Lloyd Street School.

Your Committee reports having given hearing to Lloyd Street School parents and teachers and to other interested parties.

* * * * * *

(ITEM 9) The Superintendent advised your Committee that:

1. At its meeting on May 29, 1991 (Proc., p. 71), the Board referred a communication from Parkman Middle School parents to the Personnel and Negotiations Committee.

2. The communication, a copy of which is attached, requests that the parents be allowed to address the issue of the ceiling on the number of minority teachers who are allowed to be part of the Parkman staff.

Your Committee reports having given hearing to the Parkman Middle School parents and other interested parties.

* * * * * *

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

1. On May 29, 1991 (Proc., p. 71), the Board received a communication from the Milwaukee Building & Construction Trades Council relative to increases in wages and fringe benefits for various trades.

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

3. 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) .

4. 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.

5. 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.

Your Committee recommends that the changes in wage rates and fringe benefits for the various trades, as described in the above-mentioned communication, be approved.

* * * * * *

(ITEM 11) The Superintendent advised your Committee that:

1. In October, 1988, the Board of School Directors approved the Superintendent's plan for reorganizing the Milwaukee Public Schools into six Service Delivery Areas (SDA) under the direction of community superintendents. A key component of the plan was the establishment of Community Advisory Councils (CAC) in each service delivery area. The primary purpose of the council is to serve as an advisory committee to the community superintendent. The advisory role includes:

   a) Offering and sharing ideas to help the community superintendents reach decisions about schools and programs in the service delivery area.

   b) Serving as a sounding board for the community superintendent and the service delivery areas.

   c) Formulating ideas and suggestions on matters related to school and community needs and interests.

   d) Communicating through the community superintendent or his/her designee on matters which could require action by the Board of School Directors.

2. In February, 1989, the Board established the composition of the councils to include parents, teachers, administrators, non-certified staff, community based organizations and business representatives. In addition, guidelines were approved which govern the overall functioning of the councils and the procedures to be employed relative to the election of CAC members. In September, 1990, and November, 1990, the Board of School Directors approved the addition of representation from the Inter High Council of the Milwaukee Public Schools and the Milwaukee Inner City Congregation Allied for Hope (MICAH) respectively as voting members of the CAC.

3. At the April 8, 1991, meeting of the Personnel and Negotiations Committee of the Board of School Directors hearing was given to CAC representatives regarding the composition and election procedures. The administration was directed to collaborate with the CAC representatives to develop recommendations for consideration by the Superintendent and Board of School Directors relative to the overall functioning of the Community Advisory Council. An Ad Hoc Committee, composed of five (5) CAC Chairpersons and the Director of Community Relations met on four occasions to formulate recommendations for consideration by the Superintendent and Board of School Directors.

   In authorizing the creation of the CACs, the Board established a conceptual framework to assure active participation of various groups in an advisory capacity to the Community Superintendent. Through the three year experience, it has become increasingly evident that CAC members have developed wide range expertise on educational issues, and are desirous of more meaningful empowerment in the establishment of school policies and procedures and evaluating the extent to which the Service Delivery Areas, schools, staffs, and community are working together to successfully accomplish their goals.

4. The Ad Hoc Committee's report to the Board is being submitted in two formats:

   F An informational report which provides a general overview of the types of issues being considered by the Community Advisory Council.

   FSpecific recommendations for considerations by the Board of School Directors.

The committee believes that incorporating provisions within the CAC guidelines which will ensure active community involvement and empowerment is crucial to improving the quality of education for our children.

However, the committee also believes that specific changes in the overall functioning of the CAC should have, to the extent possible, broad range input from current and elected CAC members, as well as the Community Superintendents. Therefore, a work session involving these groups is scheduled for June 27, 1991. The purpose of the session is to generate discussion and obtain input on key empowerment issues. The resulting recommendations will be forwarded to the Board of School Directors in July, 1991. The issues to be considered by the work group include the following:

a. Empowerment

° Monitor the performance status of each school relative to the following and request accountability for schools for lack of performance in these areas:

a. Attendance
b. GPA
c. National Test Scores
d. Expulsion
e. Suspension

° Recommend replacement of principals in schools that are not performing or corrective action needed to improve the schools.

° Actively participate in the recommendation and selection of school personnel to improve schools.

° Actively recommend and participate in the budget process as it relates to funding programs impacting upon education.

° Work with the greater Milwaukee community in advocating support for MPS and encouraging participation in school effectiveness (volunteerism, funding of special projects, providing technical assistance, acquisition of computer hardware and software, and acquisition of media necessary in improving student achievement).

° Actively work with Community Superintendents to identify programs for implementation that accelerate both low achieving students' learning.

° Review professional development programs of principals annually.

° Recommend improvement of access to quality programs and schools for all children.

° Continue to develop a comprehensive parent education programs that will lead to parent participation in the system.

° Develop a mechanism by which parents' input is actually used to improve schools.

° Recommend improvements in neighborhood schools' academic programs for high, average, and low achievers.

° Increase student participation in co-curricular activities and additionally work to assist the schools in identifying funding sources to support such activities.

° Requisite CAC consultation prior to any reformation of central administrative structure (SDA, decentralization, or centralization).

° Requisite notice prior to action with regard to change in status of Community Superintendent.

° Requisite forms and format for assured assessment of SDA's in collaboration with Community Superintendents.

b. Orientation/Training Activities

° Regular scheduled planning meetings will be held involving the CAC's and the school administration.

° A CAC Coordinating Committee should be established.

Schedule: Semi-annual meetings to be convened first Thursday in June and December.

Membership: CAC Chairpersons (Co-Chairpersons), Superintendent, Community Superintendent, Director of Community Relations.

° A CAC Executive Conference should be established.

Schedule: Semi-annual meetings to convene the last Thursday in March and September.

Membership: CAC Chairpersons (Co-Chairpersons), and Superintendent of Schools.

° Establish annual new member orientation sessions to be conducted by MPS departmental directors.

—conducted on weekday evenings in July and August.

—conducted during the workday, with released time being arranged by the Superintendent of Schools.

—attendance by invitation to all CAC members.

—each session would be 1-1 1/2 hours in length with a focusing on the following, among others:

—MPS operation
—Administrative organization
—Departmental Symposia
—MPS Budget
—K-12 curriculum
—MPS reporting requirements
—School staff composition and responsibilities

° Appropriate clerical support for CACs

—word processing: agendas, meeting minutes, team, committee reports, office correspondence, etc.

—recording: to record minutes of regular monthly meetings of the CAC to document official proceedings.

The committee believes that all children can learn, regardless of social or economic background. Increased educational effectiveness and improved academic achievement for our children will be the result, to a large extent, of the collaborative efforts embodied in the structure of the Community Advisory Council (CAC). Specific recommendations relative to improving the overall functioning of the CAC follow.

Recommendations:

1. That the geographic restrictions on the Community Based Organizations (CBO's) and Business Representatives be revised to allow for city-wide eligibility.

2. That elected representatives be permitted to seek reelection at the conclusion of their elected terms.

3. That authorization be given to an Ad Hoc Committee composed of the current CAC Chairpersons (Co-Chairpersons), elected Chairpersons (Co-Chairpersons), Community Superintendents, and Director of Community Relations to continue to refine the CAC general guidelines.

4. That membership additions to the CAC to resolve gender, ethnic, or school classification concerns be decided jointly by the CAC and Community Superintendents.

Your Committee recommends that this item be forwarded out of Committee without a recommendation due to a tie vote

* * * * * *

(ITEM 12) The Superintendent and Secretary-Business Manager advised:

1. Wisconsin Statutes 119 40 provide as follows:

119.40 Salary Schedules. (l) (a) Annually, the board shall establish a schedule of salaries for all classroom teachers, not including principals and vice principals, in the schools of the city.

(b) Annually, the board may establish one or more schedules of salaries for all its employees not covered under par. (a).

(2) All schedules of salaries annually fixed by the board shall be adopted for the same period and on the same year basis as the annual school budget is adopted by the board

2. The following specific proposals are submitted by the superintendent and the secretary business manager with the recommendation that they be adopted for the 1991-1992 budget year. Included are salary schedules affected by agreements with employee organizations previously acted upon by the Board, and other per hour, per diem and per session schedules for part-time personnel not included in bargaining agreements.

3. Schedule 3 (Administrative Personnel in Schools and Central Office) and Schedule 5 (School Psychologists), will expire June 30, 1991. Schedule 4 (Supportive Personnel-Certificated and Classified) expired December 31, 1990, for Substitute Teachers, School Accountants/Bookkeepers, and School Aides. All remaining schedules are effective with the commencement of the 1991-1992 budget year.

Your Committee recommends:

1. That the following salary schedules be approved or reaffirmed where previously approved by the Board.:

    1. Salary Schedules for Certificated. Administrative. and Supportive Personnel

        a. Schedule 1 - Teachers and Community Recreation Specialists (Proc., January 30, 1991).

        b. Schedule 2 - School Social Workers
        (Proc., January 30, 1991)

c. Schedule 3 - Administrative Personnel in Schools and Central Office (Negotiations in progress. 1991-1992 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 rates will be submitted for approval upon settlement.)

e. Schedule 5 - School Psychologists (Negotiations in progress. 1991-1992 rates will be submitted for approval upon settlement.)

2. Salary Schedules for Classified Personnel

a. Classified Schedule A - Clerical, Office, and Technical (Proc., May 30, 1990)

b. Classified Schedule B - Food Service Personnel, Child Care Attendants, and Hourly Rated Personnel (Proc., January 31, 1990)

c. Classified Schedule C - Material Handlers and Truck Drivers (Proc., August 29, 1990)

d. Classified Schedule D - Construction Inspectors, Designers, and Draftsmen (Proc., August 29, 1990)

e. Classified Schedule E - Plant Operations Personnel (Proc., November 28, 1990), Operating Engineers (Proc., November 28, 1990), Building Service Helpers (Proc., May 30, 1990), Service and Maintenance Custodians and Laborers (Proc., August 29, 1990)

f. Classified Schedule F - Miscellaneous Facilities and Maintenance Services Classifications (Proc., August 29, 1990)

g. Classified Schedule H - Data Processing and Related Personnel (Proc., August 29, 1990)

h. Classified Schedule I - Instructional Resource Personnel (Proc., August 29, 1990)

i. Recreation Schedule 9 - Playground Laborers (Proc., August 29, 1990)

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

a. Recreation Schedule 6 - Activity Specialist (Proc., January 30, 1991)

b. Recreation Schedule 7 - Per Session Employees (Proc., May 31, 1989)

c. Recreation Schedule 8 - Municipal Recreation Athletic Officials (Proc., January 30, 1991)

d. Schedule M - Instrumental Music Teachers and Helpers (Proc., January 30, 1991)

2. That the following customary salary resolution be adopted to comply with Section 2.32, Rules of the Board of School Directors, and Section 119.40, Wisconsin Statutes:

RESOLVED, That all salary schedules and related provisions amended by Board Action this evening be, and they hereby are, adopted for 1991-1992 as amended; that all salary schedules excepting those for prevailing wage rates, in effect for 1990-1991, and which have not been amended be, and they hereby are, readopted for 1991-1992, or, in the case of schedules in negotiations, be, and they hereby are, readopted pending final settlement of 1991-1992 rates, and that all provisions and resolutions pertaining to any salary schedules, and in effect for 1990-1991 which are not inconsistent with the foregoing be, and they hereby are, readopted for 1991-1992.

* * * * * *

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

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

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

3 A summary of the agreements is provided:

MILWAUKEE PUBLIC SCHOOLS
INTERDISTRICT TRANSFER AGREEMENT
SEATS TO BE MADE AVAILABLE
COMPARISON OF AGREEMENT GOALS TO CONTRACTS
SCHOOL YEAR 1990/1991

DISTRICTS WITH FIVE YEAR GOALS:

	SEATS TO BE MADE AVAILABLE	
District	1992/1993 Settlement Agreement Goals	Seats Made Available Per 1990/1991 Contract
South Milwaukee	429	337
Whitnall	255	255

DISTRICTS TO ANNUALLY CONTRACT GOALS:

	1990/1991	
District	Goal	Seats Made Available Per Contract
Hamilton	50	50

Your Committee recommends that the Chapter 220 inter-district pupil transfer agreements for the school districts of South Milwaukee, Whitnall and Hamilton be approved

* * * * * *

(ITEM 14) 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 June 11, 1991:

A. Report of Affirmative Action Personnel Transactions For the month of MAY, 1991

B. Report on School-Based Management

C. Report on the UWM-MPS Paraprofessional Training Project

REPORT NO. 2

TO THE BOARD OF SCHOOL DIRECTORS

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

(ITEM l) In accordance with the action taken by the Board on August 1, 1972 (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:

APPOINTMENTS

Name and Assignment	Date	Position and Salary	Increment Date
Liana Anderson 20th	05-28-91	Clerk Typist I $12,185.78/yr. (Replacement for a leave)	05-28
William Schmalfeldt Human Resource Serv.	05-08-91	Clerk Typist I $14,697.54/yr. (Replacement for transfer)	05-08
Bonnie Turcotte Brown	04-17-91	Food Service Mgr. Trainee $6.84/hr.($10,451.52/yr.) (Replacement for promotion)	04-17

PROMOTIONS

Linda Anderson North	04-18-91	Food Service Mgr. IV S15,915.61/yr.	12-07
Dawn Finnegan Gaenslen	05-20-91	Food Service Mgr. Trainee S6.84/hr.(S10,451.52/yr.)	05-20
Debra Gordon Clarke	05-08-91	Food Service Mgr. I $11,462.76/yr	05-08
Chad Klumpp Hi-Mount	05-08-91	Food Service Mgr. I $11,462.76/yr.	05-08
Jody Krieger Thoreau	05-20-91	Food Service Mgr. Trainee $6.84/hr.($10,451.52/yr.)	05-20

Wanda Krupo Elm	05-08-91	Food Service Mgr. I $11,462.76/yr.	05-08
Linda Taper Carleton	05-20-91	Food Service Mgr. Trainee $6.84/hr.($10,451.52/yr.)	05-20
Jane Weimer Granville	05-08-91	Food Service Mgr. II $12,502.44/yr.	12-12

CHANGES IN STATUS

Madeline Borges * Robinson	05-20-91	School Secretary I $13,564.71/yr.	09-10
Karen Wallerman # Emerson	05-07-91	Handicapped Children's Asst. $9,871.94/yr.	05-07
Charles Zych = Warehouse	06-24-91	Material Handler II $28,687.88/yr.	06-24

* From a 12 month to a 10 month position
# From substitute to regular appointment
= Voluntary demotion from Truck Driver (Light)

* * * * * *

(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:

APPOINTMENTS

	Teachers - Schedule I	Division	Salary	Experience Credit	Start Date
Effective between January 17, 1991, and January 29, 1991, inclusive under suspension of Section 3.12(4) of the Board's rules:					
(r)	Daniel Stefanovich Physical Education	B	25,314	3.5	01-22-91
Effective between March 8, 1991, and March 20, 1991, inclusive under suspension of Section 3.12(4) of the Board's rules:					
(nr)	Richard B. Ciganek Art	B	23,113	1	03-15-91
Effective between April 3, 1991, and April 15, 1991, inclusive under suspension of Section 3 12(4) of the Board's rules:					
(nr)	James V. Kaczmarek Music	B	25,314	3	04-08-91

(nr)	Julie M. Maloney M.R.	B	25,314	3	04-08-91
(r)	Karen L. McCaffrey Occupational Therapist	B	22,012	0	04-08-91

Effective between May 10, 1991, and May 22, 1991, inclusive:

(r)	Maria J. Lezama Bilingual Math	B	22,012	0	05-20-91
(r)(a)	Rosa M. Torres-Balderas M.R.	B	22,012	.5	05-15-91

Effective September, 1991, payroll:

(nr)	Phontonia Belin Exceptional Education	B	23,113	0	08-30-91
(r)	Anna M. Blanco Bilingual English/Spanish	B	23,113	0	08-30-91
(nr)	Bonita J. Davis Reading	B	31,200	7	08-30-91
(r)	Guarina A. Dela Rosa Bilingual SS/History	B	24,268	1	08-30-91
(r)	Carolyn D. Gray Elementary	B	23,113	0	08-30-91
(nr)	Noelle C. Harsch Elementary	B	25,424	2	08-30-91
(nr)	Clare Kaufman Elementary	B	30,044	6.5	08-30-91
(nr)	Orlando Moss Music	B	27,735	4	08-30-91
(nr)	Janine R. Quartemont French Immersion	B	23,113	0	08-30-91
(r)	Julann M. Sanchez Spanish	B	23,113	0	08-30-91
(r)	Beverly R. Summers L.D.	B	23,113	0	08-30-91
(nr)	Mary G. Zarse Bilingual Elementary	B	31,200	7	08-30-91

Physical Therapist - Schedule 4 Effective September, 1991, payroll:

(r)	Kelleen Swosinski		29,873	0	08-30-91

Social Worker - Schedule 2 Effective September, 1991, payroll:

(r)	Janis L. Shogren	44,058	7	08-23-91

(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) Aquine Jackson	Associate Superintendent	Schedule IIIE, Range 16A $73,591

(r) Resident

* * * * * *

Separate consideration having been requested of Item 11 of Report 1 and Item 2 of Report 2, the remainder of the report was adopted, the vote being the same as that preceding:

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 the Community Advisory Council, having been set aside for separate consideration, Director Mallory moved for concurrence. Director Mallory moved to hold it at the Board level.

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

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

Noes—None.

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 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 Mallory presented the following report of the Committee on Instruction and Community Relations:

June 26, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM l) The Superintendent advised your Committee that:

1. County Supervisor Anthony Zielinski has requested that the following proposal be considered by the Board and the administration. It has therefore been scheduled for hearing and public comment this evening.

2. It is the administration's understanding that the funding of such a program, if adopted by the Board, must come from outside sources and not be tied into the aid allocation from the State.

3. The proposal is as follows:

RATIONALE

The premise of this proposal is that an orderly school environment and student achievement has a high positive correlation. The research of Wilbur Brookover (1977), Ronald Edmonds (1978), and others on effective schools support this premise. A school with an accent on orderly school environment spends less time on non-instructional activities and more time on instructional tasks. The staff and students in an orderly school environment report a more positive attitude towards school and teachers. While the benefits in isolation may not suggest a cause-effect relationship, the compilation of several benefits tend to support a construct validity for the relationship between student achievement and an orderly school environment. School based officials report that there is a correlation between the number of incident referrals and low school attendance and the number of incidents with grade point average. This pilot will test this belief.

THE PILOT

The creation of a high school pilot program within the Milwaukee Public Schools with accent on an orderly school environment will emphasize appropriate school behavior and academic achievement within the school district. Students not willing to adhere to the rules of the school will become candidates for the school's alternative program (annex). At the annex the student will undergo a period of assessment, intervention, and evaluation. The entire school community must be made aware of the school rules and the consequence for non-compliance with school rules. Students and parents must be knowledgeable that disruption of the learning environment will not be tolerated at the pilot school. The pilot school in accordance with School Board policies such as the Weapons and Other Criminal Offenses and the Parent/Student Handbook on Rights. Responsibilities and Discipline will develop proper rules of conduct for students. Adherence to these rules will result in positive reinforcement while lack of adherence will result in a more restrictive environment at the school's annex.

Extensive staff development will be required. Staff development activities such as peer mediation, fair discipline, conflict resolution, directive and non-directive intervention are probable topics. The accent on discipline will be preventive rather then punitive. Student development activities such as conflict resolution, building self-concept, and student governance will be afforded to students.

Staff members of the annex program will be afforded the opportunity on a regular basis to take part in staff development activities designed to positively modify student behavior.

ALTERNATIVE PROGRAM (ANNEX)

Enrollment in the pilot school's alternative program will be limited to students referred from the pilot school for non-compliance with the school rules. The enrollment capacity will be 200 students. The student/teacher ratio will be twenty to one. This ratio will allow teachers to provide appropriate assessment and intervention strategies. The following additional supportive staff will be needed:

Social Workers (2)
Guidance Counselors (2)
Paraprofessional Aides (5)
School Psychologist (l)
Administrator (l)

Each new enrollee in the alternative program will have an intake conference involving appropriate members of the school support team, student and a parent or guardian. The focus of the intake conference will be to develop the educational/ behavioral goals and objectives for the student as well as to review the student's non-compliance with the rules as specified by the school. The length of assignment to the alternative program will depend on the recommendation of the support team. However, no student will remain more then the equivalent of one school semester. Upon dismissal from the alternative program, a detailed dismissal report will be available to the pilot school upon reentry. At the time of dismissal, every effort should be made to have the student return to his/her original assignment.

EVALUATION

The evaluation of the accent on an orderly school environment pilot program will be based on the following variables:

1. The success rate/retention of students returning from the alternative program.

2. Comparison of school attendance with the number of students at the alternative site.

3. Comparison of incident referrals with the number of students at the alternative site.

4. School wide grade point average compared with the number of students in alternative programs.

   a. September, 1991, grade point average compared with the number of students at the annex.

   b. June, 1992, grade point average compared with the number of students at the annex.

FISCAL NOTE (ESTIMATES)

One Administrator	$ 50,000
Ten Teachers	$500,000
Two Social Workers	$100,000

Two Guidance Counselors	$100,000
One School Psychologist	$ 60,000
Five Paraprofessional Aides	$ 75,000
Site/Furniture	$300,000
Equipment/Supplies	$100,000
Staff Development	$ 15,000

(Note: The administration has been assured by Supervisor Zielinski that the funding for this program will come from outside sources and will not be tied to the aid allocation from the State.)

Your Committee reports having given hearing to Supervisor Zielinski and other interested parties.

* * * * * *

(ITEM 2) The Superintendent advised your Committee that:

1. At its meeting on May 29, 1991 (Proc., p. 71), the Board referred a communication from Rosa Cameron to the Instruction and Community Relations Committee.

2. The communication, a copy of which is attached, requests that Ms. Cameron be given the opportunity to present to the Board a proposal to ban the sale of toy guns in the City of Milwaukee.

Your Committee reports having given hearing to Rosa Cameron and other interested parties.

Your Committee recommends that the Board go on record supporting the banning of toy guns and real guns in the City of Milwaukee.

* * * * * *

(ITEM 3) The Superintendent advised your Committee that:

At its meeting on May 29, 1991 (Proc., p. 72), the Board referred the following resolution, which was introduced by Director O'Neil, to the Personnel and Negotiations Committee:

Whereas, For nearly ten years the Milwaukee Public Schools has complied with the out-of-court Settlement Agreement; and
Whereas, The Milwaukee Board of School Directors maintains its commitment to desegregation; and
Whereas, The Milwaukee Board of School Directors intends to continue its efforts to provide expanded learning opportunities for minority children; and
Whereas, Transportation costs have risen to an excess of $45 million per year, with further increases projected; and
Whereas, The Federal Courts have relieved some large city school districts of the mandated busing of children; and

Whereas, The cost of busing has also included the exclusion of parents from school activities and involvement; and

Whereas, Parental involvement is key in the education of children; and

Whereas, Neighborhood schools foster parental involvement; and

Whereas, The Milwaukee Board of School Directors has not requested that the Courts declare MPS "unitary"; and

Whereas, In order to petition the Courts for unitary status MPS must prove that all vestiges of discrimination have been eliminated; therefore be it

Resolved, That MPS research whether its remaining one-race schools, current educational problems or Milwaukee's segregated housing patterns are vestiges of school segregation; and be it

Further Resolved, That the administration begin to develop a plan to reduce busing and to create neighborhood schools; and be it

Further Resolved, That the Board become educationally and fiscally responsible in dealing with these issues as expeditiously as possible.

Your Committee recommends that the resolution be considered by the task force which is to review the student assignment plan, with a progress report to be submitted to the Committee by September.

* * * * * *

(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 June 12, 1991:

A. Pupil Accounting Reports

a) Alternative Education Programs
b) Referrals to the District Attorney
c) Pupil Suspensions - Regular
d) Pupil Suspensions - In-house
e) Pupil Attendance
f) Administrative Transfers

B. Report On The Development of the Instructional Plan For Technology

C. Informational Report on Chapter 1 ESSIA

D. Report On the School Effectiveness Process in Milwaukee Public Schools

E. Informational Report On the K-12 Curriculum and Instruction Process

F. Update on New Sites for the 1991-1992 School Year

* * * * * *

Separate consideration having been considered for Items 2, 3, 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 2 of the report, relating to toy and real guns, having been set aside for separate consideration, Director Small moved for concurrence.

The motion prevailed, the vote being as follows:

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

Noes—Director Lucey—1.

Present—Director Sinicki—1.

Item 3 of the report, relating to reduced bussing and neighborhood schools, having been set aside for separate consideration, Director Mallory moved to adopt the Committee's recommendation. Director Lucey made a substitute motion to amend the language that a preliminary plan be submitted to the committee by October.

The substitute motion prevailed, the vote being as follows:

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

Noes—None.

Present—Director Mallory.

COMMITTEE ON FINANCE AND FACILITIES

Director Bills presented the following report for the Committee on Finance and Facilities:

June 26, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM l) 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:

TRADE TECHNOLOGY RENOVATIONS

Hamilton High School

DIVISION 1 - GENERAL CONSTRUCTION

ASI General, Inc. low bidder.....$ 76,651.00

DIVISION 2 - PLUMBING Bids received for this contract were under S25,000 and will be awarded on a service order.

DIVISION 3 - HVAC

Babcock Mechanical Companies Inc. low bidder .....$ 50,361.00

DIVISION 4 - ELECTRICAL WORK

Trenko Electric, Inc. low bidder .....$ 34,167.00

EXTERIOR PAINTING WORK
Twenty-Seventh Street School

Ed Weber. Inc. second low bidder.....$ 84,236.00

KITCHEN REMODELING WORK
Eighty Second Street School

Contract 1 - General Construction

William Sackerson Construction Co.. Inc. low bidder .....$ 47,430.00

Contract 2 - HVAC
Bids received for this contract were under $25,000 and will be awarded on a service order.

Contract 3 - Electrical

Bids received for this contract were under $25,000 and will be awarded on a service order.

EARLY CHILDHOOD CENTER

Bid Package One

Contract 1 - General Construction
Joseph Lorenz, Inc. .....$ 186,500.00

Contract 2 - Plumbing
No bids received.
Contract 3 - HVAC
Dependable Heating & Sheet Metals Inc. low bidder .....$ 25,175.00

Contract 4 - Electrical Work
ids received for this contract were under $25,000 and will be awarded on a service order.

1990 ENERGY RETROFIT WORK
Group Two Schools
Division 1 - Mechanical Work. Temperature Control Work, and Air Balance Work

Audubon Middle School
All bids have been rejected due to budgetary restrictions.

Lee Elementary School
ECC Controls, Inc. second low bidder.....$ 39,828.00

MacDowell Elementary School
Mared Mechanical Contractors Corporation low bidder.....$ 26,900.00

Manitoba Elementary School
ECC Controls, Inc. second low bidder .....$ 45,905.00

Palmer Elementary School
ECC Controls, Inc. low bidder .....$ 29,820.00

Sholes Middle School
Mared Mechanical Contractors Corporation
low bidder .....$ 71,950.00

Steuben Middle School
Mared Mechanical Contractors Corporation
low bidder .....$ 72,100.00

Vieau Elementary
All bids have been rejected due to budgetary restrictions.

Walker Middle School
All bids have been rejected due to budgetary restrictions.

Zablocki Elementary School
ECC Controls, Inc.
low bidder . .....$ 36,835.00

Audubon Middle School
second low bidder .....$ 41,540.00

Lee Elementary School
Bids received for this contract were under $25,000 and will be awarded on a service order.

MacDowell Elementary School
Bids received for this contract were under $25,000 and will be awarded on a service order.

Manitoba Elementary School
Bids received for this contract were under $25,000 and will be awarded on a service order.

Palmer Elementary School
Bids received for this contract were under $25,000 and will be awarded on a service order.

Sholes Middle School
low bidder .....$ 35,792.00

Steuben Middle School
Bids received for this contract were under $25,000 and will be awarded on a service order.

Vieau Elementary School
Bids received for this contract were under $25,000 and will be awarded on a service order.

Walker Middle School
Bids received for this contract were under $25,000 and will be awarded on a service order.
No electrical work required.

* * * * *

(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:

DISH WASHING CHEMICALS. DISPENSERS. AND SERVICES (LUNCH)

PURDY PRODUCTS INC.
second-lowest bidder $114,036.80
less 1% 30 days

STAGE LIGHTING EQUIPMENT (CUSTER)

MAINSTAGE THEATRICAL SUPPLY
lower bidder .....$ 52,801.96
net 30 days

91.000 GROSS GALLONS OF UNLEADED GASOLINE BY TANK WAGON

LAKESIDE OIL COMPANY.....$87,232 .60
less 2% 20 days

GRADE 2 FUEL OIL

ITEM 1 53,700 Gross Gallons by Transport Truck

LAKESIDE OIL COMPANY low bidder $31,027.86
less 2% 20 days

ITEM 2 47,400 Gross Gallons by Tank Wagon

TEX PAR ENERGY, INC. D/B/A SAV—ON OIL low bidder $29,444.88
net 30 days

CAD SYSTEM. CUSTER & MILWAUKEE TECH

ITEM 1 - 20 EA. NEC COMPUTERS

ENTRE COMPUTER CENTER low bidder.....$30,120.00
less 1% - 10 days

* * * * *

(ITEM 3) The Superintendent recommends that an award of contract be granted authorizing the hiring of Susan Mitchell to assist in:

-- Reviewing operations of the Service Delivery Areas (SDAs) and developing proposals for the Superintendent and Board of School Directors.

-- Developing, with MPS staff, a plan to implement any changes approved by the Board.

-- Developing a work plan for issues that require attention before the state of the 1991-1992 school year; and

-- Developing a long term plan to redirect responsibility and resources to the schools, including specific proposals for the 1992 proposed budget

Work will be performed by Susan Mitchell, at the rate of $90 per hour, not to exceed $86,400.

Your Committee recommends that the Board approve the award of contract to authorize the hiring of Susan Mitchell.

* * * * *

(ITEM 4) The Secretary-Business Manager advised your Committee that:

1. At its meeting of June 27, 1990 (Proc., pp. 133), the Board approved a request by the Milwaukee City Council of PTA/PTSAs, Inc. for the use of the MPS administration building cafeteria for a fund raising event. The Milwaukee City Council is once again submitting a request to use the building again this September. This "Fund Raisers Fair", will involve various vendors who handle fund raising materials. They will set up their displays in the administration building cafeteria for viewing by MPS parent groups. This will allow an opportunity for parent groups to get new ideas for future fund raising events for their schools.

2. The PTA/PTSAs, Inc. will charge a rental fee for table space utilized by each vendor. The event will be open only to MPS PTAs and other MPS school/parent organizations. A portion of the monies raised by the event will be used to pay for Board incurred expenses in opening the building for this event. The balance of funds will go towards the operational costs experienced by the Milwaukee City Council of PTA PTSAs, Inc.

3. At its meeting of May 29, l991 (Proc., p. 71), the Board received a communication for Russell Solem of Meadowbrook Church requesting permission to use the Wilbur Wright Middle School on Sunday mornings for religious services.

4. The Meadowbrook Church Congregation has been using the Ninety-Fifth Street Elementary School for the past several years. Due to an increase in church membership, the pastor of the church is requesting permission to relocate to a larger facility.

5. Over the past several years, the relationship among the church members, worship activities and school personnel has been very amicable.

6. All costs involved in building use by the church have been paid promptly.

Your Committee recommends that the Rules be suspended to allow for building use permits to be issued with the understanding that the organizations maintain their credibility of reimbursing the school district for all reasonable costs incurred in opening the school buildings for their events.

* * * * *

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

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	GIFT OR PURPOSE	VALUE
Alcott	Alcott PTO	Yearbook printing	$150
	School fund	Television/VCR	520
Allen-Field	Wisconsin Bell	Computer system	1,500
Bay View	School fund	Six overhead projectors	960
Bell	Bell PTSA	Class project supplies	75
	Bell PTSA	Staff appreciation	50
	Bell PTSA	Books	1,300
	School fund	Computer	1,200
	School fund	Class present	73
Bruce	Bruce PTO	Copy machine	2,712
Burroughs	Burroughs PTO	Computer printer and slide proj.	773
	Burroughs PTO	Band jackets	360
Carleton	School fund	Computer system	4,041
Emerson	School fund	Printer and Accessories	459
Grant	School fund	Purchase of student incentives	2,552
Grantosa Drive	Milwaukee Jaycees	School use	250
Greenfield	Greenfield PTA	Field trips	650
Greenfield	Greenfield PTA	Teacher supplies	2,000
	Greenfield PTA	Camp scholarships and work mats	700
Hamilton	Library Club	Microfiche reader/printer	500

HS of the Arts	Rexnord	Scholarship	2,300
	Harpo Productions	Computer	l,000

Humboldt Park	School fund	Two printers and software	2,757
Maple Tree	Maple Tree PTO	Refrigerator	427
	Maple Tree PTO	Assembly programs for students	290
	Maple Tree PTO	Books	559
Mitchell	Mitchell PTA	Sixth grade breakfast	300
Sixty-fifth Street	George Miller	Classroom snacks/field trips	25
Webster	School fund	Three piccolos	785
Whittier	Neighbor	Mittens	100
	Whittier PTO	Programs for students	375
Wisconsin Avenue	School fund	Pedestal fans	1,020
	Wisconsin Av. PTO	Supplies and field trips	l,000
		TOTAL	$31,763

Your Committee recommends that authorization be given to accept the above donations, with appropriate acknowledgments to be made on behalf of the Board of School Directors.

* * * * * *

(ITEM 6) The Superintendent advised your Committee that:

1. Grandview Elementary School is requesting that the Board change its name to River Trail Elementary School. The school is often confused with Granville Elementary School and mail and phone calls are often misrouted. Even substitute teachers have shown up at the wrong school.

2. The school sent a letter to parents explaining the problem and suggestions were solicited for the name change. The responses resulted in a list of 50 suggestions for a new name. A committee narrowed the list to ten suggestions, which were submitted to the school staff, which narrowed the list to three choices. The three names were sent home to the families and each family had a vote in the final selection process. The Community Superintendent also supports the name change.

3. The name River Trail is appropriate because of the school's proximity to the Menomonee River and the importance of the river in the school's environmental education curriculum.

Your Committee recommends that the name of Grandview Elementary School be changed to River Trail Elementary School.

* * * * * *

(ITEM 7) The Superintendent advised your Committee that:

1. At its June 29, 1990, meeting the Board adopted a resolution by Director O'Neil which read:

   WHEREAS, The students in the Milwaukee Public Schools are of various multi-ethnic and multicultural backgrounds, and

   WHEREAS, At school functions, in auditoriums, libraries and classrooms a variety of flags are displayed, and

   WHEREAS, Such flags include the American flag, the state flag, the school flag, and flags of different nationalities, and

WHEREAS, Confusion may exist among students with respect to their loyalty towards these various flags; now therefore be it

RESOLVED, That a committee be established by the Board president to set guidelines for proper display of the American, State, school and other flags in school buildings and be it further

RESOLVED, That this committee include administrators, teachers, parents, and one or two Board members.

2. In response to this resolution, a committee met on three occasions. At its first meeting the committee reviewed the statutory basis for displaying the flag and discussed concerns. It decided that both MPS secondary schools and selected suburban and state schools should be surveyed. The results of the survey were discussed and several conceptual attempts to arrive at a policy statement were made at a subsequent meeting. The administration's liaison was directed to take these ideas, formulate a purposed policy, and survey committee members. At its May 15, 1991, meeting, consensus was reached on the policy recommendation below.

Your Committee recommends that the following statement with respect to the flag be adopted and disseminated to all Milwaukee Public Schools:

MPS POLICY REGARDING THE DISPLAY OF THE US FLAG

1. The flag of the United States should be displayed in accordance with Title 36, Chapter 10 of the United States Code. A copy of that document shall be in the possession of each building administrator.

2. As a symbol of the Nation, the flag is entitled to the highest degree of respect in each school. While schools cannot legally compel persons to recite the Pledge of Allegiance, honor the flag, or engage in any ceremony that would violate their conscience, schools should do nothing to encourage disrespect.

3. National and ethnic flags may be displayed in the schools. Their purpose is to foster pride and understanding of one's heritage. The display of such flags is encouraged subject to the following limitations:

   a. National or ethnic flags may not be used in a manner which would create the impression that they are an alternative to the United States flag.

   b. National and ethnic flags should not be displayed in a manner that would create the impression of granting more favorable treatment of one flag over others, unless the flag display is part of a special observance, i. e. Black History Month, Pulaski Day, etc., or unless they are displayed for some special purpose such as to honor foreign visitors or exchange students.

   c. Where disputes exist involving the display of national and ethnic flags, they should be decided locally, by the principal and his/her staff, as long as these decisions do not violate other elements of this policy.

4. Nothing is this document is intended to limit the use of flags for instructional purposes.

* * * * * *

(ITEM 8) The Superintendent advised your Committee that:

1. Pulaski High School has developed a proposal to work with at-risk students at Pulaski. The plan is to develop a Library Media Center of the 21st century networked throughout the building through

computer technology. This plan will be submitted to the Milwaukee Foundation for funding on July 1. The Foundation requires that the school show monetary support through "in kind" funding.

2. Funds are available in the school's supply account to support this proposal. The funds will be used to establish an on line card catalog. The request is supported by the Community Superintendent.

Your Committee recommends that $10,000 be transferred from the Pulaski supply budget to the school's general service account.

* * * * * *

(ITEM 9) The Superintendent advised your Committee that:

1. Each year, money is budgeted for the purpose of reimbursing teachers for college course work. This reimbursement is provided in order that Milwaukee Public Schools can maintain a fully certified staff.

2. The money allocated for the 1990-1991 school year was expended as of April 19, 1991. Teachers who applied for tuition reimbursement after that date cannot be reimbursed due to lack of funds.

Your Committee recommends that $35,000 be transferred from the school operations contingent fund to provide tuition reimbursement for these teachers.

* * * * * *

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

1. On February 27, 1991, the Board received a communication from the Social Development Commission requesting payment of the Board's share of local funding for their First Quarter of 1991. Previously, the Board's share of funding was $34,730 per quarter. The new billing was for $39,295, an increase of $4,565 per quarter.

2. At its meeting of March 27, 1991, the Board acted on approving the First Quarter payment of the Board's share of local funding to the Social Development Commission. The condition of the action involved paying the Board's share amount that had been budgeted for the 1990-1991 budget year or the amount of $34,730 per quarter. Action was taken that before the Board would agree to the payment of the increased rate, the Social Development Commission was to submit a report explaining the need for increase and the funding allocation.

3. On June 4, 1991, the Office of the Secretary-Business Manager received a communication from the Social Development Commission outlining the operations budget, activities and expenditures. In addition, information was obtained verifying that the Milwaukee Public Schools would honor the request of the Social Development Commission and provide for the increase of funds in the operations budget.

B. Recommendation:

Based on the aforementioned data, and verification of budget records, it is recommended that the adjustment for the increase in the Board's share be paid for the First Quarter billing and that the new rate of $39, 295 be paid for the Second Quarter Billing of the Board's share of local funding of the Social Development Commission.

Your Committee recommends that this item be forwarded to the Board out of Committee without a recommendation.

* * * * * *

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

1. On May 21, 1991, the City of Milwaukee filed a reorganization petition with the State of Wisconsin Vocational, Technical and Adult Education Board ("State Board") requesting that the State Board consolidate all City of Milwaukee territory, which includes all MPS territory, within the boundaries of the Milwaukee Area Technical College.

2. The City filed the petition because an issue had arisen as to whether that portion of the City, lying within Waukesha County, should be included within the boundaries of the Milwaukee Area Technical College or the boundaries of the Waukesha County Technical College.

3. Because MPS and the City share the same tax base and taxpayers, the negative impact on the City tax base and taxpayers outlined in the City's reorganization petition is also a matter of concern for MPS.

Your Committee recommends that the Superintendent communicate with the State Board indicating MPS' concurrence in the position taken by the City in its reorganization petition.

* * * * * *

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

1. At its May 16, 1991, meeting, the Finance and Facilities Committee requested that the Hazards Review Committee reexamine the Maple Tree attendance area for conditions of unusual hazard. On May 31, the Hazards Review Committee reinvestigated the area from the intersection of North 107th Street and West Mill road (south side) east to North 100th Street.

2. The Hazards Review Committee recommends that this area be designated as an area of unusual hazard. Pupils attending Maple Tree School and residing in this area will receive transportation services.

Your Committee recommends that above area be designated an area of unusual hazard for transportation purposes.

* * * * *

(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 June 11, 1991:

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

B. Statement of Operating Revenues

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$ 516,516,326	$ 7,194,317	$ 523,710,643	$ 390,039,516	$ 133,671,127	74 5%
Categorically Aided	29,682,019	18,904,536	48,586,555	34,587,876	13,998,679	71.2%
School Nutrition	20,019,325	372,117	20,391,442	17,351,368	3,040,074	85.1%
Construction	7,389,000	21,478,029	28,867,029	21,038,141	7,828,888	72.9%
Extension	6,254,018	94,115	6,348,133	5,235,960	1,112,173	82.5%

C. Statement of Expenses

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Expenditures (2)	Unexpended Balance	Percent Expended
School Operations	$ 516,524,977	$ 7,185,666	$ 523,710,643	$ 449,920,535	$ 73,790,108	85.9%
Categorically Aided	29,682,019	18,904,536	48,586,555	40,043,815	8,542,740	82.4%
School Nutrition	20,010,674	380,768	20,391,442	18,366,842	2,024,600	90.1%
Construction	7,389,000	21,478,029	28,867,029	31,521,217	(2,654,188)	109.2%
Extension	6,254,018	94,115	6,348,133	5,102,599	1,245,534	80.4%

(1) Represents 1989-1990 appropriations carried over to the 1990-1991 fiscal year and board approved transfers during the 1990-1991 fiscal year.

(2) Encumbrances and expenditures included through May 31, 1991, and payrolls through May 24, 1991.

D. Monthly Expenditure Control Report

* * * * * *

Separate consideration having been requested for Items 1, 4, 9, 10, and 11, the remainder of the report was adopted, the votes being the same as that preceding.

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

Noes—None.

Item 1 of the report relating to award contracts, having been set aside for separate consideration, Director O'Connell moved to concur. Director Bills moved to hold the contract for Hamilton and Elm Street until after the budget was approved.
The motion prevailed, the vote being as follows:

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

Noes—None.

Present—Johnson- 1.

Item 4 of the report, relating to building use permit for a fund raising event and for religious worship services, having been set aside for separate consideration, Director Bills moved for suspension of Board Rules and concurrence.

The motion prevailed, the vote being as follows:

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

Noes—None.

Item 9 of the report, relating to a Contingent Fund transfer, having been set aside for separate consideration, Director Mallory moved to adopt the recommendation.
The motion prevailed, the vote being the same as that preceding:

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

Noes—None.

Item 10 of the report, relating to the Board's share of funding of the Social Development Commission, having been set aside for separate consideration, Director Bills moved for a substitute motion to pay $34,730 as the Board's share. Director Lucey moved the report return to Committee.

Director Lucey's motion prevailed, the vote being as follows:

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

Noes—Directors Mallory, O'Connell, President Mitchell—3.

Item 11 of the report, relating to the reorganization petition regarding Milwaukee's territory/districts, having been set aside for separate consideration, Director Lucey moved to approve the report.

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

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

Noes—None.

COMMITTEE ON BUDGET

The report from the Special Committee of the Whole, having been set aside for separate consideration, Director Mallory moved for adoption of the report. Thirty items were set aside for separate consideration.

Board Recessed at 9:30 PM.

Board Reconvened at 9:45 PM.

Director Lucey moved to limit the debate to ten minutes on each set aside item. The motion prevailed, the vote being as follows:

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

Present—Directors Mallory, O'Neil, Sinicki, and President Mitchell—4.

June 26, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

Your **Budget Committee** presents the following report on the 1991-1992 budget:

Report of the Budget Committee

(ITEM 1) WIth respect to the 1991-92 School Operations Fund Budget, your committee recommends that:

A. The following resolution be adopted:

RESOLVED, That pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of $560,180,199 will be required for the operations of the Milwaukee Public Schools, for the repair and keeping in order of school buildings and equipment, and the making of material improvements to school property during the year 1991-1992; and that $210,552,446 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 1991, pursuant to the provisions of Section 65.07 (1) (e), Wisconsin Statutes, said amount to be raised by tax levy being in addition to the money to be received from state aids, shared taxes, and from other miscellaneous sources.

B. The following increases/decreases in expenditures, taken in to account in developing the above resolution, be approved:

SCHOOL OPERATIONS FUND

Budget	**Item**	**Amount Addition**	**Amount Reduction**
EXPENDITURES			
Various Programs Elementary/Middle/High/ Alternative	Teacher Staffing and Extra Staff Days at New Sites	$+ 2,534,000	
Elementary/Middle/High	Non-Classroom Teachers The administration to bring back a plan for the redeployment of these positions.	+ 1,650,000	
Various Schools	School Based Management Incentive Funds	+ 130,000	
High Schools South Division	Contracted Equipment Maintenance	+ 12,000	
Middle Schools Sarah Scott	Staff Development Inservice	+ 22,600	

Elementary Schools	Four-Year-Old Kindergarten	+ 2,830,000	
Various Schools	Whole Language	+ 50,000	
Hartford Ave., Douglass	Special Focus Schools	+ 117,740	
Music.. Festival	Restore Full Funding	+ 64,000	
Interscholastic Athletics	Restore Cross Country, Swim, Golf, and Gymnastics	+ 318,418	
Interscholastic Academics	Restore Full Funding	+ 86,000	
SDA I - VI	Reallocation of Service Delivery Area Office Resources		$- 2,000,000
	The administration to provide the Board with salary and job descriptions for all new positions at the July Board meeting.		
	The money for staff development to be placed in an unallotted account for non-school based management schools pending development and approval of plans by the Superintendent. School Based Management schools to receive their share of the remaining monies directly.		
	That the Superintendent as a part of the development of the plan include a parent involvement component.		
	That hearings be held to solicit parent input for any plans pertaining to parent issues.		
Central Office	Staff Reductions		- 817,774
Planning, Research and Eval.	Consultant Services	+ 29,400	
	Research and Evaluation		-52,000
Public Affairs and Commun.	Reallocation		- 224,242
Deputy Superintendent	School Accountability and Support (Administrator)	+ 200,000	
	Assistant for Educational Programs		
Student Services	Summer Enrollment	+ 50,000	
	Electronic Attendance Reporting	+ 90,000	
	Prototypes	+ 17,000	
	City-Suburban Desegregation Settlement		

Curriculum and Instruction	Teacher-Mentors - Program to Commence Second Semester		- 421,360
	Administrative Inservice	+250,000	
	Multicultural Curriculum Council	+150,000	
	Ungraded Primary Pilot Council	+50,000	
	Curriculum Writing	+100,000	
	Equity Math Project	+28,000	
	School Based Management Inservice	+103,000	
Financial Services School Accounting	School Bookkeepers	+ 98,600	
Business Support Services Transportation Operations	Pupil Transportation	+ 1,270,000	
	Pupil Transportation (Summer Youth Employ.)		-43,000
Information and Tech. Serv. Comm. Network Resource Team	Wausau - Telephone Service	+ 109,204	
Facilities and Maint. Serv. Building Operation	Waldorf-Multicultural School Site - Building	+3,050	
	Operations Staffing	+27,979	
	Fire Education Center - Staffing		
Employee Benefits	Hospital and Surgical Insurance		-600,000
	Tuition Reimbursement - Teachers	+ 200,000	
Insurance and Risk Mngt.	District Insurances		-325,000
	Unemployment Compensation	+ 100,000	
Special and Contingent Fund	African American Immersion Program	+100,000	-435,244
	School Equity Fund	+106,000	
	School Based Management Incentive Fund	+194,000	
	School/Staff Development		
	Schools with second year equity funding to be exempt from distributions. The Equity Fund will sunset in June of 1992.		
	Planning Position	+100,000	
	Space Needs	+25,000	
Budget Offsets	Contract Settlement/Management Merit Pay	+1,645,000	
GRAND TOTAL	**- SCHOOL OPERATIONS FUND**	$+12,860,991	$- 4,918,620

* * * * * *

(ITEM 2) With respect to the 1991-1992 Construction Fund Budget, your Committee recomments that::

A. The following resolution be adopted:

RESOLVED, That pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of $8,863,368 will be required for 1991-1992 Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, $7,342,000 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee public school purposes in 1991, said amount to be in addition to the money received from other miscellaneous sources.

* * * * * *

(ITEM 3) With respect to the 1991-1992 Extension Fund Budget, your Committee recommends that the following Resolution be adopted:

A. The following resolution be adopted:

RESOLVED, That pursuant to the provisions of Section 119.47, Wisconsin Statutes, relating to the Extension Fund, the Board of School Directors hereby advises the Common Council that the amount of $5,857,258 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the year 1991-1992, and that $4,504,018 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 1991, pursuant to the provisions of Section 65.07 (1) (g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

B. The following increases/decreases in expenditures, taken into account in developing the above resolution, be approved:

EXTENSION FUND

Budget	**Item**	**Amount Addition**	**Amount Reduction**
Extension Fund	Social Security - Part-time Employees	$+ 186,000	
	Staff Reduction		$-63,760
GRAND TOTAL - EXTENSION FUND		**$+186,000**	**$-63,760**

* * * * * *

(ITEM 4) The Superintendent and Secretary-Business Manager advised your Committee that:

The legislature is in the process of considering a significant revision of the school finance system through the adoption of a school foundation plan. As approved by the Joint Committee on Finance, Milwaukee students and taxpayers would receive about 11% of the total benefit, even though nearly 13% of Wisconsin's Public School Students are enrolled in the Milwaukee Public School system.

Inclusion of a 25% poverty factor would increase the proportionate benefit to Milwaukee students and taxpayers and would enable Milwaukee Public Schools to substantially increase programs which benefit low income students.

Your Committee Recommends:

1. That the Board support the Foundation Plan with the inclusion of a 25% poverty factor.

2. That the Board oppose the Foundation Plan it if does not include a 25% poverty factor.

* * * * * *

Item 1 School Operations fund, relating to Elementary, Middle, High School non-classroom teachers, having been set aside for separate consideration, Director O'Neil moved to adopt the item. Director O'Neil moved to eliminate the implementor positions. The motion failed, the vote being as follows:

Ayes—Director O'Neil—1.

Noes—Bills, Johnson, Lucey, Mallory, O'Connell, Sinicki, Small, President Mitchell—8.

The motion to approve the addition of 1.6 million dollars prevailed, the vote being as follows:

Ayes—Bills, Johnson, Lucey, Mallory, O'Connell, Sinicki, Small, President Mitchell—8.

Noes—Director O'Neil—1.

Item 1 School Operations fund, relating to interscholastic athletics, golf, and gym, having been set aside for separate consideration, Director Bills moved to delete golf and gymnastics at a savings of $104,000. The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Lucey, O'Neil, President Mitchell—5.

Noes—Directors O'Connell, Small—2.

Present—Directors Mallory, Sinicki—2.

Director Small moved to restore Drivers Education.
The motion failed, the vote being as follows:

Ayes—Directors Johnson, O'Connell, Sinicki, Small—4.

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

Director Lucey moved to reconsider Drivers Education at a cost of $485,000 without a coordinator. The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, O'Connell, Sinicki, Small—4.

Noes—Directors Bills, Lucey, O'Neil—3.

Present—Directors Mallory, President Mitchell—2.

Director Mallory moved to change her vote to no. The motion prevailed, the vote being as follows:

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

Noes—Directors O'Connell, Sinicki, Small—3.

Director Lucey moved that Drivers Education be restored for $213,000. The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Lucey, O'Connell, O'Neil, Sinicki, Small—6.

Noes—Directors Bills, Mallory, President Mitchell—3.

Director Lucey moved that a criteria of 2.0 grade point and an attendance requirement be required. The motion prevailed, the vote being as follows:

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

Noes—Directors Johnson, Mallory, President Mitchell—3.

Item 1 School Operations fund, relating to staff development one through six, having been set aside for separate consideration, Director Sinicki moved that $1,000,000 for staff development be put back into staff support.
The motion prevailed, the vote being as follows:

Ayes—Directors O'Connell, O'Neil, Sinicki, President Mitchell—4.

Noes—Directors Bills, Lucey—2.

Present—Directors Johnson, Mallory, Small—3.

Director O'Neil moved to reconsider the vote. The motion prevailed, the vote being as follows:

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

Noes—Director O'Connell—1.

Present—Director Sinicki, President Mitchell—2.

After the motion to reconsider, Director Sinicki's original motion failed, the vote being as follows:

Ayes— Director Sinicki, President Mitchell—2.

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

Present—Directors Johnson, Mallory—2.

Item 1 School Operations fund, relating to Central Office staff reduction, having been set aside for separate consideration, Director Sinicki moved for concurrence. Director Small moved to restore the library and media position.
The motion failed, the vote being as follows:

Ayes—Director Small—1.

Noes—Directors Bills, Johnson, Lucey, Mallory, Mitchell, O'Connell, O'Neil, Sinicki—8.

The motion for concurrence prevailed, the vote being as follows:

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

Noes—None.

Item 1 School Operations fund, relating to School Accountability and Support Administrative Assistant to the Education Programs, having been set aside for separate consideration, Director Johnson moved for concurrence.
The motion prevailed, the vote being the same as that preceding:

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

Noes—None.

Item 1 School Operations fund, relating to the School Equity Fund, having been set aside for separate consideration, Director O'Connell moved for concurrence. Director Sinicki moved to restore the Equity Funding by $435,244.

The motion failed, the vote being as follows:

Ayes—Director Sinicki—1.

Noes—Directors Bills, Johnson, Lucey, Mallory, O'Connell, O'Neil, Small, President Mitchell—8.

The motion for concurrence prevailed, the vote being as follows:

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

Noes—Director Sinicki—1.

Item 1 School Operations fund, relating to Planning Position and Planning, Research, and Evaluation, having been set aside for separate consideration, Director Mallory moved to reduce the amount of the Planning Position to $80,000. Director Lucey made a substitute motion to restore the position as a consultant. The substitute motion prevailed, the vote being as follows:

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

Noes—Directors Johnson, Mallory, Sinicki, President Mitchell—4.

Director Johnson moved concurrence with the item Planning, Research, and Evaluation. The motion prevailed, the vote being as follows:

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

Noes—Director Lucey—1.

Present—Director Mallory—1.

Item 1 School Operations fund, relating to the amendment proposal by the Superintendent, special fund for exceptional education class expansion, having been set aside for separate consideration, Director Mallory moved concurrence for the teachers for exceptional education, and for the Community Superintendents. Director Bills moved an amendment

that the $500,000 for special education expansion would include for the three consulting teachers. Director Mallory moved to add two secretaries at the cost of $60,000.

The motion and amendments prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Lucey, Mallory, President Mitchell—6.

Noes—Directors O'Connell, Small—2.

Temporarily Absent—Director O'Neil—1.

The Board recessed from 11:33 to 11:58 PM.

Item 1 School Operations fund, relating to the organizational study, having been set aside for separate consideration, Director Bills moved to include a compensation study of the middle management staff for $40,000.

The motion prevailed, the vote being as follows:

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

Noes—Directors Johnson, O'Neil, Sinicki—3.

Item 1 School Operations fund, relating to exceptional education, having been set aside for separate consideration, Director Mallory moved to restore $200,000 for music, art and adaptive physical education. Director Bills amended the funding come from Exceptional Education administrative costs.

Director Bills' amended motion failed, the vote being as follows:

Ayes—Director Bills—1.

Noes—Directors Johnson, Lucey, Mallory, O'Connell, O'Neil, Sinicki, Small, President Mitchell—8.

Director Mallory's motion prevailed, the votes being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Sinicki—6.

Noes—Directors Lucey, Small—2.

Present—President Mitchell—1.

Item 1 School Operations fund, relating to human relations coordinators, having been set aside for separate consideration, Director O'Connell moved to restore two human relations coordinators. Director Johnson moved to restore three human relations coordinators. The substitute motion to restore three positions prevailed, the vote being as follows:

Ayes—Directors Johnson, O'Connell, Sinicki, Small—4.

Noes—Directors Bills, Lucey, O'Neil—3.

Present—Director Mallory, President Mitchell—2.

Item 1 School Operations fund, relating to WYMS funding, having been set aside for separate consideration, Director Lucey moved to reduce the funding to $100,000. Director

Small moved to continue the funding level proposed by the administration. Director Bills moved to reduce the funding by $50,000.

Director Bills' motion prevailed, the vote being as follows:

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

Noes—None.

Item 1 School Operations fund, relating to the duplicating budget and the Bonded Messenger Service, having been set aside for separate consideration, Director Lucey moved to cut the duplicating budget by $20,000 and the Bonded Messenger by $12,000. Director Mallory moved an amendment of a 75 percent reduction for the Bonded Messenger service. Director Lucey's motion to cut duplicating budget by $20,000 with Director Mallory's amendment prevailed, the vote being the same as that preceding:

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

Noes—None.

Item 1 School Operations fund, relating to summer school, having been set aside for separate consideration, Director Mallory moved for concurrence. The motion failed, the vote being as follows:

Ayes—Directors O'Connell, Sinicki, Small—3.

Noes—Directors Bills, Lucey, O'Neil, President Mitchell—4.

Present—Directors Johnson, Mallory—2.

Item 1 School Operations fund, relating to graphic arts, having been set aside for separate consideration, Director Sinicki moved to restore $175,000. Director Mallory moved to amend that the monies go to Milwaukee Tech and Hamilton.
The motions prevailed, the vote being as follows:

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

Noes—President Mitchell—1.

Item 1 School Operations fund, relating to Hamilton's Contract, having been set aside for separate consideration, Director Bills moved for concurrence. The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily Absent—Director Johnson—1.

Item 1 School Operations fund, relating to high school textbooks, having been set aside for separate consideration, Director Bills moved to charge $25.00 per pupil for textbook rental fees at the high school minus the indigents.

The motion prevailed, the vote being as follows:

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

Noes—None.

Item 1 School Operations fund, relating to guidance counselors, having been set aside for separate consideration, Director Small moved to delete three (3) guidance counselor positions. Director Sinicki moved to return to the original and add six (6) counselors at a cost of $300,000. The substitute motion prevailed, the vote being as follows:

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

Noes—Directors Bills, Lucey, O'Neil—3.

Item 1 School Operations fund, relating to TV engineers, having been set aside for separate consideration, Director Small moved to restore the position. The motion failed, the vote being as follows:

Ayes—Directors Sinicki, Small—2.

Noes—Directors Bills, Johnson, Lucey, Mallory, O'Connell, O'Neil, President Mitchell—7.

Item 1 School Operations fund, relating to Old Elm and St. Albert's, having been set aside for separate consideration, Director Bills moved to merge Old Elm as an early childhood center with St. Albert's. Director Mallory moved a substitute motion that the Old Elm be converted to regular elementary school. The substitute motion prevailed, the vote being as follows:

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

Noes—None.

There was a motion to reconsider the motion prevailed, the vote being the same as that preceding:

Ayes—9.

Noes—None.

Director Bill's original motion failed, the vote being as follows:

Ayes—Directors Bills, Mallory, Sinicki, President Mitchell—4.

Noes—Directors Johnson, Lucey, O'Connell, O'Neil, Small—5.

The Board recessed from 2:25 to 2:30 AM

Director Lucey moved to concur with the administration’s recommendations for the early childhood contract. The motion prevailed, the vote being as follows:

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

Noes—Director Mallory—1.

Present—Director Johnson—1.

Item 1 School Operations fund, relating to Birth-to-three program, having been set aside for separate consideration, Director Mallory moved to restore the program at a cost of $69,000. The motion prevailed, the vote being as follows:

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

Present—Director Bills—1.

Director Bills moved to add $500,000 to the Contingency Fund.
The motion failed, the vote being as follows:

Ayes—Directors Bills, O'Connell, President Mitchell—3.

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

The Secretary-Business Manager presented the following resolutions:

School Operations Fund:

RESOLVE, 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 $563,058,133 will be required for the operations of the Milwaukee Public Schools for the repair and keeping and order of school buildings and equipment. And the making of material improvements to school property during the year 1991-1992; and that $211,341,780 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 1991.

Pursuant to the provisions of Section 65.07 (1) (e), Wisconsin Statutes, said amount to be raised by tax levy being in addition to the money to be received from state aids, shared taxes and from other miscellaneous sources.

Extension Fund:

RESOLVE, 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 $5,857,258 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the year 1991-1992, and that $4,504,018 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee, subject to taxation for the Milwaukee Public School's purposes in 1991.

Pursuant to the provisions of Section 65.071 (1) (g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

Construction Fund:

RESOLVE, That pursuant to the provisions Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of $8,863,368 will be required for

1991-1992 Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07 (1) (f), Wisconsin Statutes $7,342,000 by a tax levy on all real and personal property in the City of Milwaukee, subject to taxation for the Milwaukee Public School purposes, in 1991, said amount to be in addition to the money received from other miscellaneous sources.

This gives is a levy increase of 2.57 percent for all 3 funds and the tax rate will be $18.15.

Director Mallory moved that the 1991-1992 budget for Milwaukee Public Schools as amended and with the tax levy that was read into the record be approved.

The motion prevailed, the vote being as follows:

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

Noes—None.

As per the Secretary-Business Manager's Communications having been set aside until after budget adoption, Director Mallory moved to approve the resolution to borrow 9.4 million dollars from the state school.

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

Ayes—9.

Noes—None.

Director Mallory moved to authorize the Secretary-Business manager to borrow 22 million dollars on the school district’s.

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

Ayes—9.

Noes—None.

NEW BUSINESS

The Secretary-Business Manager presented the following:

"The Board, may consider and act upon the election of Suzanne Lundin to the position Secretary-Business manager and the approval of an employment contract for Mrs. Lundin."

Mrs. Lundin was unanimously elected Secretary-Business Manager.

Ayes—9.

Noes—None.

Director Lucey moved to approve Ms. Lundin’s employment agreement. The motion prevailed, the vote being the same as that preceding:

Ayes—9.

Noes—None.

COMMUNICATIONS AND PETITIONS

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

Communication from Milwaukee Building and Trades relative to increases in wages and fringe benefits for trades employees.

Referred to the Committee on Personnel and Negotiations.

Communication from the Corner Stone Bible Church requesting permission to relocated their worship services to a larger school location.

Referred to Committee on Finance and Facilities.

Communication from Mr. Reamer relating to the concept of a military school within the Milwaukee Public School system.

Referred to Committee on Instruction and Community Relations.

RESOLUTIONS

Introduced by Directors Bills, Johnson, Lucey, Mallory, O'Neil, Sinicki, Small, Vice-President O'Connell, and President Mitchell:

WHEREAS, John J. Peterburs has faithfully served the Board of School Directors and Milwaukee Public Schools since 1972; and

WHEREAS, John Peterburs during his tenure has served as an Accountant, Supervising Accountant, and Labor Relations Analyst; and

WHEREAS, On May 15, 1981, John Peterburs was elected by the Board of School Directors to the position of Secretary-Business manager; and

WHEREAS, Under John Peterburs' leadership the Milwaukee Public School District has been recognized for sound fiscal policies, outstanding facilities, innovative management, and unwavering support to the educational process; and

WHEREAS, John Peterburs has been a dedicated leader in providing service to schools and children; and

WHEREAS, John Peterburs' leadership was critical to the resolution of the Board's lawsuit against the State of Wisconsin and the suburban school districts and he has continued to exhibit this leadership in the implementation of the settlement agreement; and

WHEREAS, John Peterburs played an indispensable role in working with the state legislature to represent the Board's viewpoint in Madison and to obtain needed assistance for Milwaukee's boys and girls; and

WHEREAS, as the Board's Secretary, John Peterburs spent many evenings attending meetings of the Board and its committees; and

WHEREAS, John Peterburs' assistance to the Board has been critical to the Board's fulfilling its statutory duties, including search and selection of superintendents; and

WHEREAS, The Milwaukee Board of School Directors wishes to thank John Peterburs for his many years of outstanding and dedicated service; now therefore be it

RESOLVED, That the Board of School Directors extend its sincere appreciation to John J. Peterburs for his years of dedicated and loyal service to the Milwaukee Public Schools; and be it

RESOLVED, That this Board extend to John Peterburs its best wishes for success n his new endeavor and the rewards that come from a sense of great achievement, 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, prepared and delivered to John Peterburs in tribute to his record of dedicated public service to the citizens of Milwaukee and the boys and girls in the public schools.

The resolution was adopted unanimously.

President Mitchell ordered the resolution be printed, framed and delivered to Mr. Peterburs.

Director Mallory presented the following resolution introduced by all the Directors:

WHEREAS, Dr. Robert S. Peterkin has resigned as Superintendent of Milwaukee Public Schools to accept the position of Director of Harvard University's Urban Superintendents Program; and

WHEREAS, In the nearly three years of Dr. Peterkin's Superintendency many improvements were made in the district's educational program, including the expansion of early childhood programs, a Milwaukee Urban Alliance Pilot program to develop new instructional strategies to promote critical thinking skills, whole language and cooperative learning strategies, implementation and expansion of violence reduction and peer mediation programs, and development of programs for chronic disrupters; and

WHEREAS, Dr. Peterkin worked closely with the Board of School Directors in the development and implementation of goals for the district; and

WHEREAS, Dr. Peterkin accepted the challenge of restoring confidence in the district by reaching out to all segments of the community, and by reconnecting parents, white, black, Hispanic and native Americans, many of whom felt disconnected to unconnected from the school district; and

WHEREAS, Dr. Peterkin was able to forge the kind of partnerships needed to make reform possible, and his warm, friendly and open demeanor served him well in establishing relationships with the community, with the Board, with the staff, and with the parents; and

WHEREAS, Dr. Peterkin brought additional resources to this district in the form of additional magnet monies and grants and established a close working relationship with Milwaukee County and the Department of Health and Human Services; and

WHEREAS, Dr. Peterkin believed deeply and continually expressed his belief that all children can learn ; and

WHEREAS, Dr. Peterkin sought and received input from a broad spectrum of parents, staff, and community members through various task forces and committees; and

WHEREAS, Dr. Peterkin developed a construction plan for the opening of new schools and the building of needed school space for our young people; began the process of developing an integrated, multicultural K-12 curriculum; and increased professional development opportunities for staff members; and

WHEREAS, Dr. Peterkin restructured the central administration in order to provide decentralized and more efficient services to schools; now therefore be it

RESOLVED, That this Board of School Directors of the City of Milwaukee hereby expresses on its own behalf and on behalf of the staff and students, the parents, and the community in general its appreciation to Dr. Peterkin for his outstanding service to the public schools of Milwaukee; and be it further

RESOLVED, That this Board extend to Dr. Peterkin its best wishes for success in his new endeavor and the rewards that come from a sense of great achievement; and be it further

RESOLVED, That this resolution be spread upon the permanent minutes of the Board and that the Secretary-Business Manager have an engrossed copy signed, sealed and delivered to Dr. Peterkin as a mark of the Board's appreciation.

The resolution was adopted unanimously.

President Mitchell ordered the resolution be suitably printed, framed and delivered to Dr. Peterkin.

Director Bills presented the following resolution introduced by all the Directors:

WHEREAS, Dr. Deborah M. McGriff has resigned as Deputy Superintendent of the Milwaukee Public Schools to accept the position of Superintendent of Detroit Public Schools; and

WHEREAS, Dr. McGriff worked to improve the district's curriculum through the K-12 Curriculum Development Committee and was instrumental in initiating the process of developing an integrated, multicultural K-12 curriculum; and

WHEREAS, Dr. McGriff had responsibility for many other committees and task forces, such as the Community Relations Task Force, the Assessment Task Force, the Bilingual Task Force, the Teacher Professionalism Joint Study Committee, and the Administrators' and Supervisors' Professionalization Committee; and

WHEREAS, Dr. McGriff's leadership resulted in the district obtaining many grants, including the Edna McConnell Clark Foundation's grant to improve middle schools, The General Electric North Division College Bound Program, the College Board Math Equity and Minority College Preparation Programs, and the Philip Morris Family Preservation Program; and

WHEREAS, Dr. McGriff provided effective leadership in the day-to-day operation of the district, including revision of the student assignment process and the student appeals process, improvements in school climate, increased parental involvement, increased professional leave opportunities for teachers, and improvement of district publications; and

WHEREAS, Dr. McGriff worked effectively with many community and business organizations and served as a member of the Governor's Commission for the Twenty-first Century Schools; now therefore be it

RESOLVED, That this Board of School Directors of the City of Milwaukee hereby expresses on its own behalf and on the behalf of the staff and students, the parents, and the community in general its appreciation to Dr. McGriff for her outstanding service to the public schools of Milwaukee; and be it further

RESOLVED, That this Board extend to Dr. McGriff its best wishes for success in her new endeavor and the rewards that come from a sense of great achievement; and be it further

RESOLVED, That this resolution be spread upon the permanent minutes of the Board and that the Secretary-Business Manager have an engrossed copy signed, sealed and delivered to Dr. McGriff as a mark of the Board's appreciation.

The resolution was adopted unanimously.

President Mitchell ordered the resolution be suitable printed, framed, and delivered to Dr. McGriff.

By Director Lucey:

WHEREAS, There is a shortage of positions in alternative education programs within MPS;

WHEREAS, The plan approved by the Board for expenditure of Desegregation Settlement funds allocates $500,000 to school improvement;

WHEREAS, The present plan of the administration is to use this $500,000 in school improvement funds to fund operation of the Comprehensive Support Center, which functions as an assessment, counseling, and tracking agency for students seeking placement in alternative programs;

WHEREAS, There is a legitimate need for a clearinghouse of information on the availability of positions in alternative programs and for a means of tracking students who are seeking placement in those programs;

WHEREAS, The counseling and assessment functions of Comprehensive Support Center, while valuable, are largely duplicative of similar functions performed in traditional and alternative schools;

NOW THEREFORE, BE IT RESOLVED, That the funding for the Comprehensive Support Center be reduced to $100,000 to be used to perform the clearinghouse and tracking functions and that the remaining $400,000 in Desegregation Funds budgeted for school improvement be used to fund creation and expansion of alternative education programs obtained through contracts with community based agencies.

Referred to the Committee on Instruction and Community Relations

The Board adjourned at 3:22 AM.

JOHN J. PETERBURS
Secretary-Business Manager

SUMMARY OF 1991–1992 BUDGET APPROPRIATIONS

SCHOOL OPERATIONS FUND

PROGRAM ACCOUNTS	
High Schools	$64,424,127
Middle Schools	46,865,391
Elementary Schools	109,735,681
Early Childhood-EEN	2,594,394
Visually Impaired Program	578,121
Physically Handicapped Program	5,183,954
Hearing Impaired Program	1,663,549
Home and Hospital Instruction	298,064
School Age Parents Program	925,106
Learning Disabilities	9,065,261
Speech and Language Disabilities	6,275,255
Emotionally Disturbed Program	10,542,406
Career Education and Vocational Center	976,059
Programs for Retarded Students	9,096,333
Psychological Services	4,132,956
School Social Work Services	4,849,607
Driver Education	461,657
English as a Second Language	1,754,627
Instrumental Music Instruction	599,106
Music Festival	70,720
Science Materials/Inservice Center	181,125
Urban Household Rehabilitation	79,376
Evening High School	52,870
Agency Agreements	2,577,352
Alternative Schools	3,750,542
Interscholastic Athletics	2,731,274
Interscholastic Academics	200,000
School Safety	1,487,531
Summer School	3,500,447
Plant Improvement	0
TOTAL PROGRAM ACCOUNTS	$8,294,952,901
BOARD OF SCHOOL DIRECTORS	$255,795
EDUCATIONAL OPERATIONS	
Office of Superintendent	$356,011
School Service Bureau	455,500
Service Delivery Area Offices	0
Office of Public Information	312,000
Dept. of Planning, Res. & Eval.	558,287
Department of Public Affairs and Com.	0
Office of Deputy Superintendent.	1,090,780
Department of Community Relations	0
Department of Student Services	1,501,913
Office of Associate Superintenent	201,273
Office of SBM & Ldr Academy	599,719
Department of Curriculum and Instruction	4,481,195
Department of Staff Development	0
Department of Bilingual Multicultural Education	383,110

Department of Alternative and Vocational Education 576,437

Department of Exceptional Education and Supportive Services..... 3,437,176
Human Relations..... 0
Public Information and Community Relations..... 0
Division of School Services..... 0
Division of Human Resources..... 0
Division of Planning, Budget, Research and Evaluation..... 0
Division of Curriculum and Instruction..... 0

TOTAL EDUCATIONAL OPERATIONS..... $13,953,401

BUSINESS OPERATIONS

Office of the Secretary-Business Manager..... $346,728
Internal Audit..... 219,723
Minor/Women Dis. Bus. Prog..... 58,803
Dept. of Inter. Relations..... 196,780
Dept. of Human Resource Serv..... 1,151,208
Dept. of Labor Relationss..... 423,273
Dept. of Insurance and Risk Mgmt..... 502,826
Dept. of Financial Services..... 1,953,936
Dept. of Business Support Serv..... 68,140,997
Dept. of Info. & Tech. Serv..... 4,726,933
Dept. of Fac. & Maint. Serv..... 50,393,447

TOTAL BUSINESS OPERATIONS..... $128,114,654

OTHER ACCOUNTS

Employee Benefits..... $117,635,296
School District Insurances..... 4,425,000
Debt Service..... 670,000
Special and Contingent Funds..... 670,000
Budget Offsets..... 5,926,086
Budget Offsets..... -2,225,000

TOTAL OTHER ACCOUNTS..... $126,431,382

GRAND TOTAL–SCHOOL OPERATIONS FUND..... $563,708,133

CONSTRUCTION FUND

NATURE OF EXPENDITURE

Project Accounts..... $8,863,368

GRAND TOTAL–CONSTRUCTION FUND..... $8,863,368

EXTENSION FUND

DEPARTMENT OF COMMUNITY RECREATION AND EDUCATIONAL SERVICES

Office of Director	$122,898
Playground and Recreation Centers	4,738,791
Service and Maintenance	0
District Insurances	45,000
Employee Benefits	900,569
Special and Contingent Funds	50,000

GRAND TOTAL–EXTENSION FUND $5,857,258

CATEGORICALLY FUNDED PROGRAMS

ESSIA, Chapter 1	$23,174,416
ESEA, Title II	1,991,166
Pre-School to Grade 5 Grant	4,010,090
Wisconsin-DHSS-Child Day Care	39,600
AOD-CSC-After School	29,360
Chpater 331-Alcohol aand other Drug Abuse	167,839
DARE	44,623
FAST	21,078
Wisconsin Youth Initiative	500,000
WI-DHSS-Innovation/Learnfare	66,620
WI-Dsegregation Settlement Funds	7,839,210
State of Wisconsin - Act 122	100,000
Wisconsin Drug Education/Cesa I	27,619
Wisconsin Human Growth and Development	30,000
Public Law 89-313	496,300
Public Law 94-142	3,830,891
Public Law 99-457	1,535,891
Vocational Education	1,367,496
General Electric Foundation	191,301
Milwaukee Foundation-Family Preservation Grant	66,150
College Board Equity Grant	75,000
Corporation for Public Broadcasting	152,820
Wisconsin Arts Board/Artist-In-Residence	12,104
E. M. Clark Foundation	216,184
EMSEA, Chapter II	502,677
Drug Free Schools and Communities Act	2,369,152
Job Training Partnership Act	23,806
Indian Elementary and Secondary School Assistance Act	238,245
Economic Opportunity Act–Head Start	1,795,477
WI Head Start-State Supplement	107,000
Even Start-Chapter I	180,000

Elementary School Student Assistance Program	254,148
Comprehensive School Health Education	129,862
Emergency Immigrant Education Act	46,403
DHHS-Learnfare	939,810
FIRST	120,000
GRAND TOTAL–CATEGORICAL PROGRAMS	$31,485,309

SUMMARY OF 1991–1992 REVENUE ESTIMATES

SCHOOL OPERATIONS FUND

STATE AIDS FOR

EQUALIZATION

Regular	$241,976,000
Intradistrict Integration Aid	18,600,000
Interdistrict Integration Aid	4,500,000
Supplemental (TIF)	6,000,000
Total Equalization Aids	**$271,076,000**

PROGRAMS FOR THE HANDICAPPED

Early Childhood	$1,400,000
Emotionally Disturbed	6,300,000
Mentally Handicapped	6,600,000
Hearing Impaired	1,240,000
Homebound Instruction	17,000
Physically Handicapped	3,100,000
School Age Parents	400,000
Speech/Language Disabilities	4,400,000
Visually Handicapped	350,000
Learning Disabilities	6,200,000
Social Work Services	2,700,000
Psychological Services	2,500,000
Exceptional Education Supervision	1,200,000
Transportation of the Handicapped	5,300,000
Total Programs for the Handicapped	**$41,707,000**

OTHER CATEGORICAL AND SPECIAL AIDS

Transportation Aid	$3,000,000
Library Aid	2,000,000
Driver Education	186,000
Food Services	550,000
Bilingual Education	3,350,000
Children At Risk	1,200,000
Tuition from State	200,000
Total Other	**$10,486,000**
Total Aids from State	**$323,269,000**

FEDERAL AIDS FOR

Food Services	$16,351,864
Commodities	2,000,000
Vocational Education	100,000
Federal Indirect Aids	1,000,000
Special Project Grants	300,000
Public Law 874	100,000
Total Federal Aids	**$19,851,864**

LOCAL REVENUES FROM

Payment of Services

Regular Day School Tuition	$1,000
Tuition from Other Districts	400,000

Other

Textbook Rental	213,600
Interscholastic Athletics Fees	120,000
Food Service Sales	3,173,731
Student Fees	400,000
Interest Earned	850,000
Miscellaneous	487,158
Payments in Lieu of Taxes	50,000
Total Local Revenues	**$5,695,489**

APPLIED SURPLUS

Food Services	$0
School Operations Fund	3,550,000
Total Applied Surplus	**$3,550,000**

TOTAL RECEIPTS EXCLUSIVE OF PROPERTY TAX	**$342,366,353**
TAX LEVY	$211,341,780
TOTAL REVENUES–SCHOOL OPERATIONS FUND	**$563,708,133**

CONSTRUCTION FUND

PAYMENTS IN LIEU OF TAXES $0

PROCEEDS FROM BONDED DEBT $1,521,368

APPLIED SURPLUS $0

TOTAL RECEIPTS EXCLUSIVE OF PROPERTY TAX $1,521,368

TAX LEVY $7,342,000

TOTAL REVENUES–CONSTRUCTION FUND $8,863,368

School Debt Service included in City of Milwaukee Budget $4,975,109

EXTENSION FUND

PAYMENTS IN LIEU OF TAXES

Mobile Home Fees $2,000

OTHER INCOME

Instruction Fees 253,000
Entry and Franchise Fees 290,000
Admission Receipts 0
Rental Receipts 20,000
Miscellaneous Receipts 150,000
Interest Income 35,000

Total Other Income $748,000

APPLIED SURPLUS $603,240

TOTAL RECEIPTS EXCLUSIVE OF PROPERTY TAX $1,353,240

TAX LEVY $4,504,018

TOTAL REVENUES–EXTENSION FUND $5,857,258

SUPERINTENDENT'S MONTHLY REPORT as of June 16, 1991

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	347	316		8	531	7	51	59	7		663
K3	427	258		4	374	17	48	222	20		685
PK	82	58		1	110	1	4	23	1		140
K4	1816	1749		30	1761	129	331	1255	59		3565
K5	4283	4053		101	4640	308	778	2420	89		8336
01	4925	4532		106	5542	330	946	2431	102		9457
02	4220	4005		82	4729	316	814	2194	90		8225
03	4008	3907		94	4459	291	793	2184	94		7915
04	3971	3694		86	4421	271	752	2060	75		7665
05	4009	3822		100	4595	248	755	2047	86		7831
06	3507	3515		85	4217	202	691	1757	70		7022
07	3318	3143		84	3760	172	643	1745	57		6461
08	3011	3035		69	3502	153	565	1689	68		6046
09	3801	3600		95	4117	225	718	2168	78		7401
10	3206	3193		60	3431	189	591	2057	71		6399
11	2469	2625		58	2596	159	401	1827	52		5093
12	1821	2100		35	1820	165	308	1558	35		3921
13	1				1						1
Invalid	1				1						1
TOTAL	49222	47605		1098	54607	3183	9189	27696	1054		96827

Total Active Detached..... 87 (Included above) Total Suburban Transfers—5442

Total Inactive..... 1198 (Not included above)

Brown Deer	175	Greendale	260	New Berlin	82	St. Francis	125
Cudahy	221	Greenfield	316	Nicolet	154	Wauwatosa	810
Elmbrook	176	Hamilton	36	Oak Creek	317	West Allis	449
Fox Point	138	Maple Dale-Indian Hills	81	Shorewood	281	Whitefish Bay	342
Franklin	284	Menomonee Falls	269	South Milwaukee	303	Whitnall	279
Germantown	26	Mequon-Thiensville	198				
Glendale-River Hills	123						

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1491	74.8	113.0	5.0	North Division	1059	68.0	102.0	6.0
Custer	1062	71.1	84.0	5.0	Pulaski	1501	68.0	111.0	5.0
Hamilton	1565	84.5	114.0	5.0	Riverside	1394	85.8	111.0	5.0
Juneau	768	82.7	63.0	3.0	South Division	1610	72.1	133.0	5.0
King	1180	87.5	74.0	3.0	Vincent	1334	73.8	103.0	5.0
Madison	1394	71.8	107.0	5.0	Washington	1508	74.4	121.0	5.0
Marshall	1120	75.8	86.0	4.0	HS of the Arts	705	93.6	56.0	3.0
Milwaukee Tech	1838	88.7	130.0	4.0	TOTAL	19529	78.0	1508.0	68.0
MIDDLE SCHOOLS									
Audubon	950	81.7	66.0	3.0	Parkman	601	77.9	54.0	3.0
Bell	949	81.8	67.0	3.0	Robinson	494	88.3	40.0	2.0
Burroughs	928	83.8	63.0	3.0	Roosevelt	643	92.7	45.0	2.0
Edison	909	83.0	67.0	3.0	Sholes	831	78.8	60.0	3.0
Eighth St.	332	88.8	27.0	2.0	Steuben	917	84.0	61.0	3.0
Fritsche	954	85.1	69.5	3.0	Walker	823	77.6	59.0	3.0
Fulton	644	85.7	56.0	3.0	Webster	964	83.4	64.0	3.0
Kosciuszko	737	82.4	64.0	3.0	Wright	829	84.7	63.0	3.0
Morse	1044	93.1	68.0	3.0					
Muir	930	80.7	68.5	3.0	TOTAL	14479	83.9	1062.0	51.0

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS									

Alcott	421	92.3	17.2	1.0	Hopkins	788	84.0	46.0	2.0
Allen Field	1019	92.1	53.5	2.0	Humboldt Park	575	93.3	30.0	1.5
Auer	619	92.5	36.8	1.5	Irving	701	95.0	39.0	2.0
Barton	585	91.5	27.0	1.5	Kagel	393	94.3	24.0	1.0
Berger	532	90.4	32.1	1.5	Keefe Av.	620	94.2	39.3	2.0
Brown St.	614	91.8	36.0	2.0	Kilbourn	386	89.5	22.5	1.0
Browning	444	93.0	22.3	1.0	Kluge	580	91.3	33.0	1.5
Bruce	530	93.0	28.1	1.5	LaFollette	633	90.8	39.8	2.5
Bryant	578	90.1	30.0	1.5	Lancaster	567	93.1	29.5	1.5
Burbank	573	89.0	23.8	1.5	Lee	618	86.9	37.3	2.0
Burdick	520	85.8	31.0	2.0	Lincoln Av.	635	92.9	30.5	1.5
Carleton	526	93.1	24.6	1.0	Lloyd St.	581	93.3	30.5	1.5
Cass	603	88.1	39.3	2.0	Longfellow	635	95.4	30.8	1.5
Clarke	496	95.2	28.3	1.5	Lowell	297	92.1	12.9	1.0
Clemens	449	90.7	22.2	1.0	MacDowell	525	92.8	27.0	1.5
Clement	478	88.7	21.0	2.0	Manitoba	381	95.0	32.5	2.0
Congress	538	89.6	23.9	1.5	Maple Tree	531	92.4	22.0	1.5
Cooper	418	89.8	21.5	1.0	Maryland Av.	339	88.9	20.2	1.0
Curtain	365	91.8	18.2	1.0	Mitchell	792	89.8	34.0	2.0
Doerfler	684	91.7	30.0	1.5	Morgandale	564	94.1	26.1	1.5
Douglass	311	96.0	16.7	1.0	Neeskara	421	92.1	30.5	1.0
Dover	636	89.9	27.1	1.5	Ninety-fifth	348	92.7	17.6	1.0
Eighty-eighth	384	85.5	18.5	1.0	Palmer	591	88.3	41.8	2.0
Eighty-first	492	90.9	20.8	1.0	Parkview	364	92.8	19.0	1.0
Eighty-second	472	95.7	21.5	1.0	Phillip	331	88.9	19.2	1.0
Elm	362	95.3	20.0	1.0	Pierce	569	90.19	33.0	2.0
Emerson	292	90.3	16.9	1.0	Riley	636	5.8	31.0	1.5
Engleburg	505	93.1	28.1	2.0	Seventy-eighth	586	89.1	33.0	1.5
Fairview	531	88.8	30.0	1.0	Sherman	609	95.6	27.7	1.5
Fernwood	476	88.7	29.0	1.5	Siefert	575	91.1	37.0	1.5
Fifth-fifth	484	93.9	22.5	1.0	Silver Spring	377	90.4	20.2	1.0
Fifty-third	403	94.1	18.7	1.0	Sixty-fifth	362	92.4	20.0	1.0
Forest Home	967	93.1	48.0	2.0	Sixty-seventh	339	89.5	15.9	1.0
Franklin	604	94.6	40.3	2.0	Story	574	94.1	35.9	2.0
Fratney	359	93.4	20.7	1.0	Stuart	331	94.1	18.0	1.0
Gaenslen	666	86.9	59.0	2.0	Thirty-eighth	573	95.8	26.9	1.5
Garden Homes	543	88.6	30.1	1.5	Thirty-fifth	335	95.2	15.4	1.0
Garfield	419	93.7	27.0	1.0	Thirty-first	489	92.8	28.8	1.5
Garland	365	86.0	15.4	1.0	Thirty-seventh	625	96.4	31.1	2.0
Golda Meir	249	86.2	13.8	1.0	Thoreau	700	91.9	31.0	1.5
Goodrich	430	91.3	22.5	1.0	Tippecanoe	241	90.2	12.5	1.0
Grandview	322	88.0	17.5	1.0	Townsend	510	97.3	21.5	1.0
Grant	565	92.0	27.3	1.5	Trowbridge	337	91.1	17.2	1.0
Grantosa	607	90.9	35.0	2.0	Twentieth	696	87.6	39.3	2.0
Granville	491	90.7	24.5	1.0	Twenty-first	627	96.9	38.0	2.0
Green Bay Av.	605	91.0	30.6	1.5	Twenty-fourth	321	93.3	21.0	1.0
Greenfield	402	94.4	18.0	1.0	Twenty-seventh	681	91.2	38.0	2.0
Hampton	609	90.4	30.0	1.5	Victory	510	94.0	29.0	2.0
Happy Hill	515	90.2	24.3	1.5	Vieau	606	93.6	37.1	2.0
Hartford	5963	93.7	33.2	2.0	Whitman	460	95.7	24.8	1.0
Hawley	336	93.6	16.4	1.0	Whittier	207	95.9	8.4	1.0
Hawthorne	406	91.2	18.0	1.0	Wisconsin Av.	694	90.8	31.0	2.0
Hi-Mount	465	92.4	24.5	1.0	Zablocki	669	89.3	31.0	2.0
Holmes	715	89.5	46.3	2.0	TOTAL	55011	91.9	2947.8	153.5

OTHER SCHOOLS

Craig	92	55.2	11.0	1.0	Lincoln Alt. HS	105	71.1	7.0	1.0
Demmer	71	64.5	8.0	1.0	Lincoln Voc.Lab.	41	74.9	18.0	1.0
Hayes	79	64.3	12.0	1.0	Manitoba Ortho.	110	93.0	.0	.0
Kilmer	209	77.6	16.5	1.0	Pleasant View	203	79.4	30.5	1.0
Lady Pitts	168	61.6	15.0	1.0	Sixty-eighth	157	67.5	10.0	1.0
Lapham Park	259	78.4	10.0	1.0	Commun. Based	872		21.0	1.0
					TOTAL	2366	72.1	159.0	11.0
					MPS TOTAL	91385	87.3	5676.8	283.5

SUPERINTENDENT'S MONTHLY REPORT as of July 1, 1991
EXCEPTIONAL EDUCATION PROGRAM
ETHNIC SUMMARY

System Totals	Amer. Indian		Black		Asian		Hispanic		White		Other		Total		Program Total
	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	
Learning Disab.	45	1	1997	17	22	0	316	3	965	15	36	0	3381	36	3417
Emotion. Dist.	20	0	1382	60	2	0	111	4	517	33	28	2	2060	99	2159
Autistic	0	0	78	12	3	0	4	1	53	5	1	1	139	19	158
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	1	35	35	2	0	6	7	15	33	0	1	59	77	136
Physically Hdcp.	5	0	224	112	12	3	52	12	170	122	7	5	470	254	724
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	2	0	77	24	12	3	16	3	90	15	10	0	207	45	252
Mentally Ret.	13	3	1247	207	14	9	135	26	404	102	10	5	1823	352	2175
Speech/Languag	37	21	1769	1241	44	30	231	203	1039	661	34	35	3154	2196	5350
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par. Disability Total	123	26	6809	1708	111	45	871	264	3253	986	126	49	11293	3078	14371
Ethnic Totals	149		8517		156		1135		4239		175		14371		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 18, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 6:09 PM.

Present—Directors Bills (6:10 PM), Lucey, O'Connell, ONeil, Sinicki, Small, and President Mitchell—7.

Absent and excused—Directors Johnson and Mallory—2.

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

July 15, 1991

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 in executive session pursuant to Section 19.85 (1)(e), Wisconsin Statutes, at 6:00 PM, Thursday, July 18, 1991, in the Board Conference Room of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering negotiation matters.

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

SUZANNE M. LUNDIN
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 O'Connell, O'Neil, Sinicki, Small, and President Mitchell—5.

Noes—None.

Voting "present"—Director Lucey—1.

The Board retired to executive session at 6:10 PM.

The Board adjourned from executive session at 7:00 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 18, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 7:00 PM.

Present—Directors Bills, Johnson (7:02 PM), Lucey, O'Connell, O'Neil, Sinicki, Small, and President Miitchell—8.

Absent and excused—Director Mallory—1.

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

July 16, 1991

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 6:45 PM, Thursday, July 18, 1991, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin.

The Board will confer with legal counsel who will render advice concerning strategy to be adopted by the Board with respect to litigation in which the Board is involved.

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 provisions of Section 19.85 (1)(g), Wisconsin Statutes.

At the conclusion of the executive session and the conclusion of the special meeting, the Board intends to convene in another special meeting at 7:00 PM to consider an appeal of disciplinary action.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director O'Connell moved that the Board retire to executive session for the purpose of conferring with legal counsel with respect to litigation in which the Board is involved.

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"—Director Lucey—1.

The Board retired to executive session at 7:02 PM.

The Board adjourned from executive session at 7:52 PM.

SUZANNE M. LUNDIN

Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 24, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 7:08 PM.

Present—Directors Bills, Lucey (7:11 PM), 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:

July 23, 1991

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

Please be advised that the special meeting of the Board of School Directors scheduled for 6:30 PM, Wednesday, July 24, 1991, has been rescheduled to meet at 7:00 PM, Wednesday, July 24, 1991, in Committee Room 103 of the School Administration Building, 5225 West Viiet Street, Milwaukee, Wisconsin.

The Board will confer with legal counsel who will render advice concerning strategy to be adopted by the Board with respect to litigation in which the Board is involved.

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

SUZANNE M. LUNDIN
Secretary-Business Manager

CHANGE IN MEETING TIME

Director Small moved that the Board retire to executive session for the purpose of considering strategy to be adopted by the Board with respect to litigation in which the Board is involved

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 7: 10 PM.

The Board adjourned from executive session at 8:25 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 31, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 5:46 PM.

Present—Directors O'Connell, ONeil, Sinicki, Small, and President Mitchell—5.

Absent and excused—Directors Bills, Johnson, Lucey and Mallory—4.

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

July 18, 1991

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, July 31, 1991, in the Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin.

The Board will confer with legal counsel who will render advice concerning strategy to be adopted by the Board with respect to the Board's continuing legal obligations in intradistrict and interdistrict desegregation litigation in which the Board has been involved.

The Board may convene in executive session pursuant to Section 19.85(1)(g), Stats., in order to consider the subject matter of the special meeting.

After the conclusion of the executive session and the adjournment of the special meeting, the Board intends to convene its regular monthly meeting for the purpose and at the time and place specified in the notice for that regular meeting.

SUJZANNE M. LUNDIN
Secretary-Business Manager

Director O'Connell moved that the Board retire to executive session for the purpose of conferring with legal counsel regarding desegegation litigation.

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 5:49 PM.

The Board adjourned from executive session at 8:00 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 31, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 8:09 PM.

Present—Directors Johnson, Lucey, O'Connell, O'Neil, Sinicki, Small and President Mitchell—7.

Absent and Excused—Directors Bills and Mallory—2.

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

July 31, 1991

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 8:00 P.M., Wednesday, July 31, 1991, in the Board Room of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering:

1. Joint communication from the Superintendent and the Secretary-Business Manager relative to appointments and promotions.

2. Joint communication from the Superintendent and the Secretary-Business Manager regarding amending the budget to reflect the refund of $100,000 from the Greater Milwaukee Trust.

3. Communication from the Superintendent regarding recommendations for Drivers Education.

4. Communication from the Superintendent regarding (a) recommendations regarding the Community Advisory Councils held at the Board level on June 6; and (b) a timeline and plan to develop parental involvement and support.

5. Communication from the Secretary-Business Manager regarding approval to make purchases and award contracts for (a) printing of recreation guides, (b) 92 each color television monitor/receivers, (c) exterior painting work at Hampton School, (d) masonry work at Garden Homes and Maryland Schools, (e) chimney removal and tuckpointing work at Tippecanoe School, and (f) aging schools renovation work at Eighty-First Street, Jackie Robinson, Sixty-Eighth Street, Townsend, Engleburg, Sherman and Thirty-Fifth Street Schools.

6. Communication from the Secretary-Business Manager regarding a request to use a school building for religious purposes.

7. Communication from the Secretary-Business Manager regarding TID review appointment.

8. Informational report from the Superintendent regarding the Service Bureau.

SUZANNE M. LUNDIN
Secretary-Business Manager

July 31, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors, may consider and act upon, as a matter under communication from the Secretary-Business Manager at its July 31, 1991, regular meeting to be held in the auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, a $550,000 budget amendment, using surplus funds for the purpose of meeting the Board's lease obligation. Notice of this item is being given within less that 24 hours but more than 2 hours from its consideration because longer notice is impracticable given the timing of a communication from the Bond Trustee indicating the necessity of budgeting a necessary rental amount in order not to be in default under the Board's lease with the Wisconsin Preservation Fund, Inc.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director O'Connell moved to suspend any and all applicable rules in order to act upon the items of business presented by the Superintendent and the Secretary-Business Manager.

The accounts were allowed, the vote being as follows

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

Noes—None

COMMUNICATIONS FROM CITY AND COUNTY DEPARTMENTS

The Secretary-Business Manager presented the following communications:

A communication from the Community Relations Social Development Commission in Milwaukee County regarding a billing statement for the third quarter 1991 and report of expenditures for quarter ended June 30, 1991.

Referred to the Committee on Finances and Facilities.

Communication from the City of Milwaukee confirming Suzanne Lundin took her oath of office for the position of Secretary-Business Manager.

Received and placed on file.

SUPERINTENDENT'S COMMUNICATIONS

July 31, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

In the budget the administration originally recommended to the Board, no funds were included for Driver Education.

When the Board adopted the budget on June 26, 1991 (Proc., p. 138-139), it restored partial funding for the program as a day time school year program subject to student eligibility requirements of a 2.0 grade point average and no more than four absences in the preceding six week mark period.

When the Board adopted the eligibility requirements, it requested the administration to seek a City Attorney's opinion on their legality. The City Attorney's Office, in its opinion dated July 10, 1991, has determined that "if the Board does decide to offer a driver education course, it must make that course available to every eligible student in the Milwaukee Public School system. The Board's decision to make participation in a driver education program contingent upon the maintenance of a particular grade point average or attendance level is impermissible."

The cost to the Board to restore the entire program is $185,000. The new state budget approved by the legislature but not yet signed by the governor provides for an increase in state aid for driver education, but the aid would not be received until next year. However, we are still optimistic that additional general aid will be received in a sufficient amount to cover the increased cost of providing the entire program.

I am therefore recommending that both the state equalization aid revenue and the expenditure plan be increased by $185,000 to provide for the additional costs of offering the entire driver education program.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Director Lucey moved to concur 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—None.

July 31, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

At its meeting on June 26, 1991, the Board requested that it be provided an update on the development of the parent involvement plan.

An Ad Hoc Committee on Parent Involvement has been established and has begun to meet to develop a plan for parental involvement and support. A list of committee members and a timeline for development of the plan are attached.

We had originally planned to hold hearings on a draft plan in August, but because there are many parents who will be on vacation that month, the hearings have been moved to September. Some members of the ad hoc committee have expressed concern that even more time may be needed, but we will make every effort to bring a plan to the Board in September.

The newly organized Office of Community Relations, including parent advocacy functions, will be operational at the beginning of the school year and information about the functioning of the office will be shared with principals prior to the opening of school.

I will continue to keep the Board updated on the development of the plan.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Communication received and placed on file.

July 31, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

The following information is provided to you regarding progress in establishing the Service Bureau.

Job descriptions for Service Bureau have been completed and are attached. Brenda Wood has accepted the position of director. She has been briefed on the schedule and work plan, has begun working on the appointment of the six service coordinators and the three clerical staff, and has developed a plan for interviewing department heads to develop specific plans for responses to inquiries.

The functions of the Service Bureau have been further defined. They will include assistance with budget, transportation and purchasing issues; assistance with repair and other maintenance issues; helping schools to obtain resources they need from the central office or other sources (staff development, human relations, crisis assistance, etc.). In many cases, Service Bureau staff will find the answers to specific questions and inform the principal. In some cases, central office staff with particular expertise will be asked to work directly with the principal. The decision will be made based on which procedure is more helpful in resolving a concern. In all cases, response time will be monitored.

A concern has been expressed that the Service Bureau will manage principals and may monitor calls from principals as a way of judging performance and knowledge. The Service Bureau is not responsible for any management or evaluation functions and won't monitor calls for such uses. The Service Bureau will work to identify duplication and excess paperwork and other similar problems with the goal of making the central office more responsive to schools.

The next steps in the work plan include:

- Completion of the hiring process;
- Interview with each department to work out specific procedures for responding to questions and resolving problems;
- Working with staff to determine specific responses to a wide range of scenarios;
- Meeting with an experienced business executive on loan to obtain technical advice; and
- Development of a presentation to principals at their August meeting.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Report received and placed on file.

JOINT COMMUNICATIONS

July 31, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

The Superintendent and Secretary-Business Manager recommend the following appointments and promotions, effective upon assignment following approval by the Board of School Directors:

2 (r) 14A	Denise Callaway	Director, Bureau of Public Information	Schedule III, Range $63,830
2 (r) 12A	Albert Cooper, Sr.	Director, Student Services	Schedule III, Range $66,166
5 (r) 14A	Cynthia Ellwood	Director, Department of Curriculum and Instruction	Schedule III, Range $65,626
5 (r) 15C	Rosalie Greco	Principal Pleasant View School	Schedule III, Range $60,413
5 (r) 15C	Robert Nelson	Principal Washington High School	Schedule III, Range $63,639
2 (r) 14D	Robert Griffin	Principal, African-American Immersion Middle School	Schedule III, Range $61,531
2 (r) 13D	Alvin Spearman	Principal Robinson Middle School	Schedule III, Range $58,602
5 (r) 14D	Susan Ratka	Principal Wright Middle School	Schedule III, Range $59,687
5 (r) 13D	Donald Janicki	Principal Browning Elementary School	Schedule III, Range $49,448
5 (r) 13D	Charles Marks	Principal Bryant Elementary School	Schedule III, Range $44,779

4 (r)	John Valdes	Principal	Schedule III, Range 13D
		Keefe Avenue Elementary School	$44,868
2 (r)	Renee Hampton	Principal	Schedule III, Range 12D
		McNair Elementary School	$43,389
5 (r)	Judith Isakson	Principal	Schedule III, Range 14D
		Mitchell Elementary School	$57,253
5 (r)	Kathleen Gomez	Principal	Schedule III, Range 13D
		Story Elementary School	$47,544

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

SUZANNE LUNDIN
Secretary-Business Manager

(2) African-American
(4) Spanish Surname
(5) White
(r) Resident
(nr) Non-resident

July 31, 1991

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

I would like to advise Board Members of the following principal and administrative reassignments:

Name	From	To
Thomas Balistreri	Bay View (P)	King (P)
Donald Braun	Lincoln Downtown Center (P)	Sixty-eighth Street (P)
Camille Brown	Director, Alternative and Vocational Education	Director, School System Personnel Needs
Ethel Cahill Keefe (P)	Kluge (P)	
William Davis	Special Assignment	Hayes (P)
Janie Hatton	Community Superintendent	Milwaukee Tech (P)
Kenneth Holt	Bell (P)	Parkman (P)
Robert Kraiss	Milwaukee Tech (P)	Bay View (P)
C. Edward Lawrence	Community Superintendent	Director, School Accountability and Support
Thomas McGinnity	Community Superintendent	Director, Leadership Academy and School Based Management
Saul Reeves	Fulton (P)	Kilmer (P)
Estell Sprewer	Assistant Community Superintendent	Victory (P)
Dennis Schumacher	Parkman (P)	Bell(P)
Brenda Wood	Assistant Community Superintendent	Director, School Service Bureau

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

SUZANNE LUNDIN
Secretary-Business Manager

Director Lucey moved for concurrence in the recommendation. Director Small moved for an amendment that the administration develop a plan and address the gender

equity issue at the secondary level and report to the Board at the September meeting. Director

Lucey moved a substitute motion to the amendment that the Administration investigate appointment of principals for discrimination and it report back by the September Board meeting.

The substitute motion prevailed, the vote being as follows:

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

Noes—None.

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

Ayes—7; Noes—0.

July 31, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

We have requested that the Greater Milwaukee Education Trust return to MPS funding of $100,000 allotted to the Trust on March 15, 1991, for the purpose of partially funding a space needs study. The Trust has agreed to return this amount.

Our request to the Trust was made in the context of our decision to reassume responsibility for facilities planning.

In order to accept this money the MPS budget must be amended with the $100,000 being added as miscellaneous revenue. The addition will change the adopted school operation budget to $563,158,133. There will be no change to the levy. A two-thirds vote of the Board is necessary.

The Trust estimated the cost of producing a facilities plan at $480,000 excluding travel expenses. While we believe that we can complete a facilities plan at less cost by making the fullest possible use of our own staff, we may need to retain outside expertise to complete certain tasks. We are working now to develop a complete plan and estimate those costs.

Therefore we recommend that the Board allocate this revenue for facilities planning costs that are likely to arise this year.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

SUZANNE LUNDIN
Secretary-Business Manager

Director Johnson moved to accept the recommendation.

The substitute motion prevailed, the vote being as follows:

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

Noes—None.

SECRETARY-BUSINESS MANAGER'S COMMUNICATIONS

July 31, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

In order that the attached bid items are made available or accomplished in a timely manner, it is recommended, under suspension of Board Rule 2.09, Purchase & Awards of Contracts, that authorization be given for the Business Department to make purchases and award contracts based upon proposals received pursuant to advertisement and specifications file, as detailed in the attached bid tabulations.

Respectfully submitted,

SUZANNE M. LUNDIN
Secretary- Business Manager

Director Small moved to accept the recommendation.

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

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

Noes—None.

July 31, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

The Cornerstone Bible Church which presently meets at Whittier Elementary School is currently in need of a larger facility for Sunday church services. Accordingly, Mr. Bernardo Soto, Pastor, is requesting the use of Zablocki Elementary School for Sunday worship services commencing the second Sunday of August, 1991.

Wisconsin Statute 120.12 (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 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 religious groups.

It is recommended that should the Board determine the request to have merit, that the rules be suspended to allow for 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 activity.

Sincerely,

SUZANNE M. LUNDIN
Secretary- Business Manager

Director O'Connell moved for concurrence.

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

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

Noes—None.

July 31, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

Please be advised that I have replaced Mr. John Peterburs as the Milwaukee Public Schools representative to the Tax Incremental District (TID) Joint Review Board. Other members of the Board include: Anne Brooker, City of Milwaukee; Patrick Marchese, Milwaukee County; Bruce Ponga, Milwaukee Area Technical College; Delores Sims, Citizen Member.

Criteria for approval of Tax Incremental Districts by the Common Council and the Joint Review Board are outlined in Section 66.46 (4m)(c), Wisconsin Statues.

Sincerely,

SUZANNE M. LUNDIN
Secretary- Business Manager

Received and placed on file.

July 31, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

On January 4, 1991, the First Wisconsin National Bank advised the Milwaukee Public Schools that the trust held $1,925,058.54 in a special account to be utilized to cover the first three payments of the lease agreements. Accordingly, the Milwaukee Public Schools did not anticipate any need to budget funds to make any lease payments until September, 1982.

Within the last 24 hours the trust has advised the Milwaukee Public Schools that the trust funds can only be used to pay interest expenses related to the lease and that Milwaukee Public Schools would be obligated to pay the lease principal payment. A lease principal payment of $550,000 is due March 1, 1992.

The 1991-1992 budget did not include funding to meet this unanticipated obligation. We recommend that the June 30, 1991, surplus be reduced by an additional $550,000 and that current 1991-1992 budget be amended to reflect the additional applied surplus and the aforementioned obligation.

Respectfully submitted,

SUZANNE M. LUNDIN
Secretary- Business Manager

Director Lucey moved for concurrence.

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

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

Noes—None.

ALLOWANCE OF ACCOUNTS

It is recommended that the schedule of payrolls and accounts for the period of June 5, 1991, through June 28,1991, 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. 33908 to 37569, inc.

Payrolls (net withholdings)	$18,673,531.95	
Accounts	42,793,264.77	
		$61,466,796.72

CONSTRUCTION FUND

Accounts, Voucher nos. 1022 to 1127, inc.	$ 2,863,904.68

EXTENSION FUND

Payrolls and Accounts, Voucher nos. 1508 to 1623, inc.

Payrolls (net withholdings)	$ 204,182.20	
Accounts	302,377.72	
		$ 506,559.92
TOTAL		$ 64,837,261.32

The accounts were allowed, the vote being as follows

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

Noes—None.

REPORTS OF SPECIAL COMMITTEES

Secretary-Business Manager presented one expulsion order from the Independent Hearing Panel.

Director O'Connell moved to accept all the recommendations of the hearing examiners.

The motion prevailed, the vote being as follows:

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

Noes—None.

COMMUNICATIONS AND PETITIONS

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

Communication from Reverend Robert Young regarding State Handicapped Children's funding and certification of teachers.

Referred to Committee on Personnel and Negotiations.

Communication from Mrs. Suzanne Lorenz and Reverend Andrew Doyle regarding a request that the Board suspend its decision to deny bus transportation to students within two miles of St. Agnes School.

Referred to Committee on Finance and Facilities.

Communication and petition from Dr. Joseph Stagg on behalf of parents and concerned citizens regarding the need for additional classroom space in schools.

A letter will be written thanking him for his concern. The petition will be received and placed on file.

Communication from the Milwaukee Building and Construction Trades Council regarding the new wage scale and benefit rates for trades people.

Referred to the Committee on Personnel and Negotiations.

The Board adjourned at 8:53 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 8, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 7:34 PM.

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

Absent and excused—Directors Johnson, Mallory, O'Connell—3.

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

July 26, 1991

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, August 8, 1991, 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 Education Association (Teachers).

The 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.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director Sinicki moved that the Board resolve itself into a Committee of the Whole for the purpose of giving hearing in the matter of an appeal of disciplinary action under Part IV, Section N (1)(e)(2) of the contract between the Board of School Directors and the Milwaukee Education Association (Teachers).

The motion prevailed, the vote being as follows:

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

Noes—None.

Director Bills moved to retire to executive session pursuant to Section 19.85 (1)(b), Wisconsin Statutes.

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 7:37 PM.

The Board reconvened in open session and rose from the Committee of the Whole at 8:28 PM.

Director Lucey moved that, based on his failure to appear at the scheduled hearing, Mr. Ezzard White has waived his opportunity to contest the charges and the Board therefore concurs with the recommendation of the administration to terminate his employment as a teacher.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board adjourned at 8:31 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 12, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 7:38 PM.

Present—Directors Bills, Lucey, Mallory, O'Neil, Sinicki, and President Mitchell—6.

Absent and excused—Directors Johnson, O'Connell, and Small—3.

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

August 9, 1991

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, August 12, 1991, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin.

The Board will confer with legal counsel who will render advice concerning strategy to be adopted by the Board with respect to litigation in which the Board is involved.

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 provisions of Section 19.85 (1)(g), Wisconsin Statutes.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director Lucey moved that the Board retire to executive session for the purpose of conferring with legal counsel.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 7:40 PM.

The Board adjourned from executive session at 8:52 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 19, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 6: 10 PM.

Present—Directors Bills (6:11 PM), Johnson, Lucey, Mallory (6:11 PM), O'Connell, O'Neil (6:11 PM), Sinicki, Small, and President Mitchell—9.

Absent—None.

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

August 15, 1991

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, August 19, 1991, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering personnel matters.

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

This meeting immediately precedes a meeting of the Personnel and Negotiations Committee at 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 personnel matters.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, O'Connell, Sinicki, Small, and President Mitchell—5.

Noes—None.

Voting "Present"- Director Lucey—1.

The Board retired to executive session at 6:12 PM.

'Me Board adjourned from executive session at 7:50 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 19, 1991

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

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

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

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

August 14, 1991

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

Be advised that the special meeting of the Board of School Directors scheduled to be held at 7:00 PM, Monday, August 19, 1991, 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) has been rescheduled to meet at 7:30 PM, Monday, August 19, 1991.

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.

SUZANNE M. LUNDIN
Secretary-Business Manager

CHANGE IN MEETING TIME

Director Small moved that the Board resolve itself into a Committee of the Whole for the purpose of giving hearing in the matter of an appeal of disciplinary action under Part IV, Section N (1)(e)(2) of the contract between the Board of School Directors and the Milwaukee Teachers Education Association (Teachers).

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board resolved itself into a Committee of the Whole at 8:51 PM.

Director O'Neil moved that the Board retire to executive session pursuant to Section 19.85, Wisconsin Statutes.

The motion prevailed, the vote being as follows:

Ayes—Directors O'Neil, Sinicki, Small, and President Mitchell—4.

Noes—None.

Voting "Present"—Director Lucey—1.

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

The Board reconvened in open session at 1:17 AM.

The Board rose from the Committee of the Whole at 1:19 AM.

Director Lucey moved to adopt the recommendation of the administration that Linda Severin be terminated based on allegations of verbal abuse and in light of prior incidents of misconduct and the inadequacy of suspensions to rectify problems in relating to other people.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board adjourned at 1:20 AM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 21, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 7:00 PM.

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

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

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

August 19, 1991

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, August 21, 1991, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering and taking action on personnel appointments recommended by the Personnel and Negotiations Committee.

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 (1)(c), Wisconsin Statutes.

SUZANNE M. LUNDIN
Secretary-Business Manager

REPORT #1

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM 1) 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)	Beverly Conner	Assistant Principal King High School	Schedule III, Range 12C $52,357
(r)	Erico Ortiz	Assistant Principal Milwaukee High School of the Arts	Schedule III, Range 12C $44,621
(nr)	Ella Washington	Assistant Principal North Division High School	Schedule III, Range 12C $52,357
(r)	Luis Salazar	Assistant Principal	Schedule III, Range 12C

South Division High School	$46,037

(r)	Winnifred Aitch	Assistant Principal Washington High School	Schedule III, Range 12C $49,353
(r)	Deborah Wheeler	Assistant Principal Burroughs Mddle School	Schedule III, Range 11D $46,908
(r)	Mae Beard	Assistant Principal Fritsche Middle School	Schedule III, Range 11D $51,559
(r)	Mark Silverstein	Assistant Principal Fulton Middle School	Schedule III, Range 11D $40,085
(r)	Roy Robertson	Assistant Principal Grand Avenue Middle School	Schedule III, Range 11D $51559
(r)	Timothy Duax	Assistant Principal Lincoln Middle School of the Arts	Schedule III, Range 11D $51,559
(r)	Nfichele Oxman	Assistant Principal Robinson Middle School	Schedule III, Range 11D $51,559
(r)	Richard Czeszynski	Assistant Principal Sarah Scott Middle School	Schedule III, Range 11D $51,559
(r)	Jewell Riano	Assistant Principal Steuben Middle School	Schedule III, Range 11D $43,593
(r)	George Kazcl	Assistant Principal Auer/Lloyd Elementary Schools	Schedule III, Range 10D $50,622
(r)	Cathy Simpson	Assistant Principal Grant/Humboldt Park Elementary Schools	Schedule III, Range 10D $50,622
(r)	Gayle Schmitz	Assistant Principal LaFollette Elementary School	Schedule III, Range 10D $50,622
(r)	Patricia Walia	Assistant Principal 78th/38th St. Elementary Schools	Schedule III, Range 10D $43,739
(r)	Peggie Swift	Assistant Principal Wisconsin Avenue Elementary School	Schedule III, Range 10D $50,622
(r)	Nancye Brazil	Coordinator School Service Bureau	Schedule III, Range 10A $60,016
(r)	Margaret Rogers	Coordinator School Service Bureau	Schedule III, Range 10A $60,016
(r)	Arlene Sershon	Coordinator School Service Bureau	Schedule III, Range 10A $60,016
(r)	Doris Wallace	Coordinator School Service Bureau	Schedule III, Range 10A $60,016

(r)	Gwendolyn Sullivan	Chapter 1 Community Relations	Schedule III, Range 5A $42,982
(r)	Randi Clark	Associate School Psychologist	Schedule V, Range 2C $39,680
(r)	Sandra Winkels	Associate School Psychologist	Schedule V, Range 2C $45,472
(r)	Virginia Cullen	Principal Curtain Elementary School	Schedule III, Range 13D $54,339
(r)	Judith Rick	Principal Thoreau Elementary School	Schedule III, Range 14D $51,157
(r)	Rose Carr	Assistant Principal Palmer Elementary School	Schedule III, Range 10D $50,622
(r)	Larry Williams	Assistant Principal Bruce/Thoreau Elementary Schools	Schedule III, Range 10D $33,931

(r) Resident

REPORT #2

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM 1) In accordance with the action taken by the Board on August 1, 1972, (Proc., pp. 82-83), concerning the approval of personnel transactions relating to full-time classified employees, the Superintendent and the Secretary-Business Manager presented a joint report to your Committee recommending the following promotion, effective as of the date indicated:

PROMOTION

Name and Assignment	Date	Position and Salary	Increment Date
Kathy Parchia-Boyd Sec. Bus. Manager	8-26-91	Administrative Assistant 1 $25,237.00/yr.	01-26

(ITEM 2) 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 AND SUPERVISORY APPOINTMENT AND PROMOTIONS

(r)	Frederico Zaragoza	Director Alternative Program Development and Monitoring	Schedule III, Range 13A $70,923

(r)	Gwendolyn Allison	Coordinator School Based Management	Schedule III, Range 10A $50,892
(nr)	Gail Ostler	Director of Financial Services	Schedule III, Range 15A $74,000

It is further recommended that a position of Assistant Director School Accountability and Support, be established, that Myra Vachon be promoted to this position, and that funding for the position be provided from funds included in the Deputy Superintendents budget for this function, as detailed on the attached fiscal note. The level of the position will be determined after study by the Compensation Committee.

(r) Resident
(nr) Non-resident

Director Small moved for adoption of Report 1, Item 1.

The motion prevailed, the vote being as follows:

Ayes—Directors Lucey, O'Neil, Small, and President Mitchell—4.

Noes—None.

Voting "Present"—Director Johnson—1.

Director Lucey moved for adoption of Report 2, Item 1.

The motion prevailed, the vote being as follows:

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

Noes—None.

Director Lucey moved for adoption of Report 2, Item 2.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board adjourned at 7:10 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 28, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 6:53 PM.

Present—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, and President Mitchell—6.

Absent and excused—Directors Lucey, Sinicki, and Small—3.

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

August 23, 1991

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 6:45 PM, Wednesday, August 28, 1991, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering personnel matters.

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

This meeting immediately precedes the August Board meeting scheduled at 8:00 PM this same evening.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director O'Connell moved that the Board retire to executive session for the purpose of considering personnel matters.

The motion prevailed, the vote being as follows:

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

Noes—None.

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

The Board adjourned from executive session at 8:05 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 28, 1991

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:12 PM.

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

Absent—None.

SUPERINTENDENT'S COMMUNICATIONS

August 28, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

At its meeting on August 14, 1991, the Personnel and Negotiations Committee voted to send the report "Delegation of Board expulsion authority to an independent hearing panel," to the full Board without a recommendation. The matter is before the Board this evening as **I**tem 7 of the Report of the Personnel and Negotiations Committee. The Committee also directed the administration to bring to the Board meeting information regarding the following three concerns:

1. Assignment of ombudsperson as a non-voting, non-MPS person on the independent hearing panel.

   State statutes covering expulsions do not require an ombudsperson on the independent hearing panel. MPS added the ombudsperson to act as a community observer of the expulsion process.

2. Inclusion of non-MPS personnel as voting members on the independent hearing panel.

   State statutes covering expulsions do not require that members of the independent hearing panel be staff members of the school district. The Board may determine those individuals who are voting members of the independent hearing panel.

3. Providing alternative educational services to expelled students at community based organizations or homebound instruction.

   State statutes covering expulsions do not require that expelled students receive educational services. Previous Board action allows the independent hearing panel to consider providing alternative education services to expelled students. Actions by the administration and the independent hearing panel have resulted in educational services being provided to expelled students.

Copies of the relevant state statutes regarding the Board's expulsion authority are attached.

The original recommendations submitted by the administration are as follows:

1. That the Board adopt the following resolution:

   Be it resolved for the 1991-1992 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, and managers of central office departments and offices; 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 1990-1991 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.

I am not suggesting any changes to these recommendations. However, if the Board would expand the panel to include non-MPS persons, or would make the ombudsperson a voting member of the panel, I would recommend that the following amendment be adopted:

4. When an ombudsperson agrees to be on a panel but does not appear, the panel shall proceed with the expulsion hearing. The same provision shall apply to non-MPS voting members who do not appear.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Ordered held for consideration with Item 7, of the Report of the Personnel and Negotiations Committee.

August 28, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

The emergency misconduct provisions of the contract between the Milwaukee Board of School Directors and the Milwaukee Teachers' Education Association were used for three teachers allegedly involved in unprofessional conduct at North Division High School. These teachers will not be permitted to report to work for the first three school days. Misconduct hearings are scheduled for Wednesday, September 4, 1991. At this time, a decision will be rendered to either return these teachers to their school assignment or continue the misconduct proceedings.

Tentative plans are to start an investigation into the situation at North Division High school beginning the second or third week in September, 1991. I am in the process of putting together an investigation team to identify problems at North Division High School.

I have directed Dr. C. Edward Lawrence to meet with Dr. Austin on a monthly basis to assure that students at North are receiving quality instruction. The Superintendent and the Deputy Superintendent may attend these meetings.

Based on the results of the investigation, I will come back to you with a report on North Division High School.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Report received and placed on file.

JOINT COMMUNICATION

AUGUST 28, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

Negotiations have been completed between the Board of School Directors and the Administrators and Supervisors Council (ASC).

It is the recommendation of the Superintendent and the Secretary-Business Manager that the Board approve and adopt the contract with the Administrators and Supervisors Council (ASC) through June 30, 1992.
Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

SUZANNE LUNDIN
Secretary-Business Manager

(attachment)

Director O'Connell moved for concurrence.

The motion prevailed, the vote being as follows:

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

Noes—Director Bills—1.

SECRETARY-BUSINESS MANAGER'S COMMUNICATIONS

August 28, 1991

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 James Stribling on behalf of Tina Norman, a minor who allegedly sustained personal injuries as a result of an automobile accident involving an employee of the Milwaukee Public Schools on April 13, 1989.

   Claim is made in the sum of $250,000.

2. Notice of claim filed against the Milwaukee Public Schools by Frontier-Adjusters of Milwaukee, regarding injuries allegedly sustained by Mr. John Schaak, a City of Milwaukee Building Inspector, on April 29, 1990 at the MPS and Community Housing Preservation Corporation rehabilitation work site at the Palmer Street Location.

   No specified amount of claim has been made to date.

3. Claim filed against the Milwaukee Public Schools by Thomas B. Burke, attorney, on behalf of Chatisa Grove, a minor, who allegedly sustained personal injury at the North Division High School on April 30, 1990.

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

4. Notice of Claim for Damages filed against the City of Milwaukee; Milwaukee Public School District; and, Milwaukee Board of School Directors by Lynn Zuehlsdorf-Mack, attorney, on behalf of Jaquetia Wiggins, a minor and her father Thomas Wiggins for injuries allegedly sustained by Jaquetia Wiggins at the Green Bay Avenue School on October 1, 1990.

   Claim is made in the sum of $250,000.

The CNA Insurance Company which carries the Board's comprehensive liability insurance coverage has requested that the Board disallow these claims.

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 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)

Director Mallory moved for concurrence.

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

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

Noes—None.

August 28, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

At the February 27, 1991, Board meeting, the Board received a communication from the Social Development Commission requesting the Board pay the Social Development Commission $39,295. the Board's local share of the Social Development Commission funding for the Social Development Commission's first quarter (three months ended March 31, 1991). The Board referred the communication to the March Finance and Facilities Committee meeting.

At the March 27, 1991, Board meeting, the Secretary-Business Manager brought in a communication regarding the Board's share of funding paid to the Community Relations Social Development Commission. The Board discussed the Social Development Commission services, the

amount of funds the Board budgeted to pay the Social Development Commission charges, and the Social Development Commission's $4,565 increase in quarterly billings for the 1991 calendar year.

The Board voted to pay the Social Development Commission's first quarter billing at the old rate of $34,730 and requested that the Secretary-Business Manager contact the Social Development Commission and request the Social Development Commission to provide rationale for the increase and what to do regarding funding the Social Development Commission for the 1991-1992 school year.

At the May 29, 1991, Board meeting, the Board received a communication from the Social Development Commission requesting payment of the Board's second quarter share (three months ended June 30, 1991) of its local funding. The Board referred the communication to the Committee on Finance and Facilities.

At the June 11, 1991, Finance and Facilities Committee meeting, the committee was advised of a June 4 communication from the Social Development Commission outlining the operations budget, activities, and expenditures. Administration recommended that the new rate of $39,295 be paid for the second quarter and that the $4,565 additional payment for the first quarter be paid. The committee discussed the relationship between Milwaukee Public Schools and the Social Development Commission and the increase in Social Development Commission billings. The committee vote to approve payments failed; thus, the item was referred to the full Board without recommendation.

At the June 26, 1991, Board meeting, the Board discussed the Board's share of funding for the Social Development Commission. The Board was provided a report from the Secretary-Business Manager which detailed the history of the program, the relationship between Milwaukee Public Schools and the Social Development Commission, and the Social Development Commission budget summary. The report set forth various options available to the Board as follows:

> "The question remains however as to the position the Board wishes to take in relation to continuing its share of funding support to the SDC. In view of the budget constraints which the Milwaukee Public Schools are experiencing, determination must be made as to what level of continued support, if any, the Board wishes to contribute to the SDC. One option would be full continued support with knowledge of possible increase in the future. A second option would be to set a direct limit amount which would project that the Milwaukee Public Schools is still supportive of the many services afforded by SDC, within its funding ability. A third option would be to offer assistance or partnerships in conjunction with current MPS endeavors in lieu of any financial support. A fourth option would be to completely withdraw as a source of funding for Social Development Commission.
>
> "At this time, the various options mentioned above as being provided to the members of the Board for discussion, and review. The administration will follow through on which ever option the Board chooses to inact."

After extensive discussion, the Board voted to send the Social Development Commission payment requests back to committee; thus, no authorization existed to allow administration to pay the first quarter additional payment of $4,565 and the second quarter payment of $39,295. The Board also requested that Secretary-Business Manager to determine if there were any statutory requirements obligating Milwaukee Public Schools to fund the Social Development Commission and invite Mr. Robert Odom to the Finance and Facilities Committee to explain the increases in payment requests.

The result of these Board activities during the 1990/91 school year left a balance in the accounts utilized to pay the Social Development Commission in the amount of $52,990. These funds were not encumbered nor carried forward to the next year; the funds became part of the year-end surplus.

During budget deliberations for the 1991-1992 school year, administration took action to reduce Milwaukee Public Schools' funding to the Social Development Commission from $150,000 which administration had originally requested to $100,000. This action allows Milwaukee Public Schools only to fund the Social Development Commission at a rate of $25,000 per quarter for the four Social Development Commission quarters ending September 30, 1991; December 31, 1991; March 21, 1992; and June 30, 1992.

At the July 31, 1991, Board meeting, the Board received a communication from the Social Development Commission requesting payment of $39,295 for the Board's share of local funding for the Social Development Commission's third quarter (three months ending September 30, 1991). The Board referred the communication to the Committee on Finance and Facilities for the August meeting.

At the August 15 Finance and Facilities Committee meeting, the Secretary-Business Manager requested the committee to determine the level of funding for and to authorize payment for the second and third quarters and an adjustment to the first quarter billing based on their decision as to the level of funding. The committee, after giving hearing to Mr. Robert Odom and reviewing the legal opinion from the City Attorney, approved payments at the previous year's quarterly rate of $34,730 for the second and third quarters and no additional payment for the first quarter.

The August Finance and Facilities Committee action to fund the second quarter at $34,730 creates a budget deficit as 1990-1991 budgeted funds were not carried forward to meet the obligation. An analysis of the 1990-1991 budget carryovers indicates that the following funds would be available to meet the 1990-1991 Social Development Commission obligation as follows:

Account	Code	Amount
Personal Property Loss	1-10-4-870-600-259-500000	$11,000
Internal Audit-Interns	1-10-4-806-506-312-252600	4,000
Consultant Services	1-10-4-759-566-311-239000	20,000
	TOTAL	$35,000

Payment for the Social Development Commission's third quarter (three months ended September 30, 1991) billing will be paid out of the current year's budget. The budget balance remaining in the account after the payment will be $65,270.

Recommendation:

The $35,000 be transferred from the Personal Property Loss, Internal Audit-Interns, and Consultant Services accounts as detailed above to the Community Relations - Social Development Commission account to pay the Social Development Commission's second quarter (three months ended June 30, 1991) billing.

Respectfully submitted,

SUZANNE M. LUNDIN
Secretary- Business Manager

Ordered held for consideration with Item 5 of the Report of the Finance and Facilities Committee.

August 28, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

The Governor has vetoed the entire budget appropriation for supplemental (TIF) aid for 1991-1992. His veto message stated:

> "I am vetoing all funding of Supplemental State School Aid (also known as TIF Aid for tax incremental financing) under s. 20.835 (7) (a) in fiscal year 1991-1992. This veto is needed solely to help reduce overall state general purpose revenue appropriations for fiscal year 1991-1992 to a level consistent with the state's estimated general revenue collections as a result of my

veto actions on Assembly Bill 91. Payments from this appropriation are made in June. I will fully restore $36,827,900 GPR in fiscal year 1991-1992 in subsequent budget legislation this coming January."

The 1991-1992 MPS budget includes $6 million in TIF revenues. MPS lobbyists and other education interest groups will attempt to get the legislature to restore these funds through the override process in October. The Director of Intergovernmental Relations and I attended a DPI Interest Group meeting on Friday, August 16th to discuss this and other vetoes. The group will meet again within the next few weeks to discuss strategy for school districts faced by these cuts.

I am currently reviewing options and recommendations to present to the Board. At the present time it appears that we have two options:

1) Amend the budget and increase the property tax levy.

2) Identify an additional six million dollars in cuts in the current 1991-1992 budget.

I will keep the Board informed of any progress on this issue and will bring recommendations for Board consideration in September.

Respectfully submitted,

SUZANNE M. LUNDIN
Secretary- Business Manager

After discussion of the impact of the Governor's veto, the item was placed on file.

August 28, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

On March 27, 1991, the Board of School Directors authorized the Administration to purchase the former Wausau Insurance Company building located at 6620 West Capitol Drive. Funds to be utilized for this purpose were to be borrowed from the Board of Land Commissioners of the State of Wisconsin. Since that time, the Administration has completed the appropriate paperwork and has formally requested these funds in the amount of $750,000. On August 9, 1991, the Milwaukee Public Schools were notified by the office of the Board of Land Commissioners of the State of Wisconsin that the Attorney General of the State of Wisconsin would not approve the loan application due to a technical error in the publication of a Class I notice by the Board. As a result, we have been informed that we must now begin the entire process from the beginning. As a result, the attached resolution authorizing the borrowing of these funds is being brought to the Board at this time so that we can proceed as expeditiously as possible.

It is recommended that the Administration be authorized to borrow funds in the amount of $750,000 for the purchase of the former Wausau Insurance Company building.

Respectfully submitted,

SUZANNE M. LUNDIN
Secretary- Business Manager

Director O'Connell moved for concurrence.

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

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

Noes—None.

Director Johnson asked to change his vote to no, the vote then being:

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

Noes—Director Johnson—1.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of July 5, 1991, through July 31, 1991, 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 2085, inc.

Payrolls (net withholdings)	$ 5,594,520.25	
Accounts	16,975,130.33	
		$22,569,650.58

CONSTRUCTION FUND

Accounts, Voucher nos. 1 to 176, inc.	$ 2,717,102.26

EXTENSION FUND

Payrolls and Accounts, Voucher nos. 1 to 108, inc.

Payrolls (net withholdings)	$ 287,210.47	
Accounts	275,144.21	
		$ 562,354.68
TOTAL		$25,849,107.52

The accounts were allowed, the vote being as follows

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

Noes—None.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

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

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

(ITEM 1) In accordance with action taken by the Board on August 1, 1971 (Proc., pp. 82-83), concerning the approval of personnel transactions relating to full-time classified employees, the Superintendent 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:

APPOINTMENTS

Name and Assignment	Date	Position and Salary	Increment Date
Lorraine Brahm Info Systems	09-16-91	System Programmer $38,195.82/yr. (Replacement for resignation)	09-16
Michael Folker Fac. & Main.	07-23-91	Steamfitter $20.67/hr.($41,340.00/yr.) (Replacement for resignation)	08-23
Marie Hantke Morgandale	05-30-91	Clerk Typist I $12,185.78/yr. (Replacement for resignation)	05-30
Laurie Kleiman Vieau/Wisconsin Ave.	06-17-91	Clerk Typist I $12,185.78/yr. (Replacement for resignation)	06-17
George Korkos Fac. & Main.	06-03-91	Building Laborer $15.05/hr.($30,100.00/yr.) (Replacement for retirement)	06-03
Gene Kretschmann Fac. & Main.	07-15-91	Plumber Laborer $16.73/hr.($33,460.00/yr.) (Replacement for resignation)	07-15
Mark Reszczynski Fac.& Main.	06-10-91 $26,183.30/yr.	Boiler Attendant (Replacement for promotion)	06-10

PROMOTIONS

Robert Anthony Fac. & Main.	05-27-91	Building Service Helper II $18,161.52/yr.	05-27
Mark Arnold Fac. & Main.	05-27-91	Building Service Helper II $18,161.52/yr.	05-27
Greg Beck Fac. & Main.	06-24-91	School Engineer I $25,360.40/yr.	08-08
Paul Foti Grand Avenue	07-08-91	School Engineer III $33,673.90/yr.	01-08
Lloyd Griffin Parkman	07-22-91	School Engineer III $33,673.90/yr.	01-22

Marian Gruszkowski Ex. Ed. & Supp. Serv.	06-17-91	School Secretary II $21,718.06/yr.	03-01
Gary Guenthner Fac.& Main.	05-27-91 $22,267.18/yr.	Boiler Attendant	05-27
Mary Kotas Fac. & Main.	05-27-91	Building Service Helper II $18,161.52/yr.	05-27
John Lazarski Fac. & Main.	05-27-91	Boiler Attendant $22,267.18/yr.	05-27
Michael Matthews Info Systms	03-14-91 $33,642.18/yr.	Computer Programmer III	12-09
Richard Mosey Garden Homes	07-08-91	School Engineer II $30,963.66/yr.	01-08
Daniel Potkay Fac. & Main.	06-24-91	School Engineer I $27,571.96/yr.	11-16
Mary Powell Fac. & Main.	05-27-91	Boiler Attendant $22,267.18/yr.	05-27
William Rogers Keefe	07-08-91	School Engineer II $30,963.66/yr.	01-08
Duane Senner Fac. & Main.	05-27-91	Boiler Attendant $22,267.18/yr.	05-27
Karl Thiel Fac. & Main.	05-27-91	Boiler Attendant $22,267.18/yr.	05-27

CHANGES IN STATUS

Camille Stefanski ¢ Student Services	06-24-91	School Secretary I $19,410.30/yr.	02-01

¢ From a 10 month to a 12 month position

Your Committee recommends approval of the joint recommendations and reports of the Superintendent and the Secretary-Business Manager.

* * * * *

(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:

APPOINTMENTS

Effective between June 3, 1991, and June 17, 1991, inclusive under suspension of Section 3.12(4) of the Board's rules:

(nr)	Raymond JD Roberts Music	B	22,012	0	06-13-91
(r)	Michael R. Saindon Music	B	25,314	3	06-10-91

Effective September, 1991, payroll:

(r)	Leona Allen E.D.	B	23,113	0	08-30-91
(nr)	Jennifer A. Appleby L.D.	B	23,113	0	08-30-91
(nr)	Barry R. Applewhite Vocal/Instrumental Music	B	23,113	0	08-30-91
(r)	Vera A. Armstrong Elementary	B	23,113	0	08-30-91
(nr)	Cynthia M. Bias Art	B	23,113	0	08-30-91
(r)(b)	Andrea R. Carroll Upper Elementary	B	35,220	14	08-30-91
(r)	Cheryl D. Colbert Waldorf	B	23,113	0	08-30-91
(nr)(b)	Junerose Conlin M.R.	BB	36,980	14.3	08-30-91
(r)	Nancy L. Costello M.R.	B	27,735	408-30-91	
(nr)	Tracy L. Day Elementary	B	23,113	008-30-91	
(nr)	Kathryn Delahanty EC:EEN	B	31,200	7	08-30-91

Effective September, 1991, payroll:

(r)	Dawn M. DeMaster Kindergarten/Nursery	B	23,113	0	08-30-91
(r)	Shirley F. Draper Elementary	B	23,113	0	08-30-91
(r)	Susan M. Feagles E.D.	B	23,113	0	08-30-91
(r)	Debbie P. Glover Elementary	B	23,113	0	08-30-91

(nr)	Janet L. Golembiewski Elementary	B	23,113	0	08-30-91
(r)	Indyria R. Graham Waldorf	B	23,113	0	08-30-91
(nr)	Elaine J. Harris Elementary	C	35,259	7	08-30-91
(nr)	Joseph M. Hartlaub Elementary	B	26,580	3.5	08-30-91
(r)	Alfredo Hernandez Bilingual Elementary	B	23,113	0	08-30-91
(nr)	Pamela R. Hill Elementary	B	23,113	0	08-30-91
(r)	Gladys J. Holifield Elementary	B	31,200	7	08-30-91
(r)	Nickola Jenkins L.D.	B	23,113	008-30-91	
(nr)	Karen R. Kearney Elementary	B	23,113	0	08-30-91
(nr)	Thomas E. Kelnhofer Bilingual Elementary	B	23,113	.5	08-30-91
(r)	Patricia A. Knox Elementary	B	23,113	0	08-30-91
(r)	Kristine D. Leopold Elementary	B	26,580	3	08-30-91
(nr)	Deanna M. Lesner Bilingual Elementary	B	23,113	0	08-30-91
(nr)	SallyAnne C. Lorbiecki Elementary	B	25,424	2	08-30-91
(r)	Ann M. Marlow Bilingual Elementary	B	23,113	0	08-30-91
(r)	Marilynn McVicker Elementary	B	23,113	0	08-30-91
(nr)	Alan D. Metcalfe Elementary	B	23,113	0	08-30-91
(nr)	Carletta M. Noland Elementary	B	23,113	0	08-30-91

(r)	Dorothy A. Nowakowski Reading	C	35,259	7	08-30-91
(nr)	Matthew R. Parlier Math & Computers	B	25,424	2	08-30-91
(r)	Maria C. Pinzon Bilingual Elementary	B	23,113	0	08-30-91
(nr)	Elizabeth A. Pratt Waldorf	B	31,200	7	08-30-91
(nr)	Jacquelyn H. Renaud Elementary	B	31,200	7	08-30-91
(nr)(b)	Richard A. Ringhand Elementary	D	35,455	6.5	08-30-91
(nr)	Carol D. Rogers M.R.	B	28,891	5	08-30-91
(r)	Derrick D. Rogers Elementary	B	23,113	0	08-30-91
(r)	Katrina F. Simmons Elementary	B	23,113	0	08-30-91
(r)	Pamela A. Slezak Elementary	B	24,268	1	08-30-91
(r)	Angela M. Stinson Elementary	B	23,113	0	08-30-91
(nr)	Ruth E. Stump Elementary	B	23,113	0	08-30-91
(r)	Wanda I. Varela Bilingual Elementary	B	23,113	0	08-30-91
(nr)	Jeanette Walker Elementary	B	24,268	1	08-30-91
(nr)	Cynthia M. Williams Elementary	B	23,113	0	08-30-91
(r)	Wendy A. Wolfgram Speech Pathologist	B	23,113	0	08-30-91
(nr)	Beth Anne Crain		32,439	2	08-26-91
(r)	William C. Woessner		29,841	0	08-26-91

(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 leaves of absence be, and they hereby are, granted as follows:

LEAVES OF ABSENCE

Illness leave, to June, 1991:

Bernadette Barto	Bryant	January 28, 1991
Edward Kashishian	Sholes	October 11, 1990
Darryl Thomas	Parkman/North Division	April 9, 1991

Illness leave, to June, 1992:

Richard Minor	King	May 6, 1991

Maternity leave, to January, 1992:

Jana Spence	Garden Homes	August 30, 1991

Maternity leave, to June, 1992:

Shari Andrews	Hopkins	August 30, 1991
Kerry Chang	Robinson	May 15, 1991
Kathleen Donnellan	Thirty-seventh	August 30, 1991

Personal leave, to January, 1992:

Patricia Norman	On leave	August 30, 1991

Personal leave, to June, 1992:

Monika Hadrian	Lady Pitts	August 30, 1991
Thomas McCallum	Human Relations	August 23, 1991
Elizabeth Roffers	Bay View	August 30, 1991
Michael Scheib	South Division	August 30, 1991
Geri Steinhofer	Irving	August 30, 1991

Personal leave, to June, 1993:

Ann Sowlles	Kosciuszko	August 30, 1991

Personal leave, to December 31, 1994:

Lynn Doyle	On leave	January, 1992

Sabbatical leave, to June, 1992:

Suzanne Carroll	Edison	August 30, 1991
Ursula Cross	Lincoln Dtn. Cntr.	August 30, 1991
Diane Rombca	On Leave	August 30, 1991
Paul Shebesta	Story	August 23, 1991

Special Teaching Assignment, to June, 1992:

Mariant Feliciano	Kagel	August 30, 1991

Study leave, to January, 1992:

Bernadine Hoeft	On leave	August 30, 1991

Study leave, to June, 1992:

Marianne Case	Wisconsin Avenue	August 30, 1991

Extension of leave for illness, to January, 1992:

Ida Butler	On leave	August 30, 1991
Ellen McCarter	On leave	August 30, 1991

Extension of leave for illness, to June, 1992:

Thelma Bridgeford	On leave	August 30, 1991
Joy Camp	On leave	August 30, 1991
David Elijah	On leave	August 30, 1991
Margaret Mary Selz	On leave	August 30, 1991
Judith Simonitsch	On leave	August 30, 1991
Evelyn Sloan	On leave	August 23, 1991

Extension of leave for maternity, to June, 1992

Amy Budzynski	On leave	August 30, 1991
Anne Burns	On leave	August 30, 1991
Karen Coleman	On leave	August 30, 1991
Janet Domask	On leave	August 30, 1991
Nadine Kupfer	On leave	August 30, 1991
Diane LaVelle	On leave	August 30, 1991
Ann Molzahn	On leave	August 30, 1991
Lynn O'Connor	On leave	August 30, 1991
Janice Smith-Jorjorian	On leave	August 30, 1991
Diane Woppert	On leave	August 30, 1991

Extension of leave for maternity, to June, 1992:

Maura Andrews	On leave	August 30, 1991
Susan Ayvazzadeh	On leave	August 30, 1991
Prudence Cantlon	On leave	August 30, 1991
Tami Dale	On leave	August 30, 1991
Linda Deskalo	On leave	August 30, 1991
Karen Flanagan	On leave	August 30, 1991

Cheryl Hock	On leave	August 30, 1991

Athene Kralik	On leave	August 30, 1991
Michelle Liebzeit	On leave	August 30, 1991
Deborah McDonald	On leave	August 30, 1991
Laura Salituro	On leave	August 30, 1991
Cherie Scott	On leave	August 30, 1991
Patricia Zbichorski	On leave	August 30, 1991

Extension of leave for paternity, to June, 1992:

Timothy Goetter	On leave	August 30, 1991

Extension of leave for personal, to January, 1992:

John Thomas Rupel	On leave	August 30, 1991
Bernice Towns	On leave	August 30, 1991

Extension of leave for personal, to June, 1992:

Joan Alexander	On leave	August 30, 1991
Theresa Brunson	On leave	August 30, 1991
Gail Herzich	On leave	August 30, 1991
Maria Jaszewski	On leave	August 30, 1991
David Levine	On leave	August 30, 1991
Freya Neumann	On leave	August 30, 1991
Ponchitta Roberson	On leave	August 30, 1991

Extension of leave for special teaching assignment, to June, 1992:

Ann C. Davis	On leave	August 30, 1991

Extension of leave for study, to June, 1993:

Mary Oakvik	On leave	August 30, 1991

* * * * *

(ITEM 4) Your Committee reports that the Superintendent advised your Committee in accordance with the provisions of Section 3.39 (1) ("Curtailment of Leave") of the Board's Rules, that the leaves of absence granted to the following individuals be curtailed:

CURTAILMENT OF LEAVE:

Cathleen Lewandowski	—Was granted a child rearing leave from August, 1991 to June, 1992. Rescinded as of August 30, 1991.

* * * * *

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

RESIGNATIONS

Kathryn Alcorta	On Leave	06-17-91	
Ernest M. Anderson		Forest Home Region	07-01-91

Jake P. Beason		Day-to-Day	07-01-91
Rhondell B. Bennett		Parkman Region	07-01-91
James R. Biermann		Alternative Voc. Ed.	09-04-91
Angela K. Boots	Edison	06-30-91	
Jerome Brandl		Washington	07-02-91
Elaine D. Brotslaw		Gaenslen	07-01-91
Robert L. Brown, Jr.		Congress	06-17-91
Leonard P. Brugger		Morse	07-02-91
JoEllen G. Butler		Lloyd Street	07-08-91
Linda Chopp		Sherman	06-17-91
Albert A. Crusoe		Staffing Services	08-16-91
Beverly E. DePrey		Milw H.S. of the Arts	07-01-91
Lola J. Ferguson	Clarke	07-05-91	
Sharon L. Filipowicz		Hayes	06-21-91
Michael J. Fraley		LaFollette	08-01-91
Kerry Freitag		Goodrich	06-14-91
Anne M. Goode	Edison	06-30-91	
Jackie Grady-Van Dyke		On Leave	09-01-91
Celeste T.H. Gross		Irving	07-01-91
Jeffrey N. Grotsky		Div. Plan & Long Range Development	06-25-91
Diane S. Hahn		On Leave	06-17-91
Karen L. Halsema		On Leave	06-12-91
Ann Hesse		Personal	07-01-91
Theresa Hinrichsen		On Leave	06-21-91
Christina M. Holdren		Sholes	07-01-91
Tammy M. Hunt	Philipp	07-02-91	
Beth M. Kenefick		On Leave	06-01-91
Theresa M. Kleven		Auer Avenue	07-01-91
Eleanor Kryscio	Fritsche	06-24-91	
Carol L. Lewer		Keefe	07-01-91
Judith Main		On Leave	05-22-91
Deborah M. McGriff		Office of Deputy Supt.	06-04-91
John M. Miller		Steuben	07-01-91
Constance M. Moon		Kilbourn	06-17-91
Rachelle Naimon		On Leave	06-07-91
Catherine J. O'Brien		Downtown Ctr, Alt. School	07-01-91
Beth E. Peltin		Barton	06-14-91
Diana Petty-Johnson		On Leave	07-15-91
Linda A. Quesnell		Steuben	07-08-91
Charles A. Raspberry		Lincoln Downtown Ctr.	06-17-91
Mary Ellen Regan		On Leave	06-22-91
Charles E. Reichert		Marshall	06-28-91
Barbara J. Reinken		On Leave	05-24-91
Mario A. Rivera	Wright	06-17-91	
Joseph P. Sargent		Philipp	07-08-91
Nancy J. Schmitz		Forest Home Region	07-01-91
Richard Schowalter		Alternative & Voc. Ed.	09-04-91
Astrid L. Schumell		Barton	07-01-91
Kristin J. Siegel	On Leave	06-30-91	
Patricia Stark		Roosevelt	06-25-91
Shirely Stone		Holmes	06-17-91

Angela W. Sutkiewicz	On Leave	06-28-91
John Tabaska	78 Street	07-01-91
Ralph A. Thiel	Sholes	08-22-91
Juanita P. Turner	On Leave	07-01-91
Peter J. Watts	Brown	07-03-91
Kevin S. Wilde	Browning	07-01-91
Barbara L. Williams	Bryant	07-01-91
Brenda Williams	On Leave	05-31-91
Raymond E. Williams	Human Resource Services	09-02-91

* * * * *

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

1. On June 26, 1991 (Proc., p. 146), the Board received a communication from the Milwaukee Building & Construction Trades Council relative to increases in wages and fringe benefits for various trades.

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

3. 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).

4. 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.

5. 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.

Your Committee recommends that the changes in wage rates and fringe benefits for the various trades, as described in the above-mentioned communication, be approved.

* * * * *

(ITEM 7) THE Superintendent advised your Committee that:

1. Section 119.25 of the Wisconsin statutes allows the Board to adopt a resolution authorizing the use of either an independent hearing panel or hearing officer appointed by the Board to hear and decide student expulsion cases. The resolution is effective only for the school year for which it is adopted.

2. For the 1988-1989 school year, the Board utilized a panel made up of assistant superintendents. In 1989-1990 and 1990-1991, 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 1991-92 school year the administration is again recommending that the panel members be comprised of directors, coordinators and managers of central office departments and offices.

B. <u>Recommendations</u>:

1. That the Board adopt the following resolution:

Be it resolved for the 1991-1992 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, and managers of central office departments and offices; 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 1990-1991 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.

Your Committee recommends that this item be forwarded to the Board out of Committee without a recommendation.

* * * * *

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

1. On July 31, 1991, the Board received a request from the Reverend Robert Young Jr., that he be allowed to address the Personnel and Negotiations Committee regarding State Handicapped Children's Funding and the certification of Teachers.

2. During the 1989-1990 school year there were certain administrative/ supervisory staff who did not hold appropriate licensure to qualify them for reimbursement. All of those staff members were notified and subsequently obtained the necessary licensure. Nationwide there is a shortage of exceptional education teachers especially in certain disability areas, e.g. emotional disturbance. In spite of aggressive recruiting activities, the Milwaukee Public Schools, like many other school districts, was unable to employ sufficient numbers of teachers (fully certified or provisionally certified) to staff all of the classes. Consequently some classes were covered by teachers certified in education but not exceptional education. Salaries for such staff did not qualify for reimbursement.

3. The system has accelerated its recruiting efforts and is working with area colleges and universities to secure the greatest number of certified teachers possible. Also, efforts to secure provisional licensure for degreed staff who are willing to pursue exceptional education certification are ongoing.

4. In addition, meetings between MPS and the Department of Public Instruction have been scheduled. It is anticipated that these discussions will also assist in early identification of staff who may not be reimbursable so that appropriate corrective action can be taken.

Your Committee reports having given hearing to Rev. Robert Young and other interested parties.

* * * * *

(Item 9) The Superintendent and the Secretary-Business Manager advised your Committee that:

1. In March, 1991, a policy for students and employees with HIV infection was submitted to the Board for consideration. The policy was developed by a Milwaukee Public Schools/Milwaukee Health Department committee, which worked on the statement for several months.

2. At the March 27, 1991, meeting of the Board of School Directors, an amendment was attached to the policy. Since the March Board meeting, we have been informed that the amendment is contrary to state law. The amendment was approved by the Board as follows:

e. Identification of an HIV positive child shall be divulged to no one except members of the evaluation team, without the written consent of the parent or legal guardian, unless contract provisions direct otherwise.

3. Wisconsin Statute 146.025 section (6), prohibits disclosure of an individual's HIV status. Since a contract cannot be negotiated which is contrary to state law, the amendment as stated above should be restated as follows:

e. Identification of an HIV positive child shall be divulged to no one except members of the evaluation team, without the written consent of the parent or legal guardian, unless contract provisions *which are not inconsistent with state statutes* direct otherwise.

Your Committee recommends that the Board approve the amendment to the policy statement regarding students and employees with human immunodeficiency virus (HIV) infection.

* * * * *

(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 August 14, 1991:

A. Report of Affirmative Action Personnel Transactions for the Months of June and July

B. Status Report on Staffing for the Opening of School

C. Progress Report on Establishment of the Service Bureau

Separate consideration having been requested for Items 2 and 7, the remainder of the report was adopted, the vote being the same as that preceding:

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

Noes—None.

Item 2 of the report relating to the appointment of teachers having been set aside for separate consideration, Director Bills moved to suspend the 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 7 of the report relating to the Board authorizing an Independent Hearing Panel to hear and decide student expulsion cases for the 1991-1992 school year, having been set aside for separate consideration, Director Small moved concurrence. Director Lucey moved to amend by adding the following words in the fifth line of the first paragraph that appears on page 2 after managers of Central Office Departments and Offices “and community representatives to serve in a voting capacity on these panels.”

Director Mallory moved that there be only one additional community person with voting privilege be on the panel and should never be only a panel of community people.

Director Lucey's motion with Director Mallory's amendment prevailed, 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 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:

1. At its meeting on June 26, 1991 (Proc., p. 146), the Board referred a communication from Mr. David Riemer to the Instruction and Community Relations Committee. A copy of the communication is attached.

2. Mr. Riemer is requesting an opportunity to address the Committee on the concept of a military school within the Milwaukee Public School system.

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

* * * * *

(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 August 14, 1991:

A. Pupil Accounting Reports

   a) Alternative Education Programs
   b) Referrals to the District Attorney
   c) Pupil Suspensions - Regular
   d) Pupil Suspensions - In-house
   e) Pupil Attendance
   f) Administrative Transfers

B. Report on the K-12 Curriculum and Instruction Process

C. Update on the African American Immersion Schools

D. Support for Students Experiencing Anxiety as a Result of the Dahmer Case

The report of the Committee was approved, the vote being the same as the preceding.

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

Noes—None.

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 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:

ARCHITECTURAL DESIGN SERVICES

HERBST EPPSTEIN KELLER AND CHADEK
Monthly base retainer . . . .$ 2,500.00

ASBESTOS ABATEMENT DESIGN AND PROJECT MANAGEMENT SERVICES

ENERGY CONCEPTS, INC.
No monthly retainer - services as required in accordance w/proposal

* * * * *

(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:

3200 CLASSROOM CALCULATORS (STOCK)

WEIHERT'S BUSINESS MACHINES . . . . . .$ 49,173.88
less 2% - 10 days

PRINTING OF 112,000 COPIES OF "MILWAUKEE'S PROMISE TO OUR CHILDREN" (SUPERINTENDENT'S OFFICE)

HI-LITER GRAPHICS, INC.. . . . . $ 27,011.00

* * * * *

(ITEM 3) The Superintendent advised your Committee that the following donations have been offered:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	GIFT OR PURPOSE	VALUE
Alcott	Alcott PTO	19 Classroom Fans	$380
Barton	School Funds	Mita Copy Machine	2,804
	School Funds	Science Items for Classroom Use	278
Community Rel.	Compact for Ed. Oppor.	Interhigh Conference	500
Congress	Congress PTA	Macintosh Computer System	2,500
Cooper	Herb Kohl Educ. Found	School Use	1,000
Excep. Educ.	Mary Cline	Special Olympics	36
Fairview	Fairview PTA	Paint an additional soccer field	100
Fernwood	Fernwood PTA	Funds for Zoo trip	95
	Fernwood PTA	Big Kid/Little Kid Zoo Trip	245
	Fernwood PTA	Computer Programs	400
	Fernwood PTA	Purchase T-Shirts for Announcers Club	147
Fifty-fifth	55th Street PTA	Camping Trip, Books, Printing costs, symphony tickets	1,111
	55th Street PTA	Funds for RIF Program, 10-yr Celebration, Teach. Appr.	2,411
	55th Street PTA	Donation for Festival Hispanico for school programs	3,818
Goodrich School	Goodrich PTA	Money for field trips/for teachers to spend at Convention	1,610
Grantosa	Variety Club of America	School Activities	150
	Juanita Johnson	School use	20
	Mr. Jack T. Schulze	Funds for school use	25
Granville	Granville PTC	Partial payment for Macintosh Computer	1,200
Hartford Avenue	School Funds	Books/Furniture for Library/Laminator	3,100
	School Funds	Reading materials	950
	School Funds	Insurance for Cadet Field Trip/Creative Class Environ.	350
Hawthorne	Hawthorne PTO	Student incentives, prizes, field trips	1,309
Kagel	Firstar Corp.	School Programs	250
Kilbourn	Kilbourn PTO	Camcorder	1,157
Lowell	Lowell PTO	Equip Writing to Read Lab	900
Marshall	School Funds	Portable Public Address System	4,758
Milw. Tech.	Allen Bradley	R.A. Processor-Education	5,500
	Guaranteed Service & Supplies	Consolidated 3-way Darkroom Door	1,600
	Social Studies Club-Closeup	Educational Supplies	200
	Harnischfeger	Metal Fab/Chemistry & Girl's Basketball	7,750
MPS	Habush, Habush & Davis	CPT Phoenix Screens	500
	Rand McNally	Maps/Globes/Atlases	4,996
Parkview	Parkview PTO	Kindergarten Materials/School Use Funds	4,403
Pulaski	School Funds	1991 Senior Class Gift	650
Roosevelt	Roosevelt PTO	Computer Lab	2,250
	Hang Tough Milwaukee	TV & VCR	800
	Mr. Leonard Voltes	Organ	1,500
Roosevelt	School Funds	Macintosh Computer System	2,286
Seventy-eighth Street	Seventy-eighth Street PTA	Field trips, Folk Fair, Computer, Merit awards, Cadets,	2,614
Sherman	Sherman PTA	Radio-cassette recorder	100
Sholes	Milwaukee Police Dept.	Funds to pay for Edelweiss Trip/ honor students	1,080
Webster	School Funds	Sign to display school motto	650
Zablocki	School Funds	Curtains for Auditorium	1,600
	TOTAL		$ 70,083

* * * * *

(ITEM 4) The Superintendent advised your Committee that:

1. At its meeting on August 29, 1990, (Proc., p. 205-206;208) the Board approved the establishment of a Comprehensive Support Center to perform intake, assessment, placement and follow-up services for chronic disrupters and students returning to school under Learnfare sanction. Transfer of funds to establish and operate the CSC was approved at the September 26, 1990 meeting, (Proc., p. 321). Funding for 1990-1991 included approximately $460,000 in local money, $140,000 in Learnfare funds, and $90,000 from a federal matching grant for Learnfare activities.

2. At the June 26, 1991, Board meeting, the following resolution, which was introduced by Director Lucey, was referred to the Finance and Facilities Committee:

   Whereas, There is a shortage of positions in alternative education programs within MPS;
   Whereas, The plan approved by the Board for expenditure of Desegregation Settlement funds allocates $500,000 to school improvement;
   Whereas, The present plan of the administration is to use this $500,000 in school improvement funds to fund operation of the Comprehensive Support Center, which functions as an assessment, counseling, and tracking agency for students seeking placement in alternative programs;
   Whereas, There is a legitimate need for a clearinghouse of information on the availability of positions in alternative programs and for a means of tracking students who are seeking placement in those programs;
   Whereas, The counseling and assessment functions of Comprehensive Support Center, while valuable, are largely duplicative of similar functions performed in traditional and alternative schools; now, therefore, be it
   Resolved, That the funding for the Comprehensive Support Center be reduced to $100,000 to be used to perform the clearinghouse and tracking functions, and that the remaining $400,000 in Desegregation Funds budgeted for school improvement be used to fund creation and expansion of alternative education programs obtained through contracts with community based agencies.

3. The design of the CSC was based upon the following principles:

   1. Equity
      Prior to CSC, student access to alternative programs was dependent upon factors which work against the most needy. (e.g., having an advocate, "knowing" somebody, being aware of opportunities, etc.)

   2. Quality
      CSC staff do more than just process applications. They probe for needs and strengths, they match needs and interests with services, and they provide transition support for re-entering students.

   3. Follow-up
      Prior to CSC, students often got lost in the process. They would be given an assignment to an alternative site based only on space available and would never get to that site or would drop out after a day or two.

   4. Advocacy
      Students with severe problems are not welcomed by regular schools. Students attempting to re-enter school or to obtain alternative placements often need an advocate to assist in the process. That care is provided by the CSC.

4. An impartial evaluation of CSC activities is currently being conducted by an outside consulting firm and a report from the consultants is expected by August 25, 1991. In lieu of

that report, the following data are presented to help the Board understand the scope and nature of CSC activities:

- During 1990-1991 the CSC worked with over 1,400 applications and referrals for alternative school enrollments.

- Approximately 571 students were placed in alternative school programs through the efforts of CSC staff.

- The remaining applications were closed without change in program due to a variety of reasons including: Withdrawal of the request by the parent or student, inability to locate the student, a change in the student's status (e.g., moving to another city, being placed in a secure facility, etc.), or failure on the part of the student to respond to correspondence.

5. Funding for the CSC was removed from the administration's 1991-1992 budget requests because of financial pressures and the belief that Learnfare funding would be sufficient to operate the program.

6. The administration now proposes that money currently in the Agency Agreements account for At-Risk services be transferred to the Alternative Schools account to finance the CSC for 1991-1992. The amount of that transfer will be offset through federal matching dollars for 80 Learnfare eligible students who are being served in CBO programs.

Your Committee recommends:

1. That the administration be authorized to re-establish the CSC for 1991-1992.

2. That $388,565 be transferred from the Agency Agreement Account to the Alternative Schools Account Mitchell Alternative High School to operate the CSC in 1991-1992.

* * * * *

(ITEM 5) The Secretary-Business Manager advised your Committee that:

1. On February 27, 1991, the Board received a communication from the Social Development Commission requesting payment of the Board's share of local funding for their First Quarter of 1991. Previously, the Board's share of funding was $34,730 per quarter. The new billing was for $39,295, an increase of $4,565 per quarter.

2. At its meeting of March 27, 1991, the Board acted on approving the First Quarter payment of the Board's share of local funding to the Social development Commission. The condition of the action involved paying the Board's share amount that had been budgeted for the 1990-1991 budget year or the amount of $34,730 per quarter. Action was taken that before the Board would agree to the payment of the increased rate, the Social Development Commission was to submit a report explaining the need for increase and the funding allocation.

3. On June 4, 1991, the Office of the Secretary-Business Manager received a communication from the Social Development Commission outlining the operations budget, activities and expenditures. In addition, information was obtained verifying that the Milwaukee Public Schools would honor the request of the Social Development Commission and provide for the increase of funds in the operations budget.

4. At the June 26, 1991, Board Meeting the Board referred back to the Finance and Facilities Committee the matter of the Board's obligation to share in the funding of the Social Development Commission.

5. The Board requested the Secretary-Business Manager to: a.) determine if there are any statutory requirements and/or unilateral agreements obligating MPS to fund the SDC and, b.) invite Mr. Odom to the Finance and Facilities Committee to explain the increase in SDC quarterly requests.

6. On July 31, 1991, the Board received a communication from the Social Development Commission requesting payment of $39,295 for the Board's share of local funding for the 3rd Quarter.

Your Committee reports having given hearing to Robert Odom and other interested parties.

Your Committee further recommends that the Board authorize payment to SDC for the second and third quarter billings at a rate of $34,730.

* * * * *

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

1. Through prior actions the Board has approved the relocation of the Exceptional Education and Supportive Services functions located at the Parkman, Downtown, and City-wide Regional Offices to the facility at 6620 West Capitol Drive (previously owned by the Wausau Insurance Company). The Community Counseling Center and other exceptional education and supportive services itinerant staff previously located at the Downtown Center were also to be located in this new facility.

2. The relocation of these functions began August 2 and operations began at the new facility on August 5.

Your Committee recommends that the MPS Facility at 6620 West Capitol Drive be named the Exceptional Education and Supportive Services Center

* * * * *

(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 August 15, 1991:

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

B. Statement of Operating Revenues

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$ 516,516,326	$ 5,456,567	$ 521,972,893	$ 513,978,160	$ 7,994,733	98.5%
Categorically Aided	29,682,019	19,164,955	48,846,974	45,431,158	3,415,816	93.0%
School Nutrition	20,019,325	372,117	20,391,442	20,295,623	75,819	99.6%
Construction	7,389,000	21,478,029	28,867,029	21,354,549	7,512,480	74.0%
Extension	6,254,018	23,841	6,277,859	6,286,407	(8,548)	100.1%

C. Statement of Expenses

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Expenditures (2)	Unexpended Balance	Percent Expended
School Operations	$ 516,524,977	$ 5,447,914	$521,972,891	$ 517,553,662	$ 4,419,229	99.2%
Categorically Aided	29,682,019	19,164,955	48,846,974	46,802,993	2,043,981	95.8%
School Nutrition	20,010,674	380,768	20,371,442	20,106,705	264,737	96.7%
Construction	7,389,000	21,478,029	28,143,741	28,143,741	723,288	97.5%
Extension	6,254,018	23,841	6,277,859	5,927,447	350,412	94.4%

(1) Represents 1989-1990 appropriations carried over to the 1990-1991 fiscal year and board approved transfers during the 1990-1991 fiscal year.

(2) Encumbrances and expenditures included through June 30, 1991, and payrolls through June 21, 1991.

Separate consideration having been requested of Items 4 and 5 the remainder of the report was adopted, the vote being the same as that preceding:

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

Noes—None.

Item 4 of the report relating to re-establishment of the Comprehensive Support Center for 1991-1992 and fund transfer having been set aside for separate consideration, Director Bills moved concurrence.

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.

Item 5 of the report relating to the Board's share of funding of the Social Development Commission for the second and third quarter having been set aside for separate consideration, Director Lucey moved concurrence. Director Mallory amended that the second quarter billing be taken out of the money that is being transferred over.

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

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

Noes—None.

COMMUNICATIONS AND PETITIONS

The Secretary-Business Manager presented the following communication:

Communication from Mr. John Hays, principal of South Division High School, requesting approval to co-sponsor a fund raising event with the Centro de la Comunidad Union and the Friends of the Hispanic Community.

Referred to Committee on Finance and Facilities.

RESOLUTIONS

By Director Mallory:

WHEREAS, The Milwaukee Public Schools and the Milwaukee Board of School Directors have been committed to providing quality education to all of its students; and

WHEREAS, The Milwaukee Public Schools has sought various options to meet the needs of its students; and

WHEREAS, The Milwaukee Public Schools has established various alternative programs for children and has further contracted with outside agencies for other programs and services; and

WHEREAS, The Milwaukee Public Schools has utilized services of Community Based Organizations in contracting educational services for children; and

WHEREAS, The Milwaukee Board of School Directors is committed to having these programs provide quality education; and

WHEREAS, The Board requires that such programs be comprehensive in nature with an appropriate supportive services and extracurricular activities; and

WHEREAS, Such programs must have qualified, well-trained staff which can meet the needs of our students; and

WHEREAS, One of the goals is to have student return to the Milwaukee Public Schools; therefore, be it

RESOLVED, That the administration review existing Board and district policies and guidelines, and be it,

FURTHER RESOLVED, That the administration bring back to the Board policies, procedures, and guidelines for establishing and monitoring alternative, contracted educational services; and be it,

FURTHER RESOLVED, That the administration bring back to the Board contract language, and a reporting mechanism which would allow in depth statistical reporting to the Board regarding the progress of each of these programs.

The Board adjourned at 11:07 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 23, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 6: 10 PM.

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

Absent and excused—Directors Bills, Johnson, Mallory, and Sinicki-—4.

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

September 19, 1991

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, September 23, 1991, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing and considering an administrative appointment.

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

SUZANNE M. LUNDIN
Secretary-Business Manager

Director Small moved that the Board retire to executive session for the purpose of discussing and considering an administrative appointment.

The motion prevailed, the vote being as follows:

Ayes—Directors O'Connell, O'Neil, Small, and President Mitchell—4.

Noes—None.

Voting "Present"—Director Lucey—1.

The Board retired to executive session at 6:12 PM.

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

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 23, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 7:38 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:

September 19, 1991

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, September 23, 1991, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of: 1) discussing the overall facilities planning process and 2) discussing and taking action on an award of contract for a facilities master plan project.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director Small moved that the Board resolve itself into a Committee of the Whole for the purpose of discussing the overall facilities planning process.

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 7:39 PM.

The Board rose from the Committee of the Whole at 9:50 PM.

Director Mallory moved to let the RFP for project manager for facilities planning to Barton-Malow and Associates.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting "Present"—Director Bills—1.

Director Mallory moved that the administration bring a plan for gathering demographic information relevant to facilities planning to the Board by October 1.

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 adjourned at 9:50 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 25, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 7:44 PM.

Present—Directors Bills (7:54 PM), Johnson (7:50 PM), Lucey, Mallory, O'Connell, O'Neil, Sinicki (7:45) PM, Small (7:45 PM), and President Mitchell—9.

Absent—None.

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

September 24, 1991

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, Wednesday, September 25, 1991, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing and considering an administrative appointment.

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

This meeting immediately precedes the September Board meeting scheduled at 8:00 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 discussing and considering an administrative appointment.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting "Present"—Director Lucey—1.

The Board retired to executive session at 7:45 PM.

The Board adjourned from executive session at 8:25 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 25, 1991

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:35 PM.

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

Absent—None.

SUPERINTENDENT'S COMMUNICATIONS

September 25, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

At its September 11, 1991, meeting, the Instruction and Community Relations Committee reviewed a report on parent involvement in the Milwaukee Public Schools. The Committee requested that the administration develop a funding request for presentation to the Board that would support functions in the Department of Community Relations.

The 1991-1992 School Operations Budget did not include funds for the Department and concerns were expressed regarding support funds for parent involvement. Even though the Plan for Parent Empowerment will not be completed until later this fall, it was felt at the Committee meeting that funds should be made available as soon as possible to capitalize on the high parent interest which occurs at the beginning of the school year.

A review of the Department indicates that the two most critical needs are for clerical support and for funds to support parent involvement activities such as

- Parent workshops, seminars and conferences;
- Consultant services;
- Parent education and training programs;
- Child care;
- Duplicating services;
- Supplies, materials, periodicals and magazines;
- Site maintenance costs;
- Translators/interpreters;
- City-wide Parent Conference;
- Town hall meetings and mini-conferences;
- Intra district travel;
- Mailings to parents

I am therefore recommending that $63,200 be transferred from the School Operations Contingent Fund to the appropriate accounts for one School Secretary II position ($21,600); one School Secretary I position ($21,600); and for support of parent involvement activities ($20,000). The current contingent fund balance is $815,000.

Respectfully submitted

HOWARD FULLER, PH.D.
Superintendent of Schools

Director O'Connell moved to accept the Superintendent's 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—0.

September 25, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

Item 1 of the Report of the Legislation and Rules Committee, which is before the Board for consideration this evening, relates to those persons who serve at the pleasure of the Superintendent. Contingent upon approval of modifications to item 8 of the Report of the Personnel and Negotiations Committee which I have proposed in a separate communication this evening, I am requesting that the item be amended as follows:

> Your Committee recommends that the Board affirm that any person serving in any of the following positions serves at the pleasure of the superintendent:
>
> Deputy Superintendent
> Associate Superintendent
> ~~Assistant Superintendent for~~ Executive Director, Human Resource Services*
> Assistant to the Superintendent
> Director, School Accountability and Support
> Director, Public Information
> Director, School System Personnel Needs
> Director, School Administrator's Service Bureau
> Director, Leadership Academy and School Based Management
> Director, Department of Community Relations
> Director, Department of Student Services
> Director, Department of School Safety
> Director, Department of Alternative Education
> Director, Department of Bilingual Multicultural Education
> Director, Department of Curriculum and Instruction
> Director, Department of Exceptional Education and Supportive Services
> Director, Department of Community Recreation and Educational Services
> Director, Department of Labor Relations
> Director, Department of Staffing Services*
>
> *Contingent upon approval of Item 8 of the Report of the Personnel and Negotiations Committee

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

Ordered held for separate consideration with Item 1 of the Report of the Legislation and Rules Committee.

JOINT COMMUNICATIONS

September 25, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

The following revised and additional recommendations are being submitted with respect to **I**tem 8 of the Report of the Personnel and Negotiations Committee, which is before the Board for consideration this evening and relates to the operation of the Department of Human Resource Services.

I. REVISED RECOMMENDATIONS:

Further review since the Committee meetings indicates that it would be more appropriate to title the head of the department an *Executive Director* rather than an *Assistant Superintendent.* The state of Wisconsin requires an assistant superintendent to be eligible for a district administrator's license, a requirement which goes beyond the scope of human resource administration.

We are therefore requesting that the item be amended as follows:

Your Committee recommends:

1. That the Department of Human Resource Services report directly to the Superintendent, with a "dotted line" relationship to the Secretary-Business Manager because of the ongoing coordination efforts in the staffing function related to classified and civil service employees.

2. That the position of Director of Human Resource Services be changed to ~~Assistant Superintendent for~~ Executive Director, Human Resource Services.

3. That the Director of Labor Relations report to the ~~Assistant Superintendent for~~ Executive Director, Human Resource Services, with a "dotted line" relationship with the Secretary-Business Manager, since this is the final step in the grievance process for classified employees per collective bargaining agreements.

4. That the position of Assistant Director of Human Resource Services be changed to Director of Staffing Services.

5. That the Affirmative Action Officer report to the ~~Assistant Superintendent for~~ Executive Director, Human Resource Services.

II. ADDITIONAL RECOMMENDATIONS:

1. Because the reporting function of the Department of Human Resource Services is specified in the Board's Rules, it is recommended that Board Rule 5.04 and 5.04(4) be modified to reflect this change, and that Board Rule 1.08 be suspended to allow the change to be adopted immediately.

2. It is further recommended that the position of Executive Director, Human Resource Services be established at Schedule IIIE, Pay Range 16a, and that Barbara P. Horton be appointed to the position at an annual salary of $84,000, effective upon assignment following approval by the Board.

Please note that Ms. Horton's appointment at nearly the maximum of the salary range is based upon her qualifications, experience, and present salary.

Respectfully submitted,

HOWARD FULLER, PH.D.
Superintendent of Schools

SUZANNE M. LUNDIN
Secretary-Business Manager

Ordered held for separate consideration with Item 8 of the Report of the Personnel and Negotiations Committee.

SECRETARY-BUSINESS MANAGER'S COMMUNICATIONS

September 25, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

Attached please find an agreement between the Milwaukee Public Schools and Project Big Step. Also attached is a Memorandum of Understanding between the Milwaukee Public Schools, the City of Milwaukee, the County of Milwaukee, Big Step, Inc., and the Milwaukee Building and Construction Trade Council relative to the Big Step Program.

Funds to support the program have been provided for in the 1991-1992 Budget. It is recommended that the agreement be approved.

Respectfully submitted,

SUZANNE M. LUNDIN
Secretary-Business Manager

(attachment)

Director Lucey moved to accept the Secretary-Business Manager's recommendations.

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

Ayes—9; Noes—0.

September 25, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

A review of the Parkview Attendance Area was conducted by the Hazard Review Committee Friday, September 6, 1991. The Hazard Review Committee is composed of representatives from the Milwaukee Public Schools, the Milwaukee Safety Commission, the Milwaukee Bureau of Traffic Engineers, the Milwaukee Police Department, and the Milwaukee City Council of Parent-Teacher-Student Associations.

The intersection of West Hampton Avenue and the west southbound freeway off ramp was designated as an area of unusual hazard. Status as an unusual hazard area will remain in effect until such time when either a traffic signal or crossing guard is established in the area.

Traditionally, the Milwaukee Board of School Directors has accepted the Committee's recommendations and has provided transportation services in areas designated as an area of unusual

hazard. It is recommended that transportation services for the Parkview attendance area (i.e., St. Agnes School) be reinstated.

Respectfully submitted,

SUZANNE M. LUNDIN
Secretary-Business Manager

Director Small moved to accept the Secretary-Business Manager's recommendations.

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

Ayes—Directors Lucey, O'Neil, Sinicki, and President Mitchell—4.

Noes—Directors Bills, Mallory, O'Connell, and Small—4.

Present—Director Johnson—1.

September 25, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

Please be advised that the Milwaukee Public Schools has been granted the Certificate of Excellence in Financial Reporting for the year ended June 30, 1990. 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 a 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.

September 25, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

On September 13, 1991, a communication was received from the Department of City Development recommending payment of certain relocation claims relating to the site for Sarah Scott Middle School. These claims are as follows:

Noerenberg Wholesale Meats, Inc. - Site Address: 1242 West State Street
Temporary moving expenses.....$8,999.64

Mikal Siddiqu - site Address: 1200 West State Street
Moving expenses.....$1,237.00

These claims, although coming after the construction of the school, do fall within the parameters contained in the statutes. These claims have been reviewed by the Department of Facilities and Maintenance Services and should be paid.

It is recommended that these claims be paid.

Respectfully submitted,

SUZANNE M. LUNDIN
Secretary-Business Manager

Director Small moved to accept the recommendation of the Secretary-Business Manager.

The motion prevailed, the vote being as follows:

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

Noes—None.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of August 1, 1991, through August 29, 1991, 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. 2086 to 4344, inc.

Payrolls (net withholdings)	$ 6,312,881.96	
Accounts	17,444,275.53	
		$ 23,757,157.49

CONSTRUCTION FUND

Accounts, Voucher nos. 177 to 441, inc. $ 2,954,673.44

EXTENSION FUND

Payrolls and Accounts, Voucher nos. 109 to 212, inc.

Payrolls (net withholdings)	$ 434,102.92	
Accounts	364,158.33	
		$ 789,261.25
TOTAL		$ 27,510,092.18

The accounts were allowed, the vote being as follows

Ayes—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 employees, 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:

APPOINTMENTS

Name and Assignment	Date	Position and Salary	Increment Date
Janis Cottrell Garden Homes	08-23-91	School Secretary I $14,356.89/yr. (Replacement for transfer)	08-23
Douglas Higley Fac. & Main.	08-19-91	Boiler Attendant $22,267.18/yr. (Replacement for promotion)	08-19
Patricia Welsh Fac. & Main.	10-14-91	Fac. & Info Systems Mgr. $49,000.00/yr. (New position)	10-14

PROMOTIONS

Linda Anderson Milw. Tech.	08-28-91 $17,106.38/yr.	Food Service Mgr. V	12-07
Anthony Burns Fac. & Main.	08-19-91	School Engineer I $26,466.18/yr.	09-05
Wanda Chapman Ins. & Risk Mgmt.	07-29-91	Supv.,Safety/Loss Prev. $39,693.00/yr.	11-28
Christine Davis Bell	08-28-91	Food Service Mgr. V $19,389.26/yr.	01-01
Lee Eschendal Jr. Fac. & Main.	08-19-91	Boiler Attendant $22,267.18/yr.	08-19
Stephen Gonzalez Warehouse	06-24-91	Driver Helper $25,734.28/yr.	03-26
Dennis Graf Fac. & Main.	08-19-91	Boiler Attendant $22,267.18/yr.	08-19

Cheryl Gusho Holmes	08-28-91	Food Service Mgr. I $11,806.56/yr.	08-28
Richard Hardy Berger	08-05-91	School Engineer II $30,963.66/yr.	02-05
Lula Hernes Pluto	08-28-91	Food Service Mgr. III $14,067.79/yr.	04-03
Robert Kaiserling Fac. & Main.	08-19-91	School Engineer I $27,571.96/yr.	05-04
Susan Kawczynski Manitoba	08-28-91	Food Service Mgr. I $11,806.56/yr.	08-28
James Klasinski Roosevelt	05-22-91	Food Service Mgr. II $12,666.91/yr.	01-03
Amy Krieger Sarah Scott	08-08-91	School Secretary II $20,259.98/yr.	03-01
Patrick Lacy Fac. & Main.	08-19-91	Boiler Attendant $22,267.18/yr.	08-19
Richard Lacy Fulton	08-28-91	Food Service Mgr. III $13,550.81/yr.	08-29
Janice Lesniewski Sarah Scott	08-28-91	Food Service Mgr. II $12,877.64/yr.	10-19
Lawrence Maher Fac. & Main.	08-19-91	School Engineer I $27,571.96/yr.	02-19
Susan McKenna Elm	08-28-91	Food ervice Mgr. III $13,550.81/yr.	08-30
Raymond Mielke Brown	08-28-91	Food Service Mgr. IV $14,740.74/yr.	08-30
Angela Miller Bruce	08-28-91	Food Service Mgr. I $12,363.64/yr.	08-28
Rosemary Miller Cooper	08-28-91	Food Service Mgr. II $12,877.64/yr.	04-26
Patricia Mueller Wisconsin Ave.	08-28-91	Food Service Mgr. II $18,309.26/yr.	08-28
John Netzler Fac. & Main.	08-19-91	Boiler Attendant $22,267.18/yr.	08-19
Wenceslaus Nowak Fac. & Main.	08-19-91	School Engineer I $27,571.96/yr.	02-19

David Patton Warehouse	06-24-91	Truck Driver $29,762.20/yr.	06-24
Teddy Riggs Fac. & Main.	08-19-91	School Engineer I $25,360.40/yr.	01-22
Peter Rozek Fac. & Main.	07-22-91	Plt. Op. Ser. Crew Leader $31,261.88/yr.	07-22
Maria Sachen Doerfler	08-28-91	Food Service Mgr. III $15,138.66/yr.	11-12
Kristian Seals 21st	05-22-91	Food Service Mgr. II $12,666.91.yr.	01-03
Anne Secola Garland	08-28-91	Food Service Mgr. I $11,806.56/yr.	08-28
Michele Shelander Warehouse	05-24-91	Material Handler II $27,613.04/yr.	07-24
Mary Sherwood Philipp	08-28-91	Food Service Mgr. I $11,806.56/yr.	08-28
Joseph Smith Green Bay	08-05-91	School Engineer II $30,963.66/yr.	02-05
Michael Solberg Fac. & Main.	08-19-91	Boiler Attendant $22,267.18/yr.	08-19
Kathleen Stewart Lincoln Middle	08-07-91	School Secretary II $24,798.80/yr.	07-01
Elvira Zalewski 81st	08-28-91	Food Service Mgr. II $13,683.66/yr.	08-28
David Zinkevcz Auer	08-05-91	School Engineer II $30,963.66/yr.	02-05
Judith Zlotocha North Division	08-28-91	Central Kitchen Manager $17,173.45/yr.	08-27

CHANGES IN STATUS

Name and Assignment	Date	Position and Salary	Increment Date
Barbara Betts * Lancaster	08-23-91	School Secretary I $14,356.89/yr.	06-25
Sandra Christenson # Fac. & Main.	08-12-91	School Secretary I $24,798.80/yr.	07-01
Patricia Gonzalez * Lincoln Middle	08-23-91	School Secretary I $14,356.89/yr.	05-15

Karen Gromowski ¢ Gaenslen	08-23-91	School Secretary I $11.40/hr.($9,120.00/yr.)	07-01
Katie Hathaway °° King	08-28-91	Food Service Mgr. III $17,714.19/yr.	12-09
Allen Hendricks + Fac. & Main.	08-05-91	Plant Op. Serviceman $30,258.02/yr.	07-01
James Hotson + Fac. & Main.	08-05-91	Plant Op. Serviceman $30,258.02/yr.	07-01
Sandra Merriweather * Edison	08-23-91	School Secretary I $16,707.02/yr.	05-04
Brenda Pegues * Urban Waldorf	08-23-91	School Secretary I $17,874.88/yr.	05-09
Janet Radtke = 95th	08-28-91	Food Service Mgr. I $15,621.25/yr.	01-01
Arlene Simons = 08-05-91 Early Childhood Ed. Ctr.	School Secretary I $16,707.02/yr.		05-01
Georgia Young % 31st	08-28-91	Food Service Mgr. III $17,168.14/yr.	09-17

* From a 12 month to a 10 month position
\# From Adm. Assistant I
¢ From 10 month to 10 month-1/2 time
°° Layoff of Food Service Mgrs. per Appendix A, page 34, of Local 150 Contract (Food Service)
\+ From Utility Worker
= Voluntary demotion to Food Service Manager I
% Reinstatement of Food Service Mgr. per Appendix A, page 34, of Local 150 Contract (Food Service)

* * * * *

(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:

APPOINTMENTS

Effective September, 1991, payroll:

(r)	Nadine J. Abrahams E.D.	B	$23,113	0	08-30-91

(r)	William S. Adam Upper Elementary	B	23,113	0	08-30-91
(nr)	Jodi L. Anding L.D.	B	23,113	0	08-30-91
(nr)	Gino G. Antoniak E.D.	B	23,113	0	08-30-91
(nr)	Heather A. Aune Music	B	23,113	0	08-30-91
(r)	Mary J. Balogh-Habayeb Upper Elementary	B	25,424	2	08-30-91
(r)	Laura A. Bayer Upper Elementary	B	23,113	0	08-30-91
(r)	Lori J. Bivens M.R.	B	26,580	3	08-30-91
(r)	Amy M. Braun Elementary	B	23,113	0	08-30-91
(nr)	Kathryn M. Brimmer Reading	B	24,268	1	08-30-91
(nr)	Patrick T. Budziszek Music	B	25,424	2	08-30-91
(r)	Elserita R. Burton Upper Elementary	B	23,113	0	08-30-91
(nr)	Alfredo T. Cintron Bilingual Elementary	B	27,735	4	08-30-91
(nr)	Rubye G. Clark Upper Elementary	B	23,113	0	08-30-91
(nr)	Robert J. Crausaz Upper Elementary	B	23,113	0	08-30-91
(nr)	Linda F. Crowley Elementary	B	24,268	1	08-30-91
(r)	Cheri L. Damkoehler Upper Elementary	B	31,200	7	08-30-91
(r)	Timothy J. Desotelle E.D.	B	23,113	0	08-30-91
(nr)	Lori A. Dorava Upper Elementary	B	23,113	0	08-30-91

(r)	Dean A. Drews Dance	B	23,113	0	08-30-91
(nr)	Patriq A. DuSaint Elementary	B	23,113	0	08-30-91
(r)	Carolyn E. Ealy Upper Elementary	B	23,113	0	08-30-91
(r)	Beth A. Eisendrath Art	B	23,113	0	08-30-91
(nr)	Judy F. Fisher Upper Elementary	B	24,268	1	08-30-91
(r)	Susan J. Fossali L.D.	B	23,113	0	08-30-91
(r)	Chris C. Gardner Upper Elementary	B	26,580	3.5	08-30-91
(r)	CarrieMarie Garofani Kindergarten/Elementary	B	23,113	0	08-30-91
1(r)	Dona M. Gilane Upper Elementary	B	23,113	0	08-30-91
5(r)	Terri J. Gingold Kindergarten	B	23,113	0	08-30-91
(r)	Lisa L. Golden Upper Elementary	B	23,113	0	08-30-91
(r)	Sally J. Hanneken Upper Elementary	B	23,113	0	08-30-91
(r)	Kathryn M. Harms Reading	B	27,735	4	08-30-91
(r)	Kathleen M. Hartung Music	C	32,647	5.5	08-30-91
(r)	Yvette R. Henderson Elementary	B	23,113	0	08-30-91
(r)(a)	Andrew C. Herriges English/German	B	25,424	2	08-30-91
(r)	Julie E. Holbrook Upper Elementary	B	23,113	0	08-30-91
(r)	Kathleen M. Holter L.D.	B	23,113	0	08-30-91

(r)	Johnson B. Hunter M.R.	B	31,200	7	08-30-91
(nr)	Tammy S. Jackson Upper Elementary	B	23,113	0	08-30-91
(nr)	Dan M. Janowski Home Economics	B	24,268	1	08-30-91
(r)	Kevin R. Karman Art	B	23,113	0	08-30-91
(nr)	Paul J. Kenwood Upper Elementary	B	23,113	0	08-30-91
(r)	Kathlene L. Kernohan Music	B	23,113	0	08-30-91
(r)	Karla K. Klein E.D.	B	23,113	0	08-30-91
(nr)	Kathryn M. Kostelnik Upper Elementary	B	23,113	0	08-30-91
(nr)	JoAnn M. Krause E.D.	B	23,113	0	08-30-91
(r)	Dawn M. Krueger Speech Pathologist	B	23,113	0	08-30-91
(r)	Paul N.Krueger E.D.	B	23,113	0	08-30-91
(nr)	Jodi L. Kucksdorf Upper Elementary	B	23,113	0	08-30-91
(nr)	Enrique E. LaFosse Bilingual Elementary	B	26,580	3	08-30-91
(nr)	Theresa M. Landherr Upper Elementary	B	25,424	2	08-30-91
(r)	Kim L. Lesko L.D.	B	23,113	0	08-30-91
(nr)	Katherine E. Lewis Upper Elementary	B	23,113	0	08-30-91
(r)	Latrina M. Lewis Elementary	B	23,113	0	08-30-91
(r)	Catherine A. Loss Art	B	23,113	0	08-30-91

(nr)	Louis A. Luedtke E.D.	B	24,268	1	08-30-91
(r)	Terry J. Malone E.D.	B	28,891	5	08-30-91
(nr)	Georgia A. McGuff Upper Elementary	B	23,113	0	08-30-91
(r)	Timothy K. Miller Physical Education	B	23,113	0	08-30-91
(r)	Shelley J. Mogielnicki EC:EEN/Kindergarten	B	23,113	0	08-30-91
(r)	Julio C. Moreno Bilingual Elementary	B	23,113	0	08-30-91
(nr)	Bryant R. Moss E.D.	B	23,113	0	08-30-91
(r)	Betsy S. Narrai Upper Elementary	B	23,113	0	08-30-91
(nr)	Melinda E. Newsom Upper Elementary	B	23,113	0	08-30-91
(r)	Christine M. Nickel E.D.	B	23,113	0	08-30-91
(r)	Emma J. Olds Upper Elementary	B	23,113	0	08-30-91
(nr)	Gregor A. Owen Upper Elementary	B	23,113	0	08-30-91
(nr)	Cynthia A. Piaskoski E.D.	B	23,113	0	08-30-91
(R)	Teri M. Planning M.R.	B	23,113	0	08-30-91
(r)	Karen A. Rehorst Elementary	B	23,113	0	08-30-91
(nr)	Michelle R. Richmond Upper Elementary	B	23,113	0	08-30-91
(nr)	Amy E. Rohrer Upper Elementary	B	23,113	0	08-30-91
(r)	Muhammad Sabir Elementary	B	23,113	0	08-30-91

(nr)	Patricia A. Saelens Upper Elementary	B	23,113	0	08-30-91
(r)	Vickie E. Saggio Upper Elementary	B	23,113	0	08-30-91
(r)	Gertheen Sampson Elementary	B	23,113	0	08-30-91
(r)	Robert E. Schultz E.D.	B	23,113	0	08-30-91
(nr)	Kimberly K. Schuman Upper Elementary	B	23,113	0	08-30-91
(r)	Rozanne Screven Reading	B	23,113	0	08-30-91
(r)	Susan A. Skipper E.D.	B	23,113	0	08-30-91
(nr)	Christine M. Stevens Dance	B	23,113	0	08-30-91
(nr)	Ellen M. Thompson Upper Elementary	B	23,113	0	08-30-91
(nr)	Jane M. Turney Music	B	23,113	0	08-30-91
(r)	Brenda Ushi Upper Elementary	B	23,113	0	08-30-91
(r)	Patricia A. Vespalec Elementary	B	23,113	0	08-30-91
(nr)	James C. Wagner ROTC	B	31,200	7	08-30-91
(r)	Lisa A. Waltersdorf E.D.	B	23,113	0	08-30-91
(r)	Bruce D. Warren Music	B	27,735	4.5	08-30-91
(nr)	Wendy J. Wasserman Speech Pathologist	B	30,044	6	08-30-91
(nr)	Susan B. Weimer L.D.	B	23,113	0	08-30-91
(nr)	Deborah Zagorski-Biermann M.R.	B	23,113	0	08-30-91

(nr)	Debra J. Zender Upper Elementary	B	23,113	0	08-30-91

School Psychologists

Effective September, 1991, payroll:

(r)	Gregg E. Hintz	29,841	0	08-26-91
(nr)	Amy L. LaPlanter	29,841	0	08-26-91
(r)	Gwendolyn F. Lewis	36,336	5	08-26-91
(r)	Jeffrey W. Molter	29,841	0	08-26-91
(nr)	Siebrin S. Simon	29,841	0	08-26-91
nr)	June E. Taylor	31,140	1	08-26-91
(r)	Janiece M. Thurow	29,841	0	08-26-91

School Social Workers

Effective September, 1991, payroll:

(r)	Donna R. Simmons	44,058	7	08-23-91
(r)	Nancy L. Simuel	44,058	7	08-23-91
(r)	Eugene T. Vlies	44,058	7	08-23-91

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

* * * * *

(ITEM 3) Your Committee further recommends that the following individual be promoted to the classification indicated, effective upon assignment, following approval by the Board:

ADMINISTRATIVE PROMOTION

(r) James Godwin	Assistant Principal Washington High School	Schedule III, Range 12C $54,357

(r) Resident

* * * * *

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

LEAVES OF ABSENCE

Adoption Leave, to June, 1992:

Randall Haas	Wright	August 30, 1991

Maternity leave, to January, 1992:

Barbara Lipski	Social Worker	August 23, 1991

Maternity leave, to June, 1992:

Mary Beth Anderson	Bell	August 30, 1991
Shari Andrews	Hopkins	August 30, 1991
Mary Daugherty	Wausau EE & SS Ctr.	August 30, 1991
Gretchen Farrar-Foley	Silver Spring	August 30, 1991
Suzanne Green	88th St.	August 30, 1991
Patricia Luebke	Granville	August 30, 1991
Patricia Orozco	Wausau EE & SS Ctr.	August 30, 1991
Mary Beth Smith	Fernwood	August 30, 1991
Jacqueline Yeager	Bell	August 30, 1991

Personal leave, June, 1992:

Mary DuBois	Holmes	August 30, 1991
Gwendolyn Gaddy	Zablocki	August 30, 1991
Robin Grindrod	Riley	August 30, 1991
Marva Humphrey-Newman	Marshall	August 30, 1991
Richard Kaiser	Curtin	August 30, 1991
Marilyn Klassy	Alcott	August 30, 1991
Jane Leahy	Auer	August 30, 1991
Louise Mikals	Guidance	August 30, 1991
Cynthia Newson	Cass	August 30, 1991
Susan Wucinski	Vincent	August 30, 1991

Sabbatical leave, to January, 1992:

Mary Bluhm	Silver Spring	August 30, 1991

Sabbatical leave, to June, 1992:

Frances Behan	Kosciuszko	August 30, 1991

Study leave, To January, 1992:

Kathleen Davis	On leave	August 30, 1991

Study leave, to June, 1992:

Francyne Dykes	Happy Hill	August 30, 1991
Barbara Roby	Grand Avenue	August 30, 1991

Extension of leave for illness, to June, 1992:

Lowell Davis	On leave	August 30, 1991
Morris Foxhall	On leave	August 30, 1991

Extension of leave for maternity, to January, 1992:

Karen Barrows	On leave	August 30, 1991
Marilyn Killian	On leave	August 30, 1991
Margaret Scanlan	On leave	August 30, 1991

Extension of leave for maternity, to June, 1992:

Irma Daniels	On leave	August 30, 1991
Susan Sernoe-Plotkin	On leave	August 30, 1991
Karolin Winston	On leave	August 30, 1991

Extension of leave for personal, to June, 1992:

Paul Adolph	On leave	August 30, 1991

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(ITEM 5) Your Committee reports that the Superintendent advised your Committee in accordance with the provisions of Section 3.39 (1) ("Curtailment of Leave") of the Board's Rules, that the leaves of absence granted to the following individuals have been curtailed:

CURTAILMENT OF LEAVE:

Sandra Lampkins	—was granted a maternity leave from April 8, 1991 to January, 1992. Curtailed as of August 30, 1991.
Grizelle Ruiz	—was granted a study leave from August 30, 1991 to June, 1992. Curtailed as of August 30, 1991.

* * * * *

(ITEM 6) Your Committee recommends that the following action taken by the Board granting an uppaid personal leave be, and it hereby is, rescinded:

RESCINDING OF LEAVE:

Michael Scheib	—was granted a personal unpaid leave of absence from August 30, 1991 to June, 1992. Rescinded as of August 30, 1991.

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(ITEM 7) The following resignations have been received and acceptd by the Superintendent, effective as of the dates indicated:

RESIGNATIONS

Kristin A. Anglea	Happy Hill	08-19-91
Michele D. Aragon	Siefert	07-29-91
Mary J. Bacovsky	Bay View	06-17-91
Raymond Barnes	Roosevelt	07-15-91
Angelo A. Berry	On Leave	07-23-91
Susan Botzau	On Leave	07-18-91
Susan M. Brick	LaFollette	08-13-91
C. Jeanne Brown-Young	Sherman	08-16-91
Mary Susan Cable	On Leave	08-06-91
Barbara L. Caine	Hopkins	08-15-91
Guadalupe M. Camacho	Allen-Field	07-26-91
Nancy K. Carolan	Longfellow	07-26-91
Maria G. Carter	Hamilton	08-02-91
Kristina M. Clark	Bell	07-16-91
Sandra J. Courneene	Bell	08-09-91
Peter J. Dale	Webster	07-31-91
Margaret Damiano-Lantz	Craig	08-19-91
Russell G. Decker	Berger	07-25-91
Jennifer L. DeMoe	Edison	08-21-91
Annette Dominguez	Morgandale	07-22-91
Susan M. Engebretson	Gaenslen	08-26-91
Julie Eutizzi	65th Street	08-14-91
Katherine M. Gage	Mitchell	07-23-91
Julie A. Giwosky	Emerson	08-16-91
Steven J. Greenquist	Auer Avenue	08-02-91
Carolyne Grotsky	MacDowell	07-16-91
Richard D. Gregory	37th Street	07-31-91
Lisa J. Haack	Gaenslen	08-29-91
Juana A. Harrison	Marshall	06-17-91
Jude M. Hartwick	Audubon	08-07-91
Dorothy N. Hawkins	Parkview	08-21-91
Linda M. Holmes	Gaenslen	07-28-91
Arlious Jackson	Holmes	07-17-91
Amy Jarvis	Wisconsin Ave.	08-14-91
Gabrielle Jarzembowski	Burbank	07-30-91
Tanya M. Johns	Forest Home	07-11-91
Clare Kennedy Jorgenson	On Leave	10-12-90
Carol Justin	Holmes	08-19-91
Elissa B. Kahn	Day-to-Day	08-19-91
Susan Kappas	Thoreau	08-01-91
Kim M. Kawczynski	Audubon	08-02-91
Marie C. Kaye	Washington	08-20-91
Joseph M. Kluber	Lincoln Downtown Ed.	08-20-91
Russell G. Kumbier	Day-to-Day	08-29-91
Tammy Jo LaRene	Steuben	08-15-91
Marilyn S. Leys	King	07-29-91
Adeline L. Lohr	Maryland	06-17-91

Maureen J. Look	Walker	08-26-91
Patricia E. Lyons	On Leave	08-19-91
Steven A. Macejkovic	Milwaukee Tech	07-17-91
Karen L. Mallaro	Brown	08-06-91
Patricia N. Mayer	Allen-Field	08-06-91
Robert J. McGlinn	Allen-Field	07-01-91
Mary K. Mentkowski	Robinson	08-09-91
Michelle T. Miller	Wisconsin Ave.	07-18-91
Keith Murphy	37th Street	08-29-91
Todd N. Murray	Longfellow	08-08-91
Rosemarie J. Nicksic	Goodrich	07-19-91
Amy M. Ottens	Keefe	08-22-91
Thomas J. Petra	Bell	08-12-91
Ann R. Pinter	Wausau - EE & SS. Center	08-29-91
Lynn Pluemer	Walker	08-05-91
Paul D. Race	Milw H.S. of the Arts	08-20-91
Victor S. Richards	On Leave	07-17-91
Jill A. Ries	Whitman	08-20-91
Jeffrey D. Ristow	Washington	07-19-91
Martha E. Rogers	Wausau - EE & SS Center	08-21-91
Claire Rogowski	Fritsche	08-20-91
Mark C. Rohlfing	Lincoln Avenue	08-05-91
Emily M. Roos	Wausau - EE & SS Center	08-01-91
Maggie J. Ryan	Congress	07-30-91
Andrea J. Schmitz	Siefert	08-15-91
Colleen A. Schulz	On Leave	08-13-91
Andrew Schumann	Edison	07-31-91
Tracy Sheridan	88th Street	08-05-91
Jeanine M. Sherman	Morse	08-23-91
Benton L. Shoemaker	Eighth Street	10-08-91
Janet Slagowski	Burroughs	08-01-91
Janice I. Sodos	Robinson	07-11-91
Daniel M. Sonnenberg	Lloyd Street	08-21-91
Catherine L. Storey	37th Street	08-12-91
Florence M. Strozewski	Parkview	06-14-91
Paul S. Thusius	Fulton	07-24-91
Michael D. Thurmond	On Leave	07-31-91
Gladys L. Vahl	Vincent	08-29-91
Holli Vanderhei	Philipp	07-28-91
Amy R. Varon	Sholes	08-19-91
Linda M. Waddell	Humboldt Park	08-30-91
Colleen M. Walter	35th Street	08-16-91
Lynn F. Wells	Garfield	08-29-91
Rosemary Whalen	Wausau - EE & SS Ctr.	08-06-91
Tommy D. Wicker	Fritsche	08-19-91
Richard A. Widder	Forest Home Region	07-08-91
Mayra E. Witt	Hamilton	08-15-91

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

1. In accordance with Board action on October 22, 1990 (Proc., p. 285-287), the Secretary-Business Manager assumed responsibility for the Department of Human Resource Management. On

December 19, 1990 (Proc., p. 402;406), the Board approved a reorganization of business department areas which included the establishment of a separate Department of Labor Relations.

2. At its meeting of December 19, 1990 (Proc., p. 406), the Board referred to the Committee on Legislation and Rules for its consideration a motion by Director O'Connell to amend pertinent Board rules regarding the alignment of the Human Resource Management functions. That motion is currently pending before the Committee.

3. Since taking office, the Superintendent has reviewed the organizational structure of the Department of Human Resources and has concluded that further modifications must be made in order to provide a high level of service in meeting school district needs. In order to achieve the goals set forth by the Board, the following recommendations are being made with respect to the Department of Human Resource Services and the Department of Labor Relations.

4. The recommended changes are detailed on the attached organizational charts. It should be noted that compensation administration will remain a function of Human Resource Services and employee benefits administration will remain in the Insurance and Risk Management Department.

Your Committee recommends:

1. That the Department of Human Resource Services report directly to the Superintendent, with a "dotted line" relationship to the Secretary-Business Manager because of the ongoing coordination efforts in the staffing function related to classified and civil service employees.

2. That the position of Director of Human Resource Services be changed to Assistant Superintendent for Human Resource Services.

3. That the Director of Labor Relations report to the Assistant Superintendent for Human Resource Services, with a "dotted line" relationship with the Secretary-Business Manager, since this is the final step in the grievance process for classified employees per collective bargaining agreements.

4. That the position of Assistant Director of Human Resource Services be changed to Director of Staffing Services.

5. That the Affirmative Action Officer report to the Assistant Superintendent for Human Resource Services.

* * * * *

(ITEM 9) The Superintendent advised your Committee that:

1. Prior to the 1980-1981 school year, all of our MPS high schools competed in the Milwaukee High School Athletic Conference.

2. Since the 1980-1981 school year MPS has been involved in two conference alignments with the most recent beginning in 1985-86 and placing Bay View, Hamilton, Pulaski, and South in a conference with three Racine and two Kenosha high schools.

3. Since the MPS high schools have been involved in realignment, several problems have surfaced that have been on-going regardless of the realignment pattern:

a. Attendance at team sport contests involving non-MPS schools is very low. It is not unusual to see as few as 20 or 30 fans at football games involving Racine and Kenosha schools. During games in 1990 on the weekend of October 5 and 6, 1990, two home games in the Big 9 Conference averaged 306 spectators, for a total of 612. In comparison, five games in the City Conference totaled 3,670

spectators, for an average of 734, with one game over 1,000 spectators. Attendance at basketball

games in the Big 9 Conference is a little higher, but nothing like the sell-outs that occur on a regular basis for City Conference basketball games.

b. Students are returning from contests in Kenosha and Racine as late as 11:30 PM and then must travel to their homes, often located in the inner city, from a south side school. For example, at the end of the third marking period during the 1990-1991 school year, 19 students competed for Pulaski High School in boys basketball and 14 students competed in girls basketball. Of that number, 27 or 81% lived in or near the inner city and had to make late night trips to their homes. If games were on a school night, those students were at a distinct disadvantage during the following school day.

c. Transportation costs are higher for contests in Kenosha and Racine since we are billed by time and mileage. A trip to Racine or Kenosha costs between $100.00 to $150.00. A trip within the city usually costs between $50.00 and $80.00. That means that transportation costs for a City Conference school for girls basketball for an entire season would be approximately $1,000.00 to $1,600.00 while the same type of program at a Big Nine school would cost between $2,000.00 and $3,000.00

d. MPS teams have had very little success in other alignments, especially in golf, tennis, and swimming. The families of our students are not in an economic position to support specialized training, such as swim clubs and tennis camps. Although we offer instruction at costs ranging from nominal to free, our students are hampered by their lack of experience, since most did not start the sports at as early an age as students in surrounding suburbs, Racine or Kenosha.

4. In a unified city conference, schools would still retain ample opportunity for contests with non-MPS schools. Typically, all non-conference contests are scheduled with non-MPS schools. For sports like basketball, four non-conference contests are allowed. For baseball, usually four to six non-conference contests are allowed. In soccer, coaches can schedule up to six non-conference contests. In individual sports like cross country, track and swimming, coaches traditionally arrange their entire schedules with schools both in and out of the conference and have conference obligations only for the conference championship meets.

5. A realignment survey administered in January, 1991, through the interscholastic athletic office, indicates that 86% of the MPS coaches surveyed and 89% of MPS high school administrators favor a return to a unified conference. The principals of Bay View, Hamilton, Pulaski, and South unanimously support a return to a unified city conference.

Your Committee recommends:

1. That the Board support the WIAA's plan to align the Milwaukee Public High Schools into one conference - namely the Milwaukee City Conference.

2. That schools be expected to schedule the majority of their non-conference athletic events with Chapter 220 member schools.

* * * * *

(ITEM 10) Your Committee reports having received informational reports from the Superintendent and the Secretary-Business Manager on the following matters:

A. Report on the Affirmative Action Personnel Transactions for the Month of August, 1991

B. Report on Administrative Appointments by Gender

C. Report on the Revised School Selection Process

Separate consideration having been requested of Items 2, 8 and 9, 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 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 recommendations regarding the establishment of a position of Assistant Superintendent for Human Resource Services and relating to the communication from the Superintendent which was set aside for separate consideration, Director O'Connell moved concurrence. Director Johnson moved for separate consideration of the salary amount. The recommendation of the Superintendent prevailed, (excluding salary) the vote being as follows:

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

Noes—None.

The motion on the recommended salary of $84,000 prevailed, the vote being as follows:

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

Noes—Directors Johnson and O'Neil—2.

Item 9 of the report, relating to the authorization for realignment of Milwaukee Public High School into one athletic conference having been set aside for separate consideration, Director Small moved adoption of the recommendation.

Director O'Connell moved to amend the recommendation by requesting that the Milwaukee Public Schools petition the WIAA Board of Control to consider a permanent MPS seat on the Board of Control.

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.

Director O'Connell moved for adoption of the motion as amended.

The motion prevailed, the vote being as follows:

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

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

COMMITTEE ON LEGISLATION AND RULES

Director O'Connell 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 the Secretary-Business Manager advised your Committee that:

1. 1989 Wisconsin Act 4 designated for the Milwaukee Public Schools a number of employees who served at the pleasure of the Superintendent and were not subject to normal tenure rules.

2. The positions removed from tenure rules include the superintendent of schools, deputy superintendent of schools, associate superintendent of schools, secretary-business manager of the board, executive assistant to the superintendent of schools, assistant to the superintendent of schools, community superintendent, division director and department director [119.42 (l)].

3. Because of the recent reorganization, it is appropriate for the Board to designate the persons included in the provisions of the act, that is, those who serve at the pleasure of the superintendent.

Your Committee recommends that the Board affirm that any person serving in any of the following positions serves at the pleasure of the superintendent:

Deputy Superintendent
Associate Superintendent
Assistant Superintendent for Human Resource Services*
Assistant to the Superintendent
Director, School Accountability and Support
Director, Public Information
Director, School System Personnel Needs
Director, School Administrator's Service Bureau
Director, Leadership Academy and School Based Management
Director, Department of Community Relations
Director, Department of Student Services
Director, Department of School Safety
Director, Department of Alternative Education
Director, Department of Bilingual Multicultural Education
Director, Department of Curriculum and Instruction
Director, Department of Exceptional Education and Supportive Services
Director, Department of Community Recreation and Educational Services
Director, Department of Labor Relations
Director, Department of Staffing Services*

*Contingent upon approval of a recommendation pending before the Personnel and Negotiations Committee

* * * * *

(ITEM 2) The Superintendent and Secretary-Business Manager advised your Committee that:

1. Board Rule 10.03 states in part that "...representatives of publishers or manufacturers of school supplies of any kind shall secure from the superintendent a card of permission stating the purpose of the calls. This card shall be presented to the principal of the school by the representative upon entering any school building."

2. The function of screening these representatives and issuing cards was performed by Administrative Services. When that department was eliminated, the process was taken over by the Deputy Superintendent's Office, and then moved to Purchasing Services about one year ago. There are obvious problems and safety concerns associated with a central office department issuing authorization cards granting outsiders access to school buildings. For the most part, these representatives are totally unknown to central office personnel, especially when they pertain to items such as class rings, yearbooks and numerous promotional enterprises such as T-shirts and items meant for resale to students. It is possible for an unscrupulous or even a dangerous person to obtain access to a school building under the guise of being a "sales representative."

3. Since having possession of the card confers a sort of "status" on the bearer, and since it is impossible to adequately screen all applicants for the card, it would be better if no cards at all were issued. We are recommending that the card be eliminated, and the rule replaced with one which makes it clear that it is the principal who has the authority to determine who is admitted to his or her building.

Your Committee recommends that Board Rule 10.03 be amended as follows:

10.03 **Commercial agents.** ~~(1) Before entering any school building on business of a commercial nature, representatives of publishers or manufacturers of school supplies of any kind shall secure from the superintendent a card of permission stating the purpose of the calls. This card shall be presented to the principal of the school by the representative upon entering any school building. All such cards shall be issued for a limited period not to extend beyond June 30 of each year following date of issue, and may be revoked by the superintendent at any time. No such card of permission shall be issued to any person or organization, except the representatives of state bonded educational publishers or representatives of school supply and equipment manufacturers.~~

~~(2) The admission of commercial agents other than as above provided shall be cause for the suspension or permanent removal of the person admitting them.~~

Sales or marketing representatives of publishers or manufacturers of school supplies of any kind shall seek permission from the principal of the school upon entering any school building for the purpose of marketing publications or school supplies.

* * * * *

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

1. Section 119.18(16) of the Wisconsin Statutes provides that:
(16) GIFTS AND GRANTS. The Board may receive, accept and use gifts or grants of furniture, books, equipment, supplies, moneys, securities or other property used or useful for school and educational purposes. The board shall make use of gifts or grants, or invest the same in the case of moneys, as the donor or grantor specifies. In the absence of any specific direction as to the use of such gifts or grants by a donor or grantor, the board may determine the use of or may invest the same in accordance with the law applicable to trust investments. In the use, control or investment of such gifts or grants, the Board may exercise the rights and powers generally conferred upon trustees.

2. In an opinion dated June 20, 1991, the City Attorney has indicated that the Board may delegate its authority to receive, accept, and use gifts which are given by a donor who specifies the use of the gifts. However, the Board must act as a trustee and determine the use or investment of gifts which are given with no specification by the donor. A copy of the City Attorney's opinion is attached.

3. Current policy requires the acceptance of all gifts by the Board. The vast majority of the gifts received are intended for individual schools, the use is specified, and the value is usually not large. The requirement for Board approval often results in a one month delay in the school accepting the gift. Many of these gifts are from school organizations or parents to the school and requiring central office and Board approval results in needless delay and paperwork. (The only major exception would be when special installation of a gift is required.) In most instances, the principal should be the person to accept or decline the gift.

4. In her opinion, the city Attorney indicated that:

   In the event the Board determines that it will delegate its authority to receive, accept and use gifts which are given by a donor who specifies the use of the gifts, the Board may wish to adopt a rule concerning this delegation. For example, the Board may decide that it does not want to delegate its authority to receive, accept and use gifts exceeding a given value. Also, the Board may want to consider vesting its authority in one administrator to ensure that gifts are not received which are discriminatory in nature. We would be happy to assist the Board in drafting any rule it deems appropriate.

Your Committee recommends that if the Board determines it wishes to delegate its authority to receive, accept, and use gifts which are given by a donor who specifies the use of the gifts, the administration be directed to work with the City Attorney to develop suitable language for Board approval. As this language is developed, that the City Attorney include language regarding the value of gifts to schools by vendors and that there be a specific dollar amount as to the what schools can accept from vendors.

* * * * *

(ITEM 4) The Superintendent and Secretary-Business Manager advised your Committee that:

1. The inner-city schools of this Nation enroll disproportionately large numbers of poor, limited-English proficient and disabled young people.

2. The academic achievement of the Nation's average urban youngster is now below that which would enable him/her to prosper in an increasingly interdependent and competitive global economy.

3. Urban schools have substantially higher dropout rates than other schools.

4. Decreasing numbers of urban school graduates are enrolling in and successfully completing higher education.

5. Inner-city school buildings require over $5.0 billion to repair and renovate, and that urban children face greater substance abuse and health challenges than other children.

6. The nation cannot meet its education goals unless its inner-city schools also attain them.

7. The Urban Schools of America Act is intended to help urban school districts meet the national education goals by providing:

•$1.5 billion in formula allocations to increase achievement, readiness, and graduation rates; recruit and retain qualified teachers; prepare graduates for their future; and strengthen the curriculum (MPS would receive $18.6 million).

•$1.5 billion in formula allocations to help school districts to repair and renovate older school buildings (MPS would receive $19.6 million).

•$100 million in formula allocations to help provide school districts with additional resources to strengthen their own research capabilities (MPS would receive $1.2 million).

Your Committee recommends that the Board of School Directors of the Milwaukee Public Schools urge our representatives in the United States House of Representatives and United States Senate to cosponsor and support the "Urban Schools of America (USA) Act".

* * * * *

(ITEM 5) The Superintendent and Secretary-Business Manager advised your Committee that:

1. The 1990 census has been completed and the City has begun the process of redrawing aldermanic district boundaries.

2. Section 119.08 (1)(b) of the statutes provides that:

   "(b) Within 60 days after the common council of the city enacts an ordinance determining the boundaries of the aldermanic districts in the city following the federal decennial census under s. 62.08 (1), the board shall, by vote of a majority of the membership of the board, adopt an election district apportionment plan for the election of board members which shall be effective until the city enacts a new ordinance under s. 62.08 (1) redetermining the aldermanic district boundaries."

   Accordingly, MPS must revise its own election district boundaries.

3. It seems advisable that the Board seek expert advice in creating its new districts. In doing so, the Board may wish to establish general guidelines for revision of any election district. Specific guidelines the Board may wish to establish could include the following:

   a. Any revision should be designed to increase minority representation on the Board.

   b. Any revision should be designed to preserve existing member/constituent relations wherever possible and consistent with number one above.

Your Committee recommends that the Board ask the administration to prepare a Request For Proposal (RFP) for revision of the Board election districts and that any revision be designed with the following guidelines in mind:

1. Attaining and maintaining representation of minorities on the Board proportional to the projected presence of minorities in the district as a whole over the coming decade.

2. Maximizing the chances for election of a representative from the Hispanic Community.

3. Increasing opportunities for voter participation by having election districts that reflect the existing neighborhoods and communities of interest.

* * * * *

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

1. MPS pupils who transfer to the suburbs under the Chapter 220 program and are eligible for Chapter 1 services are provided those services by the suburban school district. Subsequently, the suburban school district bills MPS for reimbursement of its costs. This process of reimbursement results in the allocation of less resources for Chapter 1 pupils attending MPS than for those who transfer to the suburbs. In 1990-1991, the average suburban cost for serving Chapter 1 pupils was $1,287 per pupil, nearly twice the $676 remaining to serve those who stayed in MPS.

	Estimated Total Amount	Number	Estimated per Pupil Amount
Total MPS Chapter 1 Grant	$23,321,000	34,100	$684
Less: Ch 220 Transfers to Suburbs	$592,673	460.5	$1,287
Amount for Milwaukee Pupils	$22,728,327	33,639.5	$676

2. If the per pupil suburban reimbursement for Chapter 1 services to MPS transfer pupils did not exceed the Chapter 1 per pupil grant amount in 1990-1991, MPS would have retained $277,691 which could have been used to provide additional services to pupils attending MPS.

Your Committee recommends that the Board support legislation which would limit the per pupil suburban reimbursement for Chapter 1 services to MPS residents to the average per pupil Chapter 1 grant amount to MPS. That the Board ask the Department of Public Instruction for an evaluation of suburban use of these funds.

* * * * *

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

1. Assembly Bill 484 would establish temporary spending limits on budgeted per pupil costs for school years 1991-1992 through 1993-1994. The allowable rate of increase would be the average increase in the all-urban Consumer Price Index less 1% for the prior calendar year.

2. School boards may exceed the allowable increase if a referendum is approved. The penalty for exceeding the allowable increase without referendum approval is loss of an equal amount of state aid in the subsequent school year.

3. An arbitrator would be prohibited from adopting a final offer which would cause a violation. Costs of debt service, emergencies, government orders and health insurance are excluded from the limit. Fifty percent of the unspent allowable increase in any year would be added to the allowable increase for the subsequent year.

4. Both the Senate and Assembly have approved AB 484, but in different forms. Currently, a conference committee has been appointed to reconcile the differences, but it has not met. The Speaker has said the Assembly will not approve spending limits for 1991-1992 as the school district budget process is newly complete.

5. The Governor continues to support limits on school district spending and municipal property tax levies. He should be expected to demand legislative action again in the debate over school

aids for 1992-1993 (which must be restored as most aid appropriations had been vetoed to zero).

Your Committee recommends that the Board go on record opposed to cost controls. Should cost controls legislation be passed, the Committee recommends that the Board support an amendment to AB 484 to base the allowable spending increase on the rate of increase in the Consumer Price Index.

* * * * *

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

1. AB 150 and 161 and SB 144 allow police to take a child into custody, revoke a minor's work permit and suspend a student's driver's license.

2. AB 151 and SB 145 allow school boards to authorize personnel or police officers to take truants into custody with parent or school authorization. The bills also provide for counseling or evaluation for children at risk services.

3. AB 152 and SB 147 provide for suspension of the driver's license of a dropout.

Your Committee recommends that the Board oppose Assembly Bills 150, 151, 152, and 161 and Senate Bills 144, 145 and 147. These bills are punitive in effect and do not fully address the motivation deficits of such students. Instead consider later support for an alternative plan to be proposed by County Sheriff Artison called the Truancy Abatement and Burglary Suppression Plan. This plan is modeled after a similar program implemented by the San Jose Police Department. Sheriff Artison backs a plan that would allow law enforcement officials to take truants into custody and release them to two designated community agencies that would each house an MPS liaison who would counsel the truant back into a school.

* * * * *

(ITEM 9) The Superintendent and Secretary-Business Manager advised your Committee that SB 239 requires licensed school administrators to have regular contact as a teacher, coach, counselor or in some other capacity with pupils enrolled in the school district.

Your Committee recommends that the Board oppose SB 239.

* * * * *

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

1. SB 247 amends the Learning Assistance Grant program to require an M-team to recommend appropriate programs and services for any K-8 child it evaluates and does not recommend for special education. Currently, the M-team must include recommendations for school and community programs that may benefit the child.

2. The principal may designate a teacher in the pupil's school to prepare an annual written report describing programs and services provided to the pupil, progress made by the pupil and recommending continuation or changes in the programs and services.

3. The report shall be given to the parents each year until the teacher and the parents agree that the report is no longer needed.

4. In 1990-1991, 1,130 K-8 students had an M-team evaluation and were not recommended for exceptional education.

5. No funding is provided for the additional programs which may be required.

Your Committee recommends that the Board support an amendment to SB 247 to provide full funding for additional programs which may be required.

* * * * *

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

1. AB 511 creates a teacher loan assistance program which would assume the responsibility to repay up to $10,000 in educational loans obtained by a teacher. To be eligible the teacher must have graduated from college in the top 25% of his or her class and agree to teach at MPS.

2. The state's obligation is limited to the appropriation and no appropriation is provided. A fully funded program would provide loan forgiveness of:

   (a) 10% or $1000 after the 1st year of teaching;
   (b) 12.5% or $1250 after the 2nd year;
   (c) 15% or $1500 after the 3rd year;
   (d) 20% or $2000 after the 4th year; and
   (e) 42.5% or $4250 after the 5th year.

Your Committee recommends that the Board support AB 511 with an amendment to fully fund the program beginning in 1992-1993.

* * * * *

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

1. The Governor has vetoed the following new appropriations in the 1991-1993 state budget approved by the Legislature:

Subject	State Appropriation Vetoed	Estimated Amount Allocated for MPS
Student mobility grants	$200,000	$150,000
School based management grants in MPS	$150,000	$150,000
A pregnancy prevention program at MPS middle schools	$250,000	$250,000
		$550,000

2. The Governor has vetoed the following appropriation increases in the 1991-1993 state budget approved by the Legislature:

Subject	Appropriation Increase Vetoed	Estimated Amount Allocated for MPS
Driver education aid	$2,514,600	$186,000
P-5 grants	$900,000	$600,000
		$786,000

3. The Governor has vetoed the following provision of the 1991-1993 state budget approved by the Legislature:

Subject	Provision	Estimated Revenue Loss to MPS
TIF supplemental aid	Entire appropriation of $36,827,900	$6,000,000
MPS kindergarten pupils in day care centers	Formula count for general aid	$572,000
		$6,572,000

4. The estimated total revenue loss to MPS as a result of the Governor's vetoes is $7,908,000 in 1991-1992.

Your Committee recommends that the Board join with other educational and municipal interests to attempt to restore the full amount of TIF aid in the October legislative session.

* * * * *

Separate consideration having been requested of Items 1, 2, 5, and 6, 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 administrative positions which serve at the pleasure of the Superintendent having been set aside for separate consideration, Director O'Connell moved adoption of the recommendation and the amendment contained in the Superintendent's communication.

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

Ayes—9; Noes—0.

Item 2 of the report, relating to the amendment of Board Rule 10.03 placing authority for building admittance of sales and marketing representatives with the principal of the school, having been set aside for separate consideration as it required a suspension of Board Rules for immediate adoption, Director Johnson moved suspension and concurrence.

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

Ayes—9; Noes—None.

Item 5 of the report relating to a recommendation of an RFP to address Board redistricting issues, having been set aside for separate consideration, Director O'Neil moved for adoption of the recommendation.

Director Lucey moved to amend the recommendation for the request for proposal (RFP) that in the request the consultants breakout the fees for development of a plan consistent with existing State law and separate the fees for alternatives as outlined in the RFP, thereby allowing the Board the option of choosing from various alternatives. The consultants would also develop a nine district plan with two city-wide seats. A fee scale will be presented for providing multiple scenarios under present State law.

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

Ayes—Directors Bills, Johnson, Lucey, Sinicki, Small and President Mitchell—6.

Noes—Director O'Connell—1.

Present—Director O'Neil—1.

The motion prevailed as amended, the vote being as follows:

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

Noes—None.

Item 6 of the report, relating to a recommendation to support legislation to limit the per pupil reimbursement for Chapter I services, having been set aside for separate consideration, Director O'Neil moved adoption of the recommendation. The motion prevailed, the vote being the same as that preceding.

Ayes—9; Noes—None.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM 1) The Superintendent advised your Committee that:

1. During the Spring of 1991, a major effort was launched to involve teachers, parents, principals, staff, and members of the community in setting developmental learning goals for Milwaukee's students from kindergarten through grade 12. A great deal of input and information was gathered through such means as meetings of teacher delegates from every

school, a conference of all MPS principals, town hall meetings, parent and community surveys, and meetings of educational organizations.

2. In June and early July, a representative group of 80 people convened for three weeks to assimilate the ideas and views gathered over the spring and move the K-12 curriculum and instruction process forward. The group was highly diverse in ethnicity, subject area, and roles played in the district; for the first time, teachers from every grade level, parents, principals, and a variety of staff people worked together over a sustained period to shape curriculum and instruction for the Milwaukee Public Schools.

3. A number of products emerged from the summer work, which are further elaborated in the report entitled, *MOVING FORWARD WITH K-12 TEACHING AND LEARNING: A Working Model*.

   •The committee articulated ten K-12 learning goals to focus curriculum and instruction efforts system-wide.

   •One to five performance indicators corresponding to four developmental stages were developed for each of the learning goals. These help to translate each learning goal into specific performances students will master. Because the indicators are limited in number, are performance-based, and broadly stated, they allow schools to exercise creative initiative and flexibility in developing programs for meeting the performance.

   •Implementation plans were developed for disseminating the goals; generating a process by which they could be gradually revised in response to changing needs and understandings in the district; and organizing services.

Your Committee recommends that:

1. That the Board of School Directors accept the report, *MOVING FORWARD WITH K-12 TEACHING AND LEARNING: A Working Model*, as a guide for curriculum and instruction change in the district.

2. That the administration continue to bring progress reports to the Board on a quarterly basis.

* * * * *

(ITEM 2) The Superintendent advised your Committee that

1. The Board asked that a group be created and charged with developing a policy statement relating to vocational and technical education in the Milwaukee Public Schools.

2. Some thirty-six persons representing business, industry, labor, higher education, MPS and the larger community were invited to participate on the task force. The group held its initial meeting on May 30, 1991. At that meeting Mr. Jasna delivered the charge to the group and set the time line for its activities. Each member received publications and documents pertinent to the topics for review prior to the next meetings. At the next several meetings, committee members were briefed on vocational and technical education in MPS and on other initiatives that impact that area. They also created a steering committee to facilitate the work of the group.

3. The task force and its steering committee met regularly in June, July and August to prepare the policy statement which is attached.

4. The task force views its work as the initial step in a continuing process involving curriculum, facilities, staff development and interaction with business, industry/labor and higher education. For this reason it views the creation of a Council for Vocational and Technical Education as critical to the success of vocational and technical education in our system.

Your Committee recommends that:

1. The Board accept the report of the Vocational and Technical Education Policy Task Force.

2. The Council for Vocational and Technical Education be established.

3. The Board adopt the policy statement on Vocational and Technical Education included in this report.

* * * * *

(ITEM 3) The Superintendent advised your Committee that:

1. Historically Milwaukee Public Schools has provided educational programs to individuals with mental retardation. Various names, e.g., Special C; Programs for Retarded; and Programs for Students with Mental Retardation, have been used to identify the program.

2. Recent state legislation mandates the use of the term "cognitive disabilities" in lieu of "mental retardation" when referring to individuals with the handicapping condition of mental retardation. The latter term was deemed pejorative when used as a reference.

3. As required by current regulations reflected in PI 11, the American Association of Mental Deficiency (AAMD) definition of mental retardation (significantly subaverage general intellectual functioning which exists concurrent with deficiencies in adaptive behavior manifested during the developmental period) will continue to be used as criteria for the identification of individuals who are cognitively disabled.

Your Committee recommends that the name of Programs for Students with Mental Retardation be changed to Programs for Students with Cognitive Disabilities.

* * * * *

(ITEM 4) The Superintendent advised the Committee that:

At its meeting on August 28, 1991 (Proc., p. 220), the Board referred the following resolution, which was introduced by Director Mallory, to the Instruction and Community Relations Committee:

WHEREAS, The Milwaukee Public Schools and the Milwaukee Board of School Directors have been committed to providing quality education to all of its students; and

WHEREAS, The Milwaukee Public Schools has sought various options to meet the needs of its students; and

WHEREAS, The Milwaukee Public Schools has established various alternative programs for children and has further contracted with outside agencies for other programs and services; and

WHEREAS, The Milwaukee Public Schools has utilized services of Community Based Organizations in contracting educational services for children; and

WHEREAS, The Milwaukee Board of School Directors is committed to having these programs provide quality education; and

WHEREAS, The board requires that such programs be comprehensive in nature with an appropriate supportive services and extracurricular activities; and

WHEREAS, Such programs must have qualified, well-trained staff which can meet the needs of our students; and

WHEREAS, One of the goals is to have students return to the Milwaukee Public Schools; therefore, be it

RESOLVED, That the administration review existing Board and district policies and guidelines; and be it

FURTHER RESOLVED, That the administration bring back to the Board policies, procedures, and guidelines for establishing and monitoring alternative, contracted educational services; and be it

FURTHER RESOLVED, That the administration bring back to the Board contract language, and a reporting mechanism which would allow in depth statistical reporting to the Board regarding the progress of each of these programs.

Your Committee recommends that the resolution be adopted.

* * * * *

(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 September 11, 1991.

A. Report on the Career Assessment Training Program

B. Report on the Evening School

C. Report on Parent Involvement in the Milwaukee Public Schools

D. Report on the Status of Indian Education

E. Report on Magnet School Funding

* * * * *

Separate consideration having been requested of Item 1, 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 recommendations relative to acceptance of the Moving Forward with K-12 Teaching and Learning report and establishment of quarterly report procedures, having been set aside for separate consideration, Director O'Connell moved adoption of the recommendation.

Director Sinicki moved that the recommendation be amended by modifying the report as follows: page 23, add "staff and parents;" page 26 add "teams of both parents and teachers."

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily Absent—1.

The motion prevailed as amended, the vote being as follows:

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

Noes—None.

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 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:

BITUMINOUS PAVING WORK

RESURFACE PLAYGROUNDS

DIVISION 1 - BRUCE SCHOOL

Payne & Dolan, Inc.

second low bidder . . . . . .$ 31,500.00

DIVISION 2 - GARLAND SCHOOL

Payne & Dolan, Inc.

low bidder . . . . . .$ 28,200.00

DIVISION 3 - WHITMAN SCHOOL

Payne & Dolan, Inc.

low bidder .. . . . . $ 35,500.00

* * * * *

(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:

VOICE MAIL SYSTEM (Info Serv. for Ex Ed)

WISCONSIN BELL COMMUNICATIONS
low bidder . . . . . $ 39,192.83

102 EACH COLOR TV MONITOR/RECEIVERS (VARIOUS)

AMERICAN TV
low bidder . . . . . $ 51,714.00

86 EACH VCR'S (various)

AMERICAN TV
low bidder . . . . . $ 33,712.00

* * * * *

(ITEM 3) The Superintendent advised your Committee that the following donations have been offered:

SCHOOL OPERATIONS FUND

School	Donor	Amount or Estimated Value	Gift/Purpose
Parkman	Shannon Tharp	$250.00	Purchase of incentive gifts
Washington	Wisconsin Bell	5,000.00	Computer Specialty Trust
WICOR Foundation		3,000.00	Computer Specialty Trust

EXTENSION FUND

Community Recreation	U.S. Tennis Association	1,000.00	Seed Grant for Adult Tennis
U.S. Tennis Association		750.00	Transportation for Jr. Tennis
U.S. Tennis Association		2,985.00	Tennis Rackets
First Wisconsin National Bank		4,500.00	T-Shirts for Youth Programs
Prudential Foundation		700.00	Beulah Brinton Community Center

All of the following contributions are for the Survive Alive House:

Allen-Field PTA	$100.00
Allstate Foundation	85,000.00
American Family Insurance	250.00
American Legion Auxiliary FDR Unit #444	309.40
American Legion Auxiliary Cy-Weber-Milwaukee Road	200.00

Unit #18

American Legion Auxiliary Milwaukee County Conference of Units	267.00
American Society of Safety Engineers	500.00
Audubon PTSA	100.00
Bob & Ann Bassett	50.00
Mary Katherine Batten	100.00
Bell Middle School	100.00
Bryant PTO	100.00
Burbank School	100.00
CNA Insurance	5,000.00
City of Milwaukee, Bldg. Inspection, EEO Committee	100.00
82nd Street PTA	100.00
Emerson PTA	100.00
Fairview PTA	100.00
Fifty-fifth Street PTA	70.00
Fritsche PTSA	100.00
Garden Homes School	125.00
Garland PTA	100.00
Goodrich PTA	100.00
Grant PTO	100.00
Grantosa Drive PTA	100.00
Debbie Grusaynski and Nancy Curry	150.00
Hampton School	284.56
Mary Handrich-Gaffey	100.00
Herbert Kohl Charities	200.00
Hi-Mount PTA	100.00
Willard D. Issacs	50.00

J.C. Penney Department Store & Catalog Div.	100.00
Lifeline Medical Systems	400.00
Lloyd Street Student Council	150.00
Local 2754, AFSCME AFL-CIO	100.00
Longfellow PTA	100.00
MacDowell Montessorian's PTA	100.00
Manitoba School & PTA	148.73
Milwaukee City Council of PTA/PSTA's, Inc.	100.00
Milwaukee Fire Historical Society	100.00
Milwaukee Ladies of UNICO	300.00
Milwaukee Realtor's Youth Foundation	5,000.00
Morgandale School	115.00
95th Street PTA	100.00
Pick-N-Save	2,000.00
Silver Spring School	100.00
65th Street PTA	100.00
67th Street PTA	100.00
Southside Businessmen's Club of Milwaukee	100.00
Southside CI	1,000.00
Thirty-fifth Street PTA	100.00
Time Insurance Co.	500.00
James & Kathleen Warner	50.00
Todd & Jan-Marie Weiler	100.00
Wheaton Franciscan	30,000.00
Wisconsin Energy Corp.	2,500.00
Wisconsin Gas Co.	15,000.00

Wright Middle School	100.00

	Youth Foundation, Inc.	5,000.00
	Zamlen-Holman Post, No. 9378 V.F.W.	100.00
	Reddy & Associates Design	500.00
	Whitman PTA	134.28
	Jeffrey C. Quazaire	108.00
	Wisconsin Electric Co.	50.00

EXTENSION FUND

Pettit Community	Community Recreation Corp. To finance the evening and weekend program to be known as the Grand Ave. School Lighted School House Project	$71,747.00

* * * * *

(ITEM 4) The Secretary-Business Manager advised your Committee that:

1. On August 28, 1991 (Proc., p. 219), the Board received a communication from Mr. John Hays, principal of South Division High School, on behalf of Centro de la Comunidad Unida and the Friends of the Hispanic Community, Inc.

2. The purpose of the communication is to request the use of South Division High School auditorium for the presentation of the Ballet Folklorico "Quetzalli" de Veracruz.

3. Tickets to the performance would be sold, ranging in prices of $3 to $8. The revenue from the ticket sales would be the property of the Ballet Company.

4. The Ballet Company will be providing a number of complimentary tickets to the school. In addition, the Company will be presenting workshops and seminars throughout the day of the event, to the students of South Division High School.

5. The principal is requesting to co-sponsor the event. The co-sponsoring would involve the school absorbing the direct costs in opening the building for the event. These costs would consists of personnel salaries for two security aides, the engineering staff and the stage manager.

Your Committee reports having given hearing to a representative of Centro do la Comunidad Unida and the Friends of the Hispanic Community, Inc.

Your Committee recommends that the Board approve the co-sponsorship proposal, and that Board Rule 9.01 be suspended to allow a building use permit to be issued, with the understanding that Centro de la Comunidad Unida and/or the Friends of the Hispanic Community, Inc. will submit all appropriate documents relative to use of a Milwaukee Public Schools facility for this form of event.

* * * * *

(ITEM 5) The Superintendent advised your Committee that:

1. Student enrollments within Programs for Students with Cognitive Disabilities and Emotional Disabilities have exceeded the original program projections. In addition, local budget

reductions resulted in certain ED classes having no paraprofessional support for severe units. In order to provide appropriate opportunities for the placement of students identified as having a cognitive or emotional disability, it is necessary to open three more classes - two cognitive disabilities and one emotional disabilities.

2. In addition, given the severity of the students' disabilities in these expansion programs and to support existing programs whose support was previously eliminated from the local budget, it is recommended that 7.50 paraprofessionals (1.50 Programs for Students with Cognitive Disabilities and 6.00 Programs for Students with Emotional Disturbance) and 1.50 handicapped children's assistants (1.50 Programs for Students with Cognitive Disabilities) be added to provide support to the instructional programs of these students.

Your Committee recommends that $290,076 be transferred from funding set aside for exceptional education expansions to the appropriate accounts.

* * * * *

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

1. The local government property insurance fund - State of Wisconsin (State Fund) currently writes the property insurance for Milwaukee Public Schools (MPS). The premium for the July 1, 1990-June 30, 1991 policy period was $407,641.

2. For the July 1, 1991, renewal, in early June it was decided that competitive bidding was in order under the MPS 3 year agreement with Schroeder/GBG. The State Fund renewal premium for the July 1, 1991-June 30, 1992 period was $352,396 which included (1) a $64,612 credit for buildings with alarm/protection systems and (2) flood and earthquake coverage not previously carried. The Schroeder/GBG quote was $325,600.

3. Note that the Insurance and Risk Management Services Department requested the State Fund to give the alarm credit to MPS for the July 1, 1990-Jun 30, 1991 policy year since this option was not previously communicated to MPS. The State Fund has agreed to do this and same will be presented to their board early September for approval. Upon approval, MPS will receive a check in the amount of approximately $60,000 for this credit.

4. Due to the tight time constraints which prevented proper evaluation of each quote and the need to allow bidders to quote consistent terms and insurable values, it was decided to postpone consideration of the bids until October 1, 1991. The State Fund agreed to renew coverage on July 1, 1991, with no penalty for early cancellation if they do not win the bid on October 1, 1991.

5. The premium quoted for the October 1, 1991-September 30, 1992 policy year is as follows:

State Fund	$352,296
Schroeder/GBG	$315,300

Please refer to the attachment for a comparison of insurance coverages offered by each company. Essentially, the Schroeder/GBG bid is comparable to the State Fund program and in parts the coverage is better than the existing State Fund program.

The insurance carriers, Allianz and Fireman's Fund, have common ownership and are based in California. These insurance carriers are not covered under the Wisconsin state guarantee

fund. See attached financial data on these companies which show good financial strength and track record.

6. It bears special note that the DBE, GBG, Inc. (sub-contractor), was the party responsible for introducing their relationship with Allianz/Fireman's Fund to Schroeder (prime contractor) which provided this opportunity for both MPS and Schroeder.

7. This represents an annual savings of $92,341 in comparison to last year's premium (this excludes the $60,000 alarm credit). Also, Schroeder/GBG were low bidder by $37,096.

Your Committee recommends that the MPS property insurance program be awarded to Allianz/Fireman's Fund through the Schroeder/GBG joint venture as "New Business."

* * * * *

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

1. At its meeting of December 7, 1976 (Proc., pp. 374-375), the Board authorized the sale of a portion of the Hamlin Garland School site to the State of Wisconsin for use in the construction of the Airport Spur freeway. Included in this sale were other considerations such as expansion of the playground to the western property line located at South 15th Place. South 15th Place had been previously vacated by action of the Common Council in 1967 when the school was constructed.

   The vacation of the street and playground expansion resulted in a 36' wide parcel outside of the fenced-in playground and school site. The parcel is of no use to the district. (A plan showing the parcel is attached.)

2. At its meeting of March 30, 1982 (Proc., p. 705), the Board took action relative to this parcel as a result of an inquiry from Mr. Alan J. Staeger who is the adjacent property owner. At that time, the Board declared the parcel as surplus and authorized its sale to Mr. Staeger at fair market value.

3. Since that time, Mr. Staeger and the City of Milwaukee have been unable to come to a mutually agreeable price and the negotiations have ceased. In June 1991, Mr. Staeger contacted the school system with another offer (see attachment). Further discussions have resulted in a tentative agreement in which the parcel would be sold for the equivalent of an outstanding benefit assessment of $2,052. There would also be no further costs to the school system since Mr. Staeger would be responsible for all future fees and taxes.

Your Committee recommends that the remnant parcel at the Hamlin Garland School be approved by the Board to be sold to Mr. Alan J. Staeger for one dollar ($1) and the equivalent benefit assessment of $2,052 to be paid by the purchaser at the time of closing on the condition that the Board of School Directors not be responsible for any and all future costs associated with this parcel.

* * * * *

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

1. The Department of Human Resource Management has, as a practice, awarded employees retiring with 15 or more years of service a recognition plaque.

2. Funds for these plaques are contained in the Department of Human Resource Services' budget.

3. During the recent reorganization of the Department a request for funding for the 1991-1992 school year was omitted.

4. There are funds in the Department's 1991-1992 budget that can be transferred to establish an employee awards line item.

Your Committee recommends that $5,000 from the residency line item account in the Department of Human Resource Services' budget be transferred to establish an employee awards line item.

* * * * *

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

1. The January, 1991 reorganization of the Business Department functions resulted in the loss of one secretary position in the Office of the Secretary-Business Manager. The loss of the secretary position and an increased office workload due to the reorganization has adversely affected the ability of the Secretary-Business Manager's Office to carry out the responsibilities of the office in an effective and efficient manner.

2. Two positions, the Director of Financial Services and the Director of Labor Relations, were funded for the entire 1991-1992 year. To date, one of these positions remains vacant. Excess funds exist within these business department accounts due to these vacancies to fund a secretarial position.

Your Committee recommends that $22,000 ($11,000 per account) be transferred from the Director of Financial Services and the Director of Labor Relations accounts to fund a School Secretary II position in the Secretary-Business Manager's Office.

* * * * *

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

1. The Milwaukee Board of School Directors has over the past years, affiliated itself with various professional organizations such as NSBA (National School Board Association); WASB (Wisconsin Association of School Boards); and the Council of Great City Schools.

2. The current year's budget of $24,000 for Board Memberships, Dues and Fees was budgeted in accordance with prior year's membership dues and fees paid. Prior years' Memberships, Dues and Fees paid were $13,650 to the Council of Great City Schools; $7,803 to WASB; and $5,000 to NSBA.

3. Recently, the Council of Great City Schools Board adopted a resolution which restructured membership dues. Accordingly, the membership dues for the Milwaukee Board of School Directors was increased from $13,650 to $24,000. Membership dues for NSBA and WASB are $5,000 and $8,036 respectively.

Your Committee recommends that $13,000 be transferred from the Contingent Fund to the Board of School Directors' Membership, Dues and Fees Account.

* * * * *

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

1. Public Law 874 provides funding aid to school districts for pupils residing on federal properties, pupils whose parents are employed on federal properties and pupils who are in the uniform services.

2. Federal regulations require that school districts applying for Public Law 874 funds must annually file a resolution approved by the Board of School Directors designating the authorized representative to act on matters pertaining to funding under the law.

3. The Secretary-Business Manager has been the Board's authorized representative since 1982.

Your Committee recommends that the Board adopt the following resolution:

Resolved, by the Milwaukee Board of School Directors, that Ms. Suzanne M. Lundin, Secretary-Business Manager, is appointed to be fully authorized to make application and to sign all documents required for funds available to the Milwaukee Public Schools from the federal government under Public Law 874.

* * * * *

(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 September 12, 1991:

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

B. Statement of Operating Revenues

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$ 541,632,538	$ 10,235,067	$ 551,867,605	$ 312,641	$ 551,554,964	0.1%
Categorically Aided	31,485,309	3,037,423	34,522,732	5,444,411	29,078,321	15.8%
School Nutrition	22,075,595	75,150	22,150,745	158,159	21,992,586	0.7%
Construction	8,863,368	8,152,658	17,016,026	127	17,015,899	0.0%
Extension	5,857,258	177,439	6,034,697	5,678	6,029,019	0.1%

C. Statement of Expenses

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Expenditures (2)	Unexpended Balance	Percent Expended
School Operations	$ 541,632,538	$ 10,235,067	$ 551,867,605	$ 42,311,753	$ 509,555,852	7.7%
Categorically Aided	31,485,309	3,037,423	34,522,732	3,772,798	30,749,934	10.9%
School Nutrition	22,075,595	75,150	22,150,745	1,305,558	20,845,187	5.9%
Construction	8,863,368	8,152,658	17,016,026	14,858,0345	2,157,991	87.3%
Extension	5,857,258	177,439	6,034,697	1,077,108	4,957,589	17.8%

(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 August 31, 1991, and payrolls through August 30, 1991.

D. Monthly Expenditure Control Report

E. Report On Environmental Issues Facing the District, Including Asbestos,

Lead and Radon

Separate consideration having been requested of Items 4, 6, and 10, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—9; Noes—0.

Item 4 of the report, relating to recommendations relative to a Central Office sponsorship proposal for the presentation of the Ballet Folklores "Quetzalli" de Veracruz at South Division having been set aside as a suspension of Board Rules, Director Mallory moved suspension of the Rules and adoption of the recommendation. The motion prevailed, the vote being the same as that preceding:

Ayes—9; Noes—0

Item 6 of the report relating to a recommendation authorizing the award of the MPS property insurance to Allianz and Fireman's Fund through the Chris Schroeder/GBG joint venture, having been set aside for separate consideration,.Director Small moved for adoption of the recommendation. The motion prevailed, the vote being as follows:

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

Noes—Director Johnson—1.

Present—Directors Sinicki and Small—2.

Item 10 of the report, relating to a recommended authorization of a $13,000 Contingent fund transfer to cover the Board's membership, dues and fees account, having been set aside as it required a suspension of Board Rules, Director Small moved for adoption of 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.

NEW BUSINESS

Director O'Connell moved for reconsideration of the recommendation from the Secretary-Business Manager relating to the busing of students to St. Agnes School due to hazardous conditions.

The motion for reconsideration prevailed, the vote being as follows:

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

Noes—None.

Present—Director Johnson.

The motion to approve the recommendation authorizing the busing of students to St. Agnes School prevailed, the vote being as follows:

Ayes—Directors Lucey, O'Connell, O'Neil, Sinicki and President Mitchell—5.

Noes—Director Small—1.

Present—Director Johnson—1.

Director Lucey moved for suspension of Board Rules and that the November and December Board meeting dates be changed to November 20, 1991, and December 18, 1991.

The motion prevailed, the vote being as follows:

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

Noes—None.

COMMUNICATIONS AND PETITIONS

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

Communication from the Milwaukee Building and Construction Trades Council relative to increases in wages for various trades.

Referred to the Committee on Personnel and Negotiations.

Communication from Mrs. Britton, requesting that the Board give hearing regarding transportation to Burroughs Middle School.

Referred to the Committee on Finance and Facilities.

Communication from the Jeremiah Missionary Baptist Church, requesting permission to use the Custer High School parking lot during religious services.

Referred to the Committee on Finance and Facilities.

RESOLUTIONS

By Directors Bills, Johnson, Lucey, Mallory, O'Connell, O'Neil, Sinicki, Small and President Mitchell:

WHEREAS, Raymond E. Williams has left the Milwaukee Public Schools after 30.7 years of loyal and exemplary service to the children and citizens of the City of Milwaukee; and

WHEREAS, Raymond E. Williams' record as an elementary teacher, assistant principal, and principal from 1960 to 1976 is typified as outstanding; and

WHEREAS, From 1976 to 1991, Raymond E. Williams served as the Executive Director of the Department of Administrative Services, the Director of Student Services, and the Assistant Superintendent

of the Department of Human Resource Services providing loyal, conscientious, and professional service; and

WHEREAS, Under Raymond E. Williams' leadership, the Department of Human Resource Services provided personal, effective service to staff members, schools, and community members and implemented creative staffing procedures; therefore, be it

RESOLVED, That the Board of School Directors extend deep appreciation and admiration for Raymond E. Williams' many years of outstanding service to the children and staff of the Milwaukee Public Schools and their well wishes for a successful Assistant Superintendency in San Diego, California; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent minutes of the Board of School Directors; and be it

FURTHER RESOLVED, That the Board instruct the Secretary-Business Manager to have an engrossed copy of this resolution, suitably signed and sealed, prepared and delivered to Raymond E. Williams in recognition of his work and services to the students, parents, staff, administration, community, and Board members during his professional career with the Milwaukee Public Schools.

The resolution was adopted by unanimous consent.

The Board adjourned at 11:07 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of September 30, 1991

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	360	401		7	606	6	63	67	11	1	761
K3	302	243		5	289	40	34	156	22		546
PK	74	49			117		4	2			123
K4	2072	1942		40	2110	143	380	1258	82	1	4014
K5	4214	4021		92	4618	311	823	2279	106	7	8236
01	4952	4449		112	5533	326	957	2365	108		9401
02	4412	4182		105	5051	325	846	2174	93		8594
03	4122	3998		81	4692	323	842	2093	89		8120
04	4026	3804		96	4458	291	808	2085	92		7830
05	3956	3700		86	4449	278	754	2014	75		7656
06	4014	3816		96	4673	253	756	1965	87		7830
07	3557	3561		90	4270	205	726	1748	79		7118
08	3220	3098		83	3693	174	627	1683	58		6318
09	4109	3982		102	4689	195	762	2264	78		8091
10	3497	3358		80	3743	213	629	2107	83		6855
11	2646	2722		48	2794	169	486	1819	51	1	5368
12	1958	2198		43	2035	153	325	1554	46		4156
13	6							6			6
Invalid	5	5			2	1	2	4		1	10
TOTAL	51502	49529		1166	57822	3407	9824	27643	1160	11	101033

Total Active Detached..... 43 (Included above) Total Suburban Transfers—5706

Total Inactive..... 707 (Not included above)

Brown Deer	177	Glendale-River Hills	124	Mequon-	224	St. Francis	145
Cudahy	246	Greendale	268	New Berlin	92	Wauwatosa	841
Elmbrook	236	Greenfield	325	Nicolet	135	West Allis	392
Fox Point	155	Hamilton	61	Oak Creek	336	Whitefish Bay	348
Franklin	345	MapleDale-Indian Hills	83	Shorewood	374	Whitnall	277
Germantown	37	Menomonee Falls	310	South Milwaukee	368		

School	Enrollment	% of Atten	Author Staff	Adm Team	School	Enrollment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1595	89.9	103.0	5.0	Milwaukee Tech	1964	93.0	131.0	4.0
Custer	1172	87.0	78.0	4.0	North Division	1005	80.0	99.0	6.0
Hamilton	1807	91.8	111.0	5.0	Pulaski	1650	80.0	102.0	5.0
Juneau	848	90.8	60.0	3.0	Riverside	1507	91.6	106.0	5.0
King	1218	96.1	73.0	3.0	South Division	1737	77.8	125.0	5.0
Madison	1546	82.2	77.0	5.0	Vincent	1444	87.3	95.0	5.0
Marshall	1300	84.0	80.0	5.0	Washington	1629	82.7	114.0	5.0
MHS of the Arts	829	96.7	60.0	3.0	TOTAL	10315	89.4	642.0	33.0
MIDDLE SCHOOLS									

Audubon	926	93.0	63.0	3.0	Parkman	565	88.8	47.0	3.0
Bell	923	93.2	64.0	3.0	Robinson	511	95.0	39.0	2.0
Burroughs	939	93.1	63.0	3.0	Roosevelt	707	95.2	49.0	2.0
Edison	783	92.1	67.0	3.0	Sarah Scott	670	92.9	52.0	3.0
Fritsche	984	93.6	66.0	3.0	Sholes	855	90.2	59.0	3.0
Fulton	583	93.4	47.0	3.0	Steuben	932	93.9	60.0	3.0
Grand Ave.	758	94.4	52.0	3.0	Walker	837	90.8	58.0	3.0
Kosciuszko	761	89.5	58.0	3.0	Webster	941	93.2	63.0	3.0
Lincoln	631	92.1	43.0	2.0	Wright	766	93.6	60.0	
Morse	1163	96.0	67.0	3.0					
Muir	940	91.8	67.0	3.0	TOTAL	16175	92.9	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	389	95.0	18.2	1.0	Kagel	393	92.2	24.4	1.0
Allen Field	1003	95.9	53.5	2.0	Keefe Av.	622	94.0	38.3	2.0
Auer	628	97.0	39.0	1.5	Kilbourn	409	93.0	23.0	1.0
Barton	564	96.0	27.0	1.5	Kluge	603	96.5	31.5	1.5
Berger	552	95.0	33.8	1.5	LaFollette	609	96.5	40.3	2.0
Brown St.	579	95.0	36.0	2.0	Lancaster	588	94.6	29.0	1.5
Browning	442	96.1	23.3	1.0	Lee	599	95.0	36.2	2.0
Bruce	558	95.1	28.1	1.5	Lincoln Av.	661	98.3	30.5	1.5
Bryant	570	94.1	30.5	1.5	Lloyd St.	571	96.1	33.0	1.5
Burbank	560	94.4	23.8	1.5	Longfellow	653	97.0	32.0	1.5
Burdick	521	94.0	30.0	1.5	Lowell	287	94.4	11.9	1.0
Carleton	469	97.0	23.6	1.0	MacDowell	529	95.8	26.0	1.5
Cass	595	95.0	37.1	2.0	Manitoba	468	97.3	31.5	2.0
Clarke	504	96.4	30.4	1.5	Maple Tree	534	95.3	24.0	1.5
Clemens	443	95.0	23.2	1.0	Maryland Av.	333	95.4	20.2	1.0
Clement	478	94.9	21.5	1.0	McNair	290	95.0	17.0	1.0
Congress	477	96.2	22.9	1.5	Golda Meir	241	97.4	14.7	1.0
Cooper	403	95.0	24.5	1.0	Mitchell	776	94.8	34.5	2.0
Curtain	340	95.2	18.2	1.0	Morgandale	591	96.0	26.8	1.5
Doerfler	686	95.6	31.5	1.5	Multilingual	334	90.2	21.0	1.0
Douglass	287	97.5	14.4	1.0	Neeskara	433	96.3	29.0	1.0
Dover	637	95.0	29.0	1.5	Ninety-fifth	319	96.0	17.1	1.0
Early Childhood	315	92.7	17.1	1.0	Palmer	582	93.9	42.1	2.0
Eighty-eighth	377	92.5	18.2	1.0	Parkview	379	95.9	19.5	1.0
Eighty-first	465	95.4	20.8	1.0	Phillip	342	93.9	18.7	1.0
Eighty-second	504	96.7	25.5	1.0	Pierce	542	93.8	35.5	2.0
Elm	555	97.0	31.5	1.0	Riley	625	96.0	33.6	1.5
Emerson	261	96.0	15.7	1.0	River Trail	343	95.0	20.5	1.0
Engleburg	497	96.0	27.6	1.5	Seventy-eighth	552	94.0	29.0	1.5
Fairview	540	95.4	32.0	1.5	Sherman	570	97.1	27.6	1.5
Fernwood	454	93.3	28.0	1.5	Siefert	621	95.0	36.2	1.5
Fifth-fifth	511	96.4	23.8	1.0	Silver Spring	347	93.6	19.2	1.0
Fifty-third	380	96.3	20.2	1.0	Sixty-fifth	371	95.0	17.5	1.0
Forest Home	946	95.4	47.5	2.0	Sixty-seventh	317	95.9	15.9	1.0
Franklin	600	98.5	41.0	1.5	Story	503	97.0	33.9	2.0
Fratney	342	94.0	18.7	1.0	Stuart	335	96.5	18.0	1.0
Gaenslen	644	93.8	55.0	2.0	Thirty-eighth	562	97.7	26.7	1.5
Garden Homes	478	95.4	29.1	1.5	Thirty-fifth	332	96.2	14.4	1.0
Garfield	436	96.4	26.3	1.0	Thirty-first	505	96.5	28.8	1.5
Garland	348	94.0	14.4	1.0	Thirty-seventh	570	86.9	31.1	1.5
Goodrich	430	96.2	22.0	1.0	Thoreau	707	96.0	33.0	1.5
Grant	610	95.9	27.3	1.5	Tippecanoe	223	93.8	13.5	1.0
Grantosa	598	96.0	34.5	1.5	Townsend	520	96.7	21.5	1.0
Granville	458	95.4	26.5	1.0	Trowbridge	347	94.4	19.2	1.0
Green Bay Av.	606	96.0	30.3	1.5	Twenty-first	603	75.5	39.0	1.5
Greenfield	406	98.4	18.0	1.0	Twenty-seventh	641	94.0	39.0	2.0
Hampton	590	95.9	30.0	1.5	Ungraded	291	93.0	12.9	1.0
Happy Hill	499	95.9	24.3	1.5	Urban Waldorf	343	95.3	20.0	1.0
Hartford	578	96.7	31.7	2.0	Victory	478	97.0	28.5	2.0
Hawley	324	96.0	16.4	1.0	Vieau	606	96.9	36.0	2.0
Hawthorne	396	95.0	18.0	1.0	Wheatley	617	95.4	40.5	2.0
Hi-Mount	489	96.0	24.5	1.0	Whitman	444	94.2	23.5	1.0
Holmes	686	93.7	46.9	2.0	Whittier	204	97.4	8.4	1.0
Hopkins	820	94.0	48.5	2.0	Wisconsin Av.	707	94.3	31.0	2.0
Humboldt Park	571	99.2	30.0	1.5	Zablocki	602	94.1	31.0	1.5
Irving	712	93.7	38.5	2.0	TOTAL	55695	95.0	3033.4	151.5

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
					OTHER SCHOOLS				
Craig	104	77.0	13.0	1.0	Manitoba Ortho.	97	96.0	.0	.0
Demmer	86	67.0	6.0	1.0	Mitchell Alt HS	107	72.6	11.0	1.0
Hayes	99	70.0	15.5	1.0	Pleasant View	146	87.9	16.0	1.0
Kilmer	157	89.4	17.5	1.0	Sixty-eighth	116	65.9	15.0	1.0
Lady Pitts	220	70.0	15.5	1.0	Stay	80	93.9	4.0	1.0
Lapham Park	116	73.7	10.0	1.0	Commun. Based	792		22.0	.0
Lavarnway	45	90.0	3.0	1.0	TOTAL	2165	79.0	148.5	11.0
					MPS TOTAL	84350	93.7	4967.9	252.5

SUPERINTENDENT'S MONTHLY REPORT as of September 30, 1991
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.	48	1	2005	12	21	0	313	3	905	10	33	0	3325	26	3351
Emotion. Dist.	23	0	1378	42	2	0	120	3	516	25	27	1	2066	71	2137
Autistic	0	0	74	5	1	0	3	1	47	2	1	0	126	8	134
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	1	32	34	2	0	6	8	16	32	0	1	57	76	133
Physically Hdcp.	5	0	226	115	12	3	57	12	163	118	7	5	470	253	723
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	2	0	70	26	11	3	17	3	83	16	12	0	195	48	243
Mentally Ret.	12	3	1188	207	15	7	124	28	371	97	11	5	1721	347	2068
Speech/Languag e	35	22	1799	12660	47	32	239	207	1016	657	35	36	3171	2220	5391
School Age Par.	0	0	0		0	0	0	0	0	0	0	0	0	0	0
Disability Total	126	27	6772	1707	111	45	879	265	3117	957	126	48	11131	3049	14180
Ethnic Totals	153		8479		156		1144		4074		174		14180		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 30, 1991

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

Present—Directors Bills (6:16 PM), Lucey, Mallory (6:16 PM), 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:

September 26, 1991

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, September 30, 1991, in Room 155 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering performance evaluation of the Superintendent and the performance evaluation of the Board's Secretary-Business Manager.

In order to consider such performance evaluation for the Superintendent and performance evaluation for the Secretary-Business Manager, the Board may convene pursuant to Section 19.85 (1)(c), Wisconsin Statutes, in executive session.

SUZANNE M. LUNDIN
Secretary-Business Manager

REVISED MEETING NOTICE

Director Small moved that the Board retire to executive session for the purpose of considering performance evaluation of the Superintendent and the performance evaluation of the Board's Secretary-Business Manager.

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 adjourned from executive session at 10:55 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 7, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 7:20 P.M.

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:

October 1, 1991

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

Please be advised that a worksession of the Board of School Directors will be held at 7:00 PM, Monday, October 7, 1991, in Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing the draft report of educational standards, and the relationships of these standards to the Facilities Master Plan.

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 the draft report of educational standards, and the relationships of these standards to the Facilities Master Plan.

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 7:21 P.M.

The Committee of the Whole rose at 9:59 P.M.

The Board adjourned at 10:00 P.M.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 23, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 7:18 PM.

Present—Directors Bills, Johnson (8:00 PM), 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:

October 17, 1991

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, October 23, 1991, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussion and taking action on the Request for Proposal for Milwaukee Public Schools Redistricting of Board election districts.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director Small moved that the Board resolve itself into a Committee of the Whole for the purpose of discussing and taking action on the Request for Proposal for Milwaukee Public Schools Redistricting of Board election districts.

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 7:19 PM.

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

President Mitchell, who chaired the Committee of the Whole, reported that the Committee had given hearing in the matter of requests for proposal for redistricting the Board election districts.

Director Mallory moved approval of the actions taken by the Board in the Committee of the Whole which included:

a. an extension of the deadline for submission of an RFP to November 4 at 4:00 PM;

b. public notice of the Board's request for proposals be given in the newspapers;

c. a revision to the RFP to include one plan that complies with current legislation and one alternative pending possible statutory changes.

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.

The Board adjourned at 9:34 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 30, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 6:10 PM.

Present—Directors Lucey (6:13 PM), O'Connell, O'Neil, Sinicki, Small, and President Mitchell—6.

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

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

October 28, 1991

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, October 30, 1991, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of conferring with legal counsel concerning strategy to be adopted, including settlement authorization, with respect to litigation in which the Board is involved and litigation in which the Board is likely to become involved. In order to consider these matters, the Board may convene in executive session pursuant to Sec. 19.85 (1)(g), Wisconsin Statutes.

The Board may then reconvene in open session in the room and at the place first above identified to act upon matters considered in executive session. Within 12 hours after the adjournment of this special meeting, the Board may convene another special Board meeting or a regular Board meeting at the time and place specified in the notice for those meetings.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director O'Connell moved that the Board retire to executive session for the purpose of conferring with legal counsel concerning strategy to be adopted, including settlement authorization, with respect to litigation in which the Board is involved and litigation in which the Board is likely to become involved.

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 6:12 PM.

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

SUZANNE M. LUNDIN

Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 30, 1991

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

Present—Directors Bills (6:40 PM), Johnson (7:07 PM), Lucey, Mallory (6:52 PM), O'Connell (6:40 PM), O'Neil, Sinicki, Small, and President Mitchell—9.

Absent—None.

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

October 28, 1991

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, October 30, 1991, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of developing negotiation strategies for the upcoming negotiations with various employee bargaining units. In order to consider these matters, the Board may convene in executive session pursuant to Sec. 19.85 (1)(c) and (e), Wisconsin Statutes.

The Board may then reconvene in open session in the room and at the place first above identified to act upon matters considered in executive session. Within 12 hours after the adjournment of this special meeting, the Board may convene another special Board meeting or a regular Board meeting at the time and place specified in the notice for those meetings.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director Small moved that the Board retire to executive session for the purpose of developing negotiation strategies for the upcoming negotiations with various employee bargaining units.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 6:40 PM.

The Board adjourned from executive session at 7:40 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 30, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 7:47 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:

October 28, 1991

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, October 30, 1991, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing the number and composition of election districts for School Board members.

The Board may thereafter convene its regular October 30, 1991 Board meeting at the time and place specified in the notice for that meeting.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director Small moved that the Board resolve itself into a Committee of the Whole for the purpose of discussing the number and composition of election districts for School Board members.

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 7:50 PM.

The Board rose from the Committee of the Whole at 8:12 PM.

President Mitchell, who chaired the Committee of the Whole, reported that the Committee had given hearing on the number and composition of election districts for School Board members.

Director Bills moved for authorization to take legislative initiative to give the Board flexibility in the election of School Board members.

The motion prevailed, the vote being as follows:

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

Noes—Directors Johnson, Mallory, Small, and President Mitchell—4.

The Board adjourned at 8:13 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 30, 1991

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:21 PM.

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

Absent—None

SECRETARY-BUSINESS MANAGER'S COMMUNICATIONS

October 30, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

At the October 17, 1992, Finance and Facilities Committee Meeting, Brown Street Academy parents petitioned the School Board to reinstate bus services at 2:30 P.M. Brown Street Academy has an extended day program, whereby eighty-five percent (85%) of the students are transported home at 5:00 P.M.

The 2:30 P.M. bus service was eliminated during the 1991-1992 budget deliberations. The cost to reinstate the service is $90,000.

Therefore, it is recommended that committee recommendation be amended to include a contingent fund transfer in the amount of $90,000 to restore the transportation at Brown Street School (Item 8 of the Finance and Facilities Committee Report).

Respectfully submitted,

SUZANNE M. LUNDIN
Secretary- Business Manager

Held for discussion with Item 8 of the Finance and Facilities report.

October 30, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

At its meeting of February 27, 1991, the Board authorized MPS to continue using the services of Chris Schroeder Insurance, Inc. and GBG, Inc. for a three year period commencing July 1, 1991, and ending June 30, 1994. This authorization pertained to insurance services in the areas of general liability, boiler and machinery, auto insurance, professional errors and omissions, crime, student professional liability and foreign travel insurance.

We recently completed a thorough review of our insurance and risk management programs handled by the Chris Schroeder Insurance Agency. This review revealed some opportunities to restructure

our casualty insurance program and achieve higher limits in critical areas of sexual abuse and molestation, and athletic events.

In addition, we took the opportunity to outline broker service requirements of the Schroeder/GBG joint venture and we will now be requiring claims management, risk analysis, and loss prevention services from our insurance broker. In order to meet these service requirements, Schroeder/GBG expanded their venture to include the services of Marsh and McLennan, a national insurance broker who has a local office here in Milwaukee. This is being done to improved service to MPS. The Milwaukee office of March and McLennan has access to additional insurance markets and brings strengths to the Schroeder/GBG joint venture which will prove to be beneficial to all parties concerned.

The initial project for the new partners is to develop and present for consideration an alternative to our current casualty insurance program. In concept, such a program will include an element of self-insurance on the front end, with high-end catastrophe insurance protection and broader coverage. Such a program will enable MPS to have more control over its insurance programs and will reduce the effects of adverse swings in the insurance cycle.

We welcome this addition to the joint venture and are very pleased with the approach taken by Schroeder/GBG in meeting MPS service and insurance needs.

Respectfully submitted,

SUZANNE M. LUNDIN
Secretary- Business Manager

Reviewed and ordered placed on file.

October 30, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Notice of Claim and Claim against the Milwaukee Public Schools served by Jeffrey A. Karp, Attorney, on behalf of Ayinde Garry, a minor, and his parents, James and Jacqueline Garry, for injuries allegedly sustained by Ayinde Garry at the Rufus King High School on May 16, 1991.

   Claim is in the sum of $35,000.

2. 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 Marshawn Wilks, a minor, and her mother, Lynee Wilks, for injuries allegedly sustained by Marshawn Wilks at the Grantosa Elementary School on January 23, 1991.

   Claim is made in the sum of $250,000.

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

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)

Director Small moved for concurrence.

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.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of September 2, 1991, to September 30, 1990, 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. 4679 to 7339, inclusive:

Payrolls (net of withholdings)	$16,834,327.83	
Accounts	27,786,892.76	
		$44,621,220.59

CONSTRUCTION FUND

Accounts, Voucher Nos. 481 to 801, inclusive:

$3,762,839.99

EXTENSION FUND

Payrolls and Accounts, Voucher Nos. 247 to 326, inclusive:

Payrolls (net of withholdings)	$127,604.63	
Accounts	261,649.16	
		$ 389,253.79
	TOTAL	$48,773,314.37

The accounts marked with an asterisk are final payments on building contracts, which will be paid after they have been approved by the Board.

The accounts were allowed, the vote being as follows

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

Noes—None.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

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

October 30, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM 1) In accordance with action taken by the Board on August 1, 1971, (Proc., pp. 82-83), concerning the approval of personnel transactions relating to full-time classified employees, the Superintendent 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:

APPOINTMENTS

Name and Assignment	Date	Position and Salary	Increment Date
Byron Andrews School Safety	08-30-91	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	08-30
Lenior Calvin School Safety	08-30-91	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	08-30
Michael Carter School Safety	08-30-91	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	08-30
Jerry Conley School Safety	08-30-91	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	08-30
Ozell Cox School Safety	08-30-91	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	08-30
Carla Eckert Dover	08-28-91	Food Service Mgr. Trainee $7.05/hr.($10,772.40/yr.) (Replacement for promotion)	08-28
John Floryance School Safety	08-30-91	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	08-30
Elizabeth Giese Headstart	09-30-91	Health Specialist $25,000.00/yr.	09-30

(New position)

Colleen Hehling School Safety	08-30-91	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	08-30
Kimberly Hoover School Safety	08-30-91	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	08-30
Darold Lawrence School Safety	08-30-91	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	08-30
John A. Linn Fac. & Main.	11-18-91	Contract Specialist $39,315.12/yr. (New position)	11-18
Karen Lorbeske Allen-Field	08-28-91	Food Service Mgr. Trainee $7.05/hr.($10,772.40/yr.) (Replacement for promotion)	08-28
Robert Reis Fac. & Main.	11-18-91	Office Equipment Technician $28,714.14/yr. (New position)	11-18
Brian Rouse School Safety	08-30-91	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	08-30
Jason Shelander School Safety	08-30-91	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	08-30
Karla Triggs School Safety	08-30-91	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	08-30
Jennifer Tucker Steuben	08-28-91	Food Service Mgr. Trainee $7.05/hr.($10,772.40/yr.) (New position)	08-28
Gail Walton School Safety	08-30-91	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	08-30
Keith Whitlow School Safety	09-23-91	School Safety Aide $7.45/hr.($10,966.40/yr.) (Replacement for resignation)	09-23
Patricia Wojcinski Grant	08-28-91	Food Service Mgr. Trainee $7.05/hr.($10,772.40/yr.) (Replacement for promotion)	08-28

Veronica Hamilton School Safety	09-23-91	Safety Supervisor $21,616.00/yr.	09-23
Linda Martin Edison	08-28-91	Food Service Mgr. Trainee $7.76/hr.($11,857.28/yr.)	08-28
Carol Pscheidt Fairview	08-28-91	Food Service Mgr. II $13,353.66/yr.	01-03
Evelyn Young Parkman	09-24-91	Food Service Mgr. I $11,806.56/yr.	09-24

CHANGES IN STATUS

Name and Assignment	Date	Position and Salary	Increment Date
Donna Borowski ¢ Ex. Ed./Supp. Serv.	10-07-91	School Secretary I $21,965.06/yr.	10-07
Lorie Burgos * Pluto 2	09-17-91	School Secretary I $16,706.80/yr.	07-29
Gary Dettman + Comm.Rec./Ed. Serv.	08-30-91	Activity Specialist $13.64/hr.($26,188.00/yr.)	09-01
Lisa Gallegos # School Safety	08-30-91	School Safety Aide $7.45/hr.($10,966.40/yr.)	08-30
Elizabeth Lind * Wright	09-23-91	School Secretary I $18,240.44/yr.	07-01

¢ From a 10 month to a 12 month position
* From a 12 month to a 10 month position
+ Recalled from layoff
# From General Aide

* * * * *

(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:

APPOINTMENTS

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 30, 1991, and September 11, 1991, payroll:				
(r)(b)	Jean E. Acevedo Spanish	D	$39,546	11	08-30-91
(nr)	Veronica L. Anthony Elementary	B	23,113	0	08-30-91

(nr)	Jenny A. Antoine Physical Education	B	25,424	2	08-30-91
(r)	Teresa V. Arauco Bilingual L.D.	B	23,113	0	09-09-91
(r)	Stephanie K. Baade Elementary	B	23,113	0	08-30-91
(r)	Ann L. Baer Art	B	26,580	3	08-30-91
(r)	Derenda D. Bakken E.D.	B	25,424	2	09-03-91
(r)	Lisa A. Balistreri Art	B	24,268	1	08-30-91
(r)	Sally J. Barron Elementary	B	23,113	0	08-30-91
(nr)	Laurie A. Bartow Kindergarten	B	23,113	0	09-09-91
(nr)	Stephanie Blevins Elementary	B	23,113	0	08-30-91
(r)	Nancy B. Bonesho Physical Education	B	23,113	0	08-30-91
(nr)	Denise S. Borda Bilingual	B	23,113	.5	08-30-91
(nr)	Lucia L. Borda Bilingual	B	23,113	.5	08-30-91
(r)	Todd C. Brahm Math	B	23,113	0	08-30-91
(nr)	William F. Briesemeister Science	B	23,113	0	09-03-91
(nr)	Annabelle Brown Elementary	C	35,259	7	08-30-91
(r)	Lynn E. Brown L.D.	B	23,113	0	08-30-91
(r)	Michael L. Brox E.D.	B	24,268	1.5	08-30-91
(r)	Jewel M. Calton Kindergarten	B	24,268	1	08-30-91

(nr)	Cynthia J. Campbell Speech Pathologist	C	26,117	0	08-30-91
(r)	James P. Cannestra Upper Elementary	B	23,113	0	08-30-91
(r)	Susan L. Ceaglske EC:EEN	B	23,113	0	08-30-91
(nr)	Molli H. Chesrown Elementary	B	23,113	0	08-30-91
(r)	Joseph M. Chojnacki Kindergarten	C	28,729	2.5	08-30-91
(nr)	Robin S. Cohen Bilingual Elementary	C	26,117	0	08-30-91
(r)	Kristi Y. Cole Elementary	B	23,113	0	08-30-91
(nr)	Joan A. Collins Elementary	B	24,268	1	08-30-91
(r)	Wendy L. Cooper Art	B	23,113	0	08-30-91
(r)	Connie F. Craig Kindergarten	B	26,580	3	09-09-91
(nr)	Lynn M. Dable Upper Elementary	B	23,113	0	08-30-91
(r)	Lynda C. Dale English/French	B	25,424	2	09-03-91
(nr)	John J. DeMore Elementary	B	23,113	0	09-06-91
(r)	Kathleen A. Denuszek M.R.	B	31,200	7	08-30-91
(nr)	Pamela J. DesArmo Kindergarten	B	26,580	3	09-04-91
(nr)	Don P. Devine Elementary	B	23,113	0	08-30-91
(r)	Lizabeth S. Diekema Elementary	B	23,113	0	08-30-91
(r)	Jill M. Due Library	B	28,891	5.1	08-30-91

(r)	Honore A. Dugan English/Theater	B	24,268	1	08-30-91
(r)	Elizabeth E. Dussault French/Spanish	B	26,580	3	08-30-91
(nr)	Sandra R. Egerer Upper Elementary	B	25,424	2	09-09-91
(r)	Sandra M. Erickson Math	B	23,113	0	08-30-91
(nr)	Susan E. Franta L.D.	B	31,200	7	08-30-91
(r)	Julius W. Gaddis Upper Elementary	B	23,113	0	08-30-91
(nr)	Cindrea J. Gosh Head Start	B	23,113	0	08-30-91
(r)	Dean C. Graf Art	B	23,113	0	08-30-91
(nr)	Elizabeth C. Graser Kindergarten/French	B	23,113	0	09-06-91
(nr)	Laura J. Griesberg Elementary	B	23,113	0	08-30-91
(r)	Cathleen C. Grunwaldt Head Start	B	25,424	2	08-30-91
(r)	Maryann Grzesiak Kindergarten	B	27,735	4	09-09-91
(r)	Jane T. Guensburg Physical Education	B	24,268	1	08-30-91
(r)	Shirley J. Harlow E.D.	B	23,113	0	09-05-91
(nr)	Linda M. Harris L.D.	B	23,113	0	09-09-91
(r)	Carrie A. Hedegaard-Vacek Kindergarten	B	24,268	1	08-30-91
(r)	Karen L. Heger Math	B	31,200	7	08-30-91
(r)	Kathleen M. Hinkle Art	B	23,113	0	08-30-91

(r)	Mary J. Hofstede Elementary	B	31,200	7	08-30-91
(r)	Robert J. Hoyt Dance	B	24,268	1	08-30-91
(r)	Kimberly A. Hurst Elementary	B	23,113	0	09-03-91
(r)	Kathleen A. Itzin L.D.	B	27,735	4	09-03-91
(r)	Gerard P. Jaszewski Upper Elementary	B	31,200	7	08-30-91
(nr)	Andrew A. Kasik Physical Education	B	23,113	0	08-30-91
(nr)	Carole Kincaid French/Music	B	26,580	3	08-30-91
(r)	Corinne Kirsch Upper Elementary	B	24,268	1	08-30-91
(nr)	Jeffrey A. Kloko Upper Elementary	B	27,735	4	09-03-91
(nr)	Kim M. Klovas Elementary	B	24,268	1	08-30-91
(r)	Lisa C. Kodish M.R.	B	24,268	1	08-30-91
(r)	Lisa M. Kohler Elementary	B	23,113	0	08-30-91
(r)	Amy B. Kotecki-Espinosa Music	B	23,113	0	08-30-91
(nr)	Dean R. Kugler Physical Education	B	25,424	2	08-30-91
(r)	Judithann A. LaMarre Library	B	31,200	7	08-30-91
(r)(b)	Audrey F. Lasse Elementary	B	39,703	14.5	08-30-91
(r)	Monica T. Lawler Spanish	B	23,113	0	08-30-91
(r)	Kathleen A. Lobins E.D.	B	23,113	0	08-30-91

(nr)	Lisa L. Loven-Durky French	B	23,113	0	08-30-91
(nr)	Lisa A. Low . 5 Kindergarten	B	11,556	0	08-30-91
(nr)	Allan R. Lucht Industrial Arts	B	26,580	3	08-30-91
(r)	Robin M. Lugger Elementary	B	23,113	0	08-30-91
(r)	Cheryl M. Malaha Elementary	B	23,113	0	08-30-91
(r)	Timothy M. Malloy Elementary	B	23,113	0	08-30-91
(r)	Carolyn Marciniak Elementary	B	23,113	0	08-30-91
(r)	Carol A. Mayer Physical Education	B	23,113	0	08-30-91
(nr)	Anne M. McArdle Elementary	B	25,424	2	08-30-91
(r)	Rosalyn H. McElvain E.D./E.C.	B	24,268	1.5	09-05-91
(nr)	Abby J. McGurty E.D.	B	28,891	5	08-30-91
(r)	Jacqueline L. Meifert Elementary	B	23,113	0	09-04-91
(nr)	Catherine F. Mida Kindergarten	B	23,113	0	09-11-91
(r)	Steven C. Midthun English	B	23,113	0	09-11-91
(nr)	Stefanie L. Miller Elementary	B	23,113	0	08-30-91
(nr)	Paula A. Morvan Elementary/French	B	23,113	0	08-30-91
(r)	Roberta G. Myles Upper Elementary/French	B	25,424	2	08-30-91
(nr)	Tari A. Neumann Physical Education	B	23,113	0	09-03-91

(r)	Christine N. Nguyen French	C	27,423	1	08-30-91
(r)	Anne F. Olvera Upper Elementary/Reading	B	23,113	0	08-30-91
(r)	Christina Onela Elementary	B	23,113	0	08-30-91
(nr)	Brian R. Oyler Spanish/German	B	31,200	7	08-30-91
(nr)	Michael M. Pearson Art	B	25,424	2	09-03-91
(r)	Jacqueline S. Pecha-Koch EC:EEN	B	23,113	0	09-10-91
(r)	Susan K. Pelton Kindergarten	B	26,580	3	09-09-91
(nr)	Karen L. Petersen Kindergarten	B	24,268	1	08-30-91
(r)	James E. Radwill Physical Education	B	23,113	0	08-30-91
(r)	Betty J. Ramey E.D.	B	23,113	0	08-30-91
(nr)	Morry L. Raymond Upper Elementary	B	23,113	0	08-30-91
(r)	Dawn M. Repetti Elementary	B	23,113	0	08-30-91
(r)	Michael H. Roegner Physical Education	B	24,268	1	08-30-91
(r)	Laura J. Rothman Science	C	27,423	1	08-30-91
(nr)	Ann M. Roubal Spanish	B	23,113	0	09-09-91
(r)	Marick A. Rozek Elementary	B	23,113	0	09-03-91
(nr)(b)	Charlaine Rutberg Head Start	B	36,978	12.7	08-30-91
(nr)	Susan L. Rymer Elementary	B	31,200	7	09-03-91

(r)	Wilhelmine E. Savola Kindergarten	B	23,113	0	08-30-91
(nr)	Linda Y. Schink E.C./Ex. Ed.	C	35,259	7	08-30-91
(r)	Teri L. Siewert Elementary	B	26,580	3	08-30-91
(nr)	Sandra S. Simmons Upper Elementary	B	30,044	6	08-30-91
(r)	Earl D. Simpson E.D.	B	30,044	6	08-30-91
(nr)	Amy M. Snyder Elementary	B	24,268	1	08-30-91
(r)	Roxanne M. Soley Elementary	B	23,113	0	08-30-91
(nr)	JoEllyn R. Spaeth-Chen Head Start	B	24,268	1	08-30-91
(r)	Kieran L.Stegeman Bilingual Spanish	B	26,580	3	08-30-91
(r)	Jennifer L. Storer Spanish	B	23,113	0	08-30-91
(r)(b)	Debra D. Thomas Physical Education	B	23,113	.5	08-30-91
(nr)	David M. Todryk E.D.	B	27,735	4	09-09-91
(r)	Jennifer G. Toetz Elementary	B	24,268	1	08-30-91
(r)(b)	Ella M. Townsel L.D.	BB	31,202	7.5	08-30-91
(nr)	Dennis O. Walker E.D.	B	26,580	3	08-30-91
(nr)	Vonna M. Watson Head Start	B	23,113	0	08-30-91
(r)	Vivienne K. Weber Science	B	23,113	0	08-30-91
(nr)	Vaughn Werner Upper Elementary	B	23,113	0	08-30-91

(nr)	John H. Wiedmeyer E.D.	B	25,424	2	08-30-91
(r)	Carol L. Wortz E.D.	B	23,113	0	08-30-91
(r)	Timothy J. Zielke Plumbing	B	23,113	0	09-03-91
(r)	Karlicia R. Dukes Upper Elementary	B	23,113	0	09-19-91
(r)	Tamar S. Jacobsohn EC:EEN	B	23,113	0	09-16-91
(r)	Bonnie K. Kaminski M.R.	B	23,113	0	09-12-91
(r)	Katherine M. McCarthy Upper Elementary	B	23,113	0	09-23-91
(r)	Mildred McDowell Library	B	31,200	7	09-23-91
(r)	Timothy P. Rogers E.D.	B	23,113	0	09-12-91
(nr)	Carol B. Rose Upper Elementary	B	23,113	0	09-20-91
(nr)(a)	Sharon L. Stephan Guidance	D	32,728	4.9	09-16-91
	Effective between September 25, 1991, and October 7, 1991, payroll:				
(r)	Pamela K. Groth Speech Pathologist	C	28,729	2	09-30-91
(r)	Donna M. Korsi Spanish	B	23,113	0	09-25-91
(r)	Colleen O. Manthe Speech Pathologist	C	26,117	0	09-26-91
(nr)	Katherine M. O'Keeffe Speech Pathologist	B	23,113	0	10-01-91
(nr)	Yolanda Smith Elementary	B	23,113	0	09-30-91
(r)	Jon Zeaman Elementary	B	23,113	0	09-30-91

School Psychologists - Schedule 05

Effective between August 26, 1991, and September 11, 1991, payroll:

(r)	Lori S. Cameron	36,336	5	08-26-91

School Social Workers - Schedule 02

Effective between September 12, 1991, and September 24, 1991, payroll:

(r)	Valencia L. Drew	37,650	3	09-23-91

(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 Committeee recommends that the following individual be promoted to the classification indicated, effective upon assignment following approval by the Board:

ADMINISTRATIVE APPOINTMENT AND PROMOTION

(r)	Paul Armour	Assistant Principal Marshall High School	Schedule III, Range 12c $50,755.00

(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 January, 1992:

Hazel Moore	67th Street	September 3, 1991

Illness leave, to June, 1992:

Matthew Worman	Granville	August 30, 1991

LEAVES OF ABSENCE (cont'd.)

Maternity leave, to January, 1992:

Esamenia Avery	Day to Day (Excess)	September 18, 1991

Maternity leave, to June, 1992:

Susan Croft	Vincent	November 1, 1991
Hollice Olson	On leave	January 1, 1992
Patricia Walsh	Steuben	August 30, 1991
Michelle Wuenstel	Kluge	August 30, 1991

Personal leave, June, 1992:

Terry Hansen	Lee	August 30, 1991
Kathleen Harris	Cass	August 30, 1991
Lynda Jackson-Conyers	MHSA	August 30, 1991
Luann McKinney	Clemens	August 30, 1991
Mary St. John	Vieau	August 30, 1991
Teresa Samu	Clarke	August 30, 1991

Sabbatical leave, to June, 1992:

Anna Grosgalvis	Dept. of Curriculum and Instruction	September 30, 1991
Laura Lambrecht	River Trail/Granville	August 30, 1991

Study leave, to January, 1993:

Patricia St. George	Edison	January 27, 1992

Extension of leave for maternity, to January, 1992:

Judith Christensen	On leave	August 30, 1991

* * * * *

(ITEM 5) Your Committee recommends that the following action taken by the Board granting an unpaid personal leave be, and it hereby is, rescinded:

RESCINDING OF LEAVE:

Hollice Olson	—Was granted a sabbatical from January, 1992 to June, 1992. Institute closed. Requested a child rearing leave in it's place.

* * * * *

(ITEM 6) The following resignations have been received and accepted by the Superintendent, effective as of the dates indicated:

Mary J. Andersen	Clemens	8-21-91
Marilyn Austin	Keefe	8-29-91
Erin J. Benedetto	Walker	8-26-91
Ralph Bielenberg	On Leave	10-3-91
Gideon T. Brown	On Leave	8-20-91
Barbara Budris	Victory	8-29-91
Robert Calabrese	Day-to-Day	8-28-91
Ella S. Case	Bruce	8-28-91
Dolores B. Chicoye	Wheatley	6-17-91
Janet L. Christensen	Silver Spring	8-27-91
Miriam L. Clifford	Custer	8-25-91
Peggy Crowley	Wheatley	6-17-91
Mary K. Cullinane	Audubon	8-29-91
Jennifer L. Gibson	Maple Tree	8-29-91
Mary Glass	On Leave	8-28-91
William S. Hare	Marshall	8-29-91
Julie Hafemann Verban	On Leave	8-29-91
Lesley Hays	Browning	8-29-91
Madeline F. Heiser	Riverside	8-26-91
Daisy L. Kemp	Grantosa	8-29-91
Susan C. Koeppe	McNair	8-29-91
Randolph J. Kress	Day-to-Day	8-29-91
Loraine L. Linke	Irving	7-01-91
Patricia Marino	Curtin	8-19-91
Pamela J. McGroarty	Silver Spring	8-20-91
Tracey L. McNeely	On Leave	8-26-91
Kathy Norris	Juneau	8-27-91
Nourollah Rowhani	Cass	9-11-91
Kathleen J. O'Shea	Burroughs	8-22-91
Nancy J. Pignet	North	8-26-91
John Prendergast, Jr.	Wright	8-22-91
Joanne L. Richards	Clemens	8-22-91
Sandy C. Roller	Roosevelt	8-29-91
Fred M. Silver	On Leave	8-23-91
Donald H. Timmer	On Leave	7-01-91
Sarah K. Tunstill	Pierce	8-26-91
Luke J. Valitchka	Lincoln Center	8-27-91
Les White	On Leave	8-29-91
Frederic Wood	Hamilton	7-02-91

* * * * *

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

MPS has sought to modify its current student assignment procedures for several years. Three recent events influenced the development and timing of this plan.

In June, 1990, the Board created a School Selection Task Force to develop recommendations regarding student assignment. The Board then referred to that Task Force a resolution by Director O'Neil to reexamine student selection. Finally, my own work plan, presented to you at the August 10

Board

retreat, includes submission in October of a student assignment plan that reflects the educational objectives we discussed at that meeting.

The plan was developed with the advice of the School Selection Task Force and has been reviewed by MPS legal counsel.

The plan is being submitted to the Committee for public hearing and input. Additional public hearings have been scheduled as follows:

Monday, October 21	7:00 - 9:00 PM	Marshall High School
Tuesday, October 22	7:00 - 9:00 PM	North Division High School
Monday, October 28	7:00 - 9:00 PM	South Division High School

Please note that both the Interim Student Assignment Policy and the Report of the Discipline Work Team will be considered at these hearings, so that persons wishing to testify will not have to go to two separate hearings.

Written comments will also be accepted. They can be sent to:

Dr. Aquine Jackson
Associate Superintendent
Milwaukee Public Schools
Post Office Drawer 10K
Milwaukee, WI 53201

Written comments should be submitted no later than October 28.

After the hearings have been concluded and comments received, the document will be revised based on the testimony and will be submitted to the Personnel and Negotiations Committee for action on November 11. If approved by the Committee, the full Board will act on the document on November 20.

Your Committee reports having given hearing to interested parties on the Proposed Transitional Student Assignment Plan.

* * * * *

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

This report was developed to address disciplinary issues in MPS schools as soon as possible. The report includes recommendations for implementation during the second semester of this school year.

The report is being submitted to the Committee this evening for public hearing and input. Additional public hearings have been scheduled as follows:

Monday, October 21	7:00 - 9:00 PM	Marshall High School
Tuesday, October 22	7:00 - 9:00 PM	North Division High School
Monday, October 28	7:00 - 9:00 PM	South Division High School

Please note that both the Interim Student Assignment Policy and the Report of the Discipline Work Team will be considered at these hearings, so that persons wishing to testify will not have to go to two separate hearings.

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Written comments should be submitted no later than October 28.

After the hearings have been concluded and comments received, the document will be revised based on the testimony and will be submitted to the Personnel and Negotiations Committee for action on November 11. If approved by the Committee, the full Board will act on the document on November 20.

Your Committee reports having given hearing to interested parties on the Report of the Discipline Work Team.

* * * * *

(ITEM 9) The Superintendent advised your Committee that:

1. On September 25, 1991(Proc., p. 272), the Board received a communication from the Milwaukee Building & Construction Trades Council relative to increases in wages and fringe benefits for various trades.

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

3. 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).

4. 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.

5. 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.

Your Committee recommends that the changes in wage rates and fringe benefits for the various trades, as described in the above-mentioned communication, be approved.

* * * * *

(ITEM 10) The Superintendent advised your Committee that:

1. The recommendation which follows is submitted for consideration by the Personnel and Negotiations Committee and action of the Board of Directors. The matter to be considered relates to adding a secretary for the file room in order to process requests for information from the State Department of Health and Social Services (DHSS) to determine student eligibility for additional Social Security benefits.

2. During the 1990-1991 school year the Department of Student Services processed 2,547 requests for information from the Department of Health and Social Services. The volume of

the requests resulted in one full-time clerical staff member devoted to processing the requests in a timely fashion.

3. A recent Supreme Court decision (Zebley vs. Sullivan) changes the criteria for childhood disability evaluation by Social Security. The new child disability criteria requires DHSS to consider the effect a child's impairment has on functioning and to reexamine previously denied claims based on the new criteria. Information from school assessments and from teachers, psychologists, social workers, etc., is extremely valuable for the disability evaluators.

4. The Department of Health and Social Services Disability Determination Bureau conservatively estimates that the Department of Student Services can expect to receive from 350 to 400 requests per month. DHSS states that this should generate $5,250-$6,000 per month or approximately $60,000 per year in revenue, DHSS will pay $15.00 per request.

5. Current policy requires that funds earned through the charging of fees be treated as general revenue and should be placed in various operating budgets. Local funds can be provided to the Department of Student Services through a fund transfer to underwrite the cost of a clerical position.

B. Recommendations:

1. That the Board authorize an additional secretary for the file room in the Department of Student Services.

2. That the position be funded from fees generated by processing information requests from DHSS.

Your Committee recommends that this item be forwarded to the Board out of Committee without a recommendation due to a tie vote.

* * * * *

(ITEM 11) Your Committee reports having received informational reports from the Superintendent and the Secretary-Business Manager on the following matters:

A. Report on the Affirmative Action Personnel Transactions for the Month of September, 1991

B. Gender Summary of Principals and Assistant Principals

* * * * *

Separate consideration having been requested of items 2 and 10, the remainder of the report was adopted the vote being the same as the preceding.

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

Noes - None.

Item 2 of the report relating to the appointment of teachers, having been set aside for separate consideration, Director O'Connell 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 10 of the report relating to the Board authorizing an additional secretary for the file room in the Department of Student Services, having been set aside for separate consideration, Director O'Connell moved for concurrence. Director Johnson moved that the Board utilize the temporary position, or temporary person, for this position.

The substitute motion was adopted, the vote being the same as that preceding.

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 Mallory presented the following report of the Committee on Instruction and Community Relations:

October 30, 1991

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:

1. Project PIVOT (Program to Instill Values in Operative Teaching) is a proposal of Marquette University to the Milwaukee Public Schools to institute a specialty high school that emphasizes community building as a means to foster academic and social achievement by students. If approved, the PIVOT school will be run and operated by MPS, and the principal and faculty members will be designated by MPS. A planning draft of the program description is attached.

2. Marquette University would like to offer a symposium in the spring of 1992 for teachers interested in becoming members of the PIVOT faculty.

3. PIVOT is designed for the student who does not think that he or she will be successful at one of the MPS high schools. The goal of PIVOT is to enable students to acquire knowledge and academic skills needed for college, if they so choose, or for employment.

4. Because PIVOT replicates in school many of the activities traditionally undertaken at home, PIVOT will involve parents in natural ways with the education of their children.

5. The school day at PIVOT will include approximately two hours where students perform the work required to sustain a household, e.g. cleaning, laundry, preparing lunch, sweeping, repairs, etc.

6. Each year, students will take four courses - English, history, mathematics, and science. Ninth-graders will be expected to participate in intramural sports. A study hall with parental

monitors will be offered in the evening. The school will be structured so that students can complete degree requirements by the end of their fourth year.

7. The administration supports further planning during the 1991-1992 school year, and implementation in the 1992-1993 school year. Both MPS and Marquette University will need to commit some funding, but will also seek external funding sources.

Your Committee recommends that the Board send the PIVOT PROJECT back to administration for further planning and development. Additional planning and development would include answers to questions such as program costs, program locations, student program selection process; the project compatibility with the K-12 curriculum program, and other program entrance requirement information that the administration deems necessary.

* * * * *

(Item 2) The Superintendent advised your Committee that:

1. A committee was formed in May, 1991, to review issues related to the needs of gay and lesbian youth in our schools.

2. The committee summarized their findings as follows:

   a. Little has been done in schools until recently to include gay and lesbian issues or to acknowledge the existence of gay and lesbian youth. In 1989, the National Education Association passed a resolution calling for greater inclusion of lesbian and gay issues in education and for increased outreach to lesbian and gay youth. Young people of all sexual orientations need to be taught that homosexuality is normal and healthy.

   b. Given the increased levels of anti-gay and anti-lesbian prejudice and the rising tide of verbal and physical abuse against gay and lesbian youth and adults, it is critical that Milwaukee Public Schools act now to relieve anti-gay and anti-lesbian prejudice.

   c. Because of isolation, discrimination and rejection by family and peers, lesbian and gay youth are at greater risk for suicide, homelessness, sexually transmitted diseases, HIV infection and substance abuse than heterosexual youth. Therefore, lesbian and gay youth need to learn:
   a) coping skills, b) to deal with isolation and c) what supportive resources are available.

   d. Wisconsin state statute 118.13 forbids discrimination on the basis of sexual orientation.

      S.118.13 (Wis. Stats.) Pupil discrimination prohibited. No person may be denied admission to any public school or be denied participation in, be denied the benefits of or be discriminated against in any curricular, extracurricular, pupil services, recreational or other program or activity because of the person's sex, race, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability.

   e. It is the policy of the Milwaukee Public Schools that no person may be denied admission to any public school in this district or be denied participation in, the benefits of, or be discriminated against in any curricular, extra-curricular, pupil services, recreational, or other program or activity because of the person's sex, race, national origin, ancestry, creed, religion, pregnancy, marital or parental status, sexual orientation, or physical,

mental, emotional or learning disability or handicap as required by S. 118.13 Wisconsin Statute.

f. The following resolution is recommended for the MPS Board of School Directors' adoption:

Whereas, the educational system in the United States traditionally has been expected to provide instructional and support programs which meet the needs of diverse groups within the student population and to discourage discrimination against individuals based on group membership;

Whereas, of the millions of young people between the ages of 10 and 20 in the United States, a significant number (10-12 percent estimated by the Kinsey Institute) are known to be predominantly or exclusively gay or lesbian;

Whereas, research indicates that sexual orientation may be established before birth or is developed between the ages of three and nine;

Whereas, the 1989 report of the U.S. Department of Health and Human Services on Youth Suicide states that gay and lesbian teenagers are two to three times more likely to attempt suicide than heterosexual teenagers;

Whereas, in a recent study of lesbians and gays by the National Gay Task Force, one-fifth of the females and nearly half of the males reported they were harassed, threatened with violence, or physically assaulted in high school or middle school because they were perceived to be lesbian or gay;

Whereas, unlike other oppressed minorities, lesbian and gay youth often do not have the support of family and peers;

Whereas, the Board of Directors of the Milwaukee Public Schools believes that school personnel must demonstrate respect for the dignity and worth of all students;

Therefore, be it resolved:

That all youth be guaranteed the right to a free public education in a safe and nurturing environment regardless of their sexual orientation;

That all young persons have an equal opportunity for quality education regardless of their sexual orientation;

That curriculum materials, teaching strategies and school policies which include non-judgmental information on sexual orientation be implemented in schools;

That sexual orientation be addressed in the sexuality component of a comprehensive health instruction curriculum;

That school personnel prohibit any sexuality oriented deprecating, harassing and prejudicial statements;

That all administrative personnel, faculty and staff receive training to increase their knowledge of and sensitivity to lesbian and gay culture and issues;

That drop-out prevention strategies targeted towards gay and lesbian youth be developed and implemented;

That community and school-based services and resources be made available.

Your Committee reports having given hearing to interested parties.

Your Committee recommends:

1. That appreciation be extended to the members of the committee for their many hours of work.

2. That the administration respond to the committee's resolution in November, 1991.

* * * * *

(ITEM 3) 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 16, 1991:

A. Report on Planning for Summer School

B. Report on Planning for the Schlitz Site

C. 1990-1991 ACT and SAT Report

D. District Report on Advanced Placement (AP) Courses Provided and Exams Taken and International Baccalaureate (IB) Courses and Exams Taken 1990-91

E. Report on the Recent Audit of the Learning Disability Program

F. Report on 1991-1992 Alternative Education Programs

The report was adopted, the vote being the same as the preceding:

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

Noes—None.

COMMITTEE ON FINANCE AND FACILITIES

Director Bills presented the following report for the Committee on Finance and Facilities:

October 30, 1991

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:

8.1 MILLION CONTINUOUS FORMS COMPUTER PAPER (STOCK)

UNIVERSAL PAPER & PACKAGING; low bidder . . . . . .$ 38,799.00

* * * * *

(ITEM 2) Your Committee recommends the following sole source purchase;

APPLE COMPUTER; Exceptional Education Computer Network Expansion;

28 Macintosh computers plus peripherals . . . . . $ 85,968.00

* * * * *

(ITEM 3) 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:

REMOVE AND REPLACE GYMNASIUM FLOOR

MILWAUKEE HIGH SCHOOL OF THE ARTS

Prostar, Inc.; low bidder . . . . . .$ 57,000.00

LOCKER REPLACEMENT WORK

FULTON MIDDLE SCHOOL

PENCO PRODUCTS; low bidder $116,400.00

* * * * *

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

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT
Bay View	Howard Ave. Enterprises, Inc.	$350	Video Cassette Recorder
	Jebhu Bajabusju	1,000	Books, exchange student fees, foreign lang. scholarship
	Merchandisers, Inc.	250	Materials for Graphic Arts
Custer	School Fund	1,980	Laser Computer
Fernwood	Fernwood PTA	500	Pizza Party for students
Garden Homes	Garden Homes PTO	1,400	l/2 cost of Audi. Sound System
Grant	U.S. Grant PTO	66	600 Custom Printed Pencils
Lancaster	Lancaster PTA	1,445	Sharp Copier
Lincoln Avenue	Pieperpower Foundation	500	Reading Program Materials
MacDowell	MacDowell PTA	1,560	Classroom Supplies
	School Fund	180	Video Cassette Recorder
Marshall	Centercom, Inc.	2,000	Street Heat Videos (200 copies)
Marshall	Graphic Inc.	450	Design & Printing of Labels for "Street Heat"

Milw. Trade & Tech.	Jeff Edwards Studio	100	Polaroid Camera
	Reinke Metal Works, Inc.	1,555	Misc. Tools

North Division	North Division H.S. - 50th Reunion	255	School use
Pulaski	Gen. Motors Corp./Foster Pontiac	12,000	1991 Pontiac Sunbird
	Wisc. Magneto, Inc.	1,500	15 Small Engines
Roosevelt	Roosevelt PTO	1,500	Apple II GS Computer
Rufus King	School Fund	2,299	Walkie-Talkies (6)
Sherman	School Fund	2,101	Mita Copier
Twenty-seventh St	School Fund	75	Winning 2nd Prize in Mexican Indep. Parade
Vincent	Paper Machinery Corp.	400	Scrap Compaq Computer and Components
	Pontiac Motor Division	8,621	1991 Pontiacs (2)
Washington	Badger Meter Foundation	5,000	Computer Specialty Trust
	Miller Brewing	2,500	Moody/Gordon D.C. Field Trip
Whittier	Jean Stesnig	125	Mittens (40 pairs)

Total: $49,712

* * * * *

(ITEM 5) The Secretary-Business Manager advised your Committee that:

1. On September 25, 1991 (Proc., p. 272), the Board received a communication from Reverend Fred Boyd, Pastor of Jeremiah M.B. Church. The communication pertains to a request for permission to use the Custer High School faculty parking lot on Sunday mornings.

2. Reverend Boyd is requesting permission for parking lot usage for a period of one year.

3. 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."

4. 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 religious groups.

5. Since school facilities are normally not used for school activities on Sundays, there is no conflict for this usage.

Your Committee recommends that the Rules be suspended to allow a building use permit to be issued, with the understanding that the organization will fulfill the board requirement to provide the necessary insurances related to the use of the parking lot.

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

1. Since the elimination of the wellness program from the 1991-1992 school year budget, teachers have requested permission to allow for-profit companies to conduct aerobic classes on site immediately following the end of the school day. Teachers have agreed to pay the cost of these classes.

2. The Department of Insurance and Risk Management Services analyzed the request and the related risks and concluded that these classes could be allowed provided the companies

1) indemnify and hold harmless the Board of School Directors of the City of Milwaukee from any liabilities arising from the negligence of the company/instructors providing said services,
2) provide liability insurance to protect the Board,
3) provide proof of workers compensation insurance on the instructors employed by the companies, and
4) acknowledge that the Board is not sponsoring said services nor assuming any responsibility for collection of class fees, etc.

Your Committee recommends that the Board approve the use of school facilities by for-profit companies for the purpose of providing aerobic classes to MPS employees provided that the companies enter into a written agreement with the District which stipulates that

1) the companies will collect class fees from MPS employees and will not hold the District liable,
2) the companies will pay the District facility usage fees, and
3) will fulfill all District insurance requirements.

The Board further recommends that an evaluation be conducted and that this evaluation include the number of participants in these programs.

* * * * *

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

1. On September 20, 1991, a verbal request for permission to use either North Division High School or the High School of the Arts at West Division High School for a benefit concert was made by Mr. Tommie Williams of the Harambee Ombudsman Project, Inc.

2. The purpose of the fund-raiser is to show community support for the families of the "Dahmer" victims for the upcoming holiday seasons. It is the intent of the Harambee Ombudsman Project, Inc. to raise money through the sale of tickets at a cost of $5 each to attend the benefit concert. The concert would be scheduled for December 7, 1991.

3. Under Board Rules the Board must receive communications and petitions at its full Board meeting and refer them to the appropriate Committee for review and recommendation. Due to the time constraints involved in holding the event prior to the holiday season, the group has requested that the Board suspend Board Rules so that the Board could respond to the Harambee request at the October meetings.

4. The Harambee Ombudsman Project, Inc. is aware of the requirements in providing appropriate liability insurance coverage for the use of a school facility and for reimbursing the Board for all costs incurred in opening the school facility for their event.

Your Committee reports having given hearing to a representative of the Harambee Ombudsman Project, Inc.

1. Your Committee recommends that all Board Rules pertaining to this form of request be suspended and permission be granted for the issuance of a building use permit.

2. That the Harambee Ombudsman Project, Inc. provide proper liability insurance coverage and reimburse the Board for all expenses incurred in opening the facility for the event.

* * * * *

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

On September 25, 1991, the Board received a communication from Mrs. Britton requesting the Board to provide concerned citizens the opportunity to express concerns relative to transportation issues.

Your Committee reports having given hearing to those citizens with transportation issue concerns.

Your Committee recommends that the administration reinstate the 2:30 P.M. student pick up at Brown Street School.

* * * * *

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

1. On August 15, 1991, an informational report was submitted to the Board outlining plans to establish Disadvantaged Business percentage requirements on Milwaukee Public Schools' contracts.

2. The proposed DBE policy is intended as an addition to the Milwaukee Public Schools' Policy on Equity in the Award of Contracts. It would not eliminate efforts to utilize minority and women owned businesses; but to provide an even greater and more clearly defined opportunity for the disadvantaged business community to participate in Milwaukee Public Schools' contracting areas. A copy of the proposed policy has been sent to Board members under separate cover.

3. DBE status will be based solely on certification by the Joint Certification Program which is the certifying agency for the City of Milwaukee, Milwaukee County, the Metropolitan Milwaukee Sewerage District, Milwaukee Public Schools and MATC. (Definitions of DBE are outlined in the August 15, 1991, packet)

Your Committee recommends that the proposed Disadvantaged Business Enterprise Policy be adopted and approved for implementation beginning November 1991.

* * * * *

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

1. MPS, UWM, and MATC each hold FCC licenses for groups of four ITFS (Instructional Television Fixed Service) channels in the city of Milwaukee. The MPS ITFS educational television system is utilized on a daily basis to transmit educational television programming directly to classrooms. Each MPS classroom is wired to receive the MPS ITFS educational television system.

2. Approval was granted by the board (March, 1991) for MPS to enter into an interagency agreement with UWM and MATC for the joint relocation of the MPS, UWM, and MATC ITFS educational television transmission systems with monies to be provided by the Educational Communications Board (ECB) pursuant to the termination of an ITFS channel leasing agreement with Wisconsin Bell. An agreement between MPS and the ECB to this effect was signed by the board president April 29, 1991.

3. Pursuant to the termination of an ITFS channel leasing agreement with Wisconsin Bell, the ECB agreed to provide jointly to MPS, UWM, and MATC $50,000 to be used to fund an

ITFS relocation engineering study and $295,000 to fund equipment purchasing and construction costs relative to the joint relocation of the MPS, UWM, and MATC ITFS transmission facilities.

4. MPS, UWM, and MATC have proposed an interagency cooperation agreement pursuant to which the parties would jointly construct and operate their ITFS educational television transmission facilities at the UWM Sandburg Hall tower site. The estimated $295,000 cost for relocating the MPS, UWM, and MATC ITFS facilities to the Sandburg Hall site would be provided by the ECB. MPS, acting as agent for UWM and MATC, would let the contracts for the relocation and construction of the ITFS transmission facilities at the UWM Sandburg Hall tower site per specifications approved by the chief television engineers of MPS, UWM, and MATC. Contracts must be let by the end of November, 1991 in order to meet obligations for the removal of the MPS, UWM, and MATC transmission equipment from its current location by the end of December, 1991.

Your Committee recommends that the board authorize MPS to act as fiscal and purchasing agent on behalf of MPS, UWM, and MATC educational television transmission systems to the UWM Sandburg Hall tower site with monies provided jointly to MPS, UWM, and MATC for this purpose by the Educational Communications Board.

* * * * * *

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

1. MPS holds an FCC license of a four channel ITFS (Instructional Television Fixed Service) system (Station KHF-80) in the city of Milwaukee.

2. Under a previous agreement with the Educational Communications Board (ECB), MPS leased nighttime and weekend usage of the MPS ITFS channels to the ECB. The ECB in turn subleased the MPS channel time to Wisconsin Bell Incorporated (WBI) which in turn subleased the channel time to PCTV.

3. The channel lease agreements between MPS and the ECB, the ECB and WBI, and WBI and PCTV terminated on July 29, 1991.

4. PCTV has expressed a desire to continue leasing the MPS channels directly with MPS through the remainder of 1991 with possible future renewals. For the remainder of the year, this would mean approximately $20,000.00 in additional revenue to the district.

Your Committee recommends that the Board authorize the business manager to enter into a lease extension agreement with People's Choice TV.

* * * * * *

(ITEM 12) The Superintendent advised your Committee that:

1. Last year, the Board authorized 15 administrative intern positions. Because of budget cuts, only 11 positions were authorized for the 1991-92 school year.

2. A number of schools have expressed concern over the reduction in administrative help. After reviewing the matter, the administration is recommending that we return to the 15 positions that were authorized for the 1990-91 school year.

Your Committee recommends that $163,200 be transferred from the contingent fund to the appropriate salary accounts to fund four additional administrative intern positions.

* * * * *

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

1. During the 1990-1991 school year, Pupil Transportation Services spent $120,871 to provide transportation services for students temporarily residing in shelters. The intent is to maintain a stable school environment during an unstable family period. On average, forty students per day are transported to thirty school sites. On certain days, the demand grows to over seventy students.

2. The 1991-1992 budget allocation of $78,000 was based on providing services to an expected average of forty students. During the first month of school, the demand has grown to an average of sixty-six students daily. To meet the demand throughout the school year, and additional $47,000 is needed.

Your Committee recommends that $47,000 be transferred from the contingent fund to the shelter/homeless account in the pupil transportation operations budget.

* * * * *

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

1. In 1981 a method of assigning a single project number to projects funded in the Construction Fund was established. The purpose was to easily identify all costs related to a single project, regardless of when funds were appropriated and expensed.

2. Since that time several projects have been completed and/or there has been no recent activity for the projects. These projects are:

#904	Kosciuszko Remodeling
#909	Thoreau
#910	Tippecanoe
#916	Gaenslen School Replacement
#924	Clement Avenue Addition
#925	Clemens School Addition
#926	53rd Street Addition
#927	Storage Building
#933	Bruce Street
#934	Juneau High School Renovation
#935	Frederick Douglass Renovation
#936	Fratney Street
#937	Aging Schools Design

Your Committee recommends that approval be given to officially close out the above projects to the unallotted construction fund account.

* * * * *

(ITEM 15) Your Committee reports having received informational reports from the Superintendent and the Secretary-Business Manager on the following matters; these reports have been made a part of the minutes of your Committee's meeting of October 17, 1991:

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

B. Statement of Operating Revenues

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$ 541,632,538	$ 10,235,067	$ 551,867,605	$ 33,829,953	$ 518,037,653	6.1%
Categorically Aided	31,485,309	9,951,301	41,436,610	1,453,144	39,983,466	3.5%
School Nutrition	22,075,595	75,150	22,150,745	252,895	21,897,850	1.1%
Construction	8,863,368	8,152,658	17,016,026	244	17,015,782	0.0%
Extension	5,857,258	177,439	6,034,697	33,785	6,000,912	0.6%

C. Statement of Expenses

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Expenditures (2)	Unexpended Balance	Percent Expended
School Operations	$ 541,632,538	$ 10,235,067	$ 551,867,605	$ 84,587,940	$ 467,279,665	15.3%
Categorically Aided	31,485,309	9,957,301	41,436,610	6,371,760	35,064,850	15.4%
School Nutrition	22,075,595	75,150	22,150,745	3,104,983	19,045,762	14.0%
Construction	8,863,368	8,152,658	17,016,026	15,047,826	1,968,200	88.4%
Extension	5,857,258	177,439	6,034,697	1,428,281	4,606,416	23.7%

(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 September 30, 1991, and payrolls through September 27, 1991.

D. Monthly Expenditure Control Report

E. Development of a Request for Proposal for AODA Services for 68th Street School

F. Report on the Utilization of Minority/Women/Disadvantaged Business Enterprise for the Year Ended June 30, 1991

G. Report on the Joint Disparity Study

H. Report on the Establishment of a Technology Task Force

Separate consideration having been requested for items 6, 7, 8, 11, 12, and 13 the remainder of the report was adopted, the votes being the same as that preceding.

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

Noes—None.

Item 6 of the report relating to the use of school facilities for-profit companies for the purpose of providing aerobic classes to MPS employees having been set aside for separate consideration, Director Mallory moved for concurrence.

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

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 the issuance of a building permit for a fund raising event, Director Mallory moved for suspension of Board Rules 9.04 and 1.06, and adoption.

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

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 reinstating the 2:30 bus service at Brown Street Academy having been set aside as it requires a two-thirds vote of the Board members present, Director Small moved for adoption. Director Mallory moved the item tabled to the end of the meeting. Director Mallory's 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.

Unanimous consent was given and the item was taken up later under Unfinished Business.

Director Lucey moved to send the item back to Committee and ask the Administration to make a recommendation.

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

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

Noes—Directors Bills, Sinicki and Small—3.

Present—Director Johnson—1.

Item 11 relating to authorizing the Secretary-Business Manager to enter into a lease agreement with People's Choice TV having been set aside for separate consideration, Director Lucey moved for concurrence.

The motion prevailed, the vote being as follows:

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

Present—President Mitchell—1.

Item 12 relating to a contingency fund transfer for four additional administrative interns having been set aside for separate consideration, Director Johnson moved for concurrence.

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

Present—Director Johnson—1.

Item 13 of the report relating to a contingency fund transfer to meet transportation needs for students temporarily residing in shelters having been set aside for separate consideration, Director Small moved for adoption. 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

INDEPENDENT HEARING PANEL

Secretary-Business Manager presented two reports of expulsion from the Independent Hearing Panel.

Director Mallory moved to accept the reports. The motion prevailed, the voted being as follows:

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

Noes—None.

COMMUNICATIONS AND PETITIONS

The Secretary-Business Manager presented the following communication:

Communication from Corner Stone Church requesting to use the Sarah Scott Middle School for Sunday morning worship gathering.

Referred to Committee on Finance and Facilities.

Communication from Mr. James Koch, father and taxpayer, requesting a hearing before the Board.

Referred to Committee on Legislation and Rules.

RESOLUTIONS

By Director O'Neil:

WHEREAS, Parental involvement is of the utmost importance to the district; and

WHEREAS, Parent/Teacher Conferences provide the opportunity for parents to inform teachers of their opinions relative to the education process and school policy; and

WHEREAS, Site-Based management and teacher empowerment allows the staff to become involved in the schools' educational and administrative policy decisions by allowing the staff to vote on matters related to these school issued; and

WHEREAS, The parents availability to attend Parent/Teacher Conferences differs from school to school; and

WHEREAS, The staff as each school has direct knowledge of the parents availability, therefore, be it

RESOLVED, That school staff be empowered to establish the dates and time of Parent/Teacher Conferences.

Referred to the Committee on Personnel and Negotiations.

By Directors Mallory and Johnson:

WHEREAS, High school students need 21 credits to graduate; and

WHEREAS, A number of students in Milwaukee Public Schools have reached age 17 with less than 10 credits towards graduation; and

WHEREAS, These students have often detracted from the climate of achievement in our high schools; and

WHEREAS, Many of these students have little chance of achieving in our traditional high school program, however, we want to provide them with an opportunity to continue their education; therefore, be it

RESOLVED, That the Milwaukee Public Schools provide alternative schools placement for students aged 17 and over with less than 10 credits for graduation, and that the administration bring back to the Board a plan on how this would be implemented.

Referred to the Committee on Instruction and Community Relations.

By Directors Mallory and Johnson:

WHEREAS, The Milwaukee Board of School Directors is committed to providing a quality education for all of its students; and

WHEREAS, The increasing needs of the Milwaukee Public Schools student population often necessitate that the Milwaukee Public Schools contract out for services to met these needs; and

WHEREAS, The Board understands that to meet these diverse needs, the district will contract with Community Based Organization (CBO's) for services; and

WHEREAS, Recent changes in CBO contracts made by the Secretary-Business Manager's office and the City Attorney have included statutory requirements, upgrading insurance and risk management requirements, internal audit requirements and financial reporting requirements and the annual amount of contracts now exceed 2-1/2 million dollars; and

WHEREAS, The Board wishes to also upgrade EDUCATIONAL goals, standards and requirements for these contracts; and

WHEREAS, The Board must assure that safeguards and requirements are in place to assure adequate delivery of educational services, therefore, be it

RESOLVED, That all CBO contracts be brought to the Board for review and final approval.

Referred to the Committee on Finance and Facilities.

By Directors Mallory and Johnson:

WHEREAS, Under the Desegregation Court Order 19 schools were exempt from the desegregation, court order; and

WHEREAS, These 19 schools have had a racially identifiable student population for many years; and

WHEREAS, The District maintains a staffing formula with respect to the percentage of minority teachers in each school; and

WHEREAS, This formula requires that not less than 13% and not more than 23% of the teachers in all schools be African Americans, and since these schools were not part of the desegregation remedy; and

WHEREAS, The minority teacher population in these schools should be increased to provide role models for students; therefore, be it

RESOLVED, That the administration examine the feasibility of changing the racial composition of the staff at these 19 exempt schools.

Referred to the Committee on Personnel and Negotiations

The Board adjourned at 9:55 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of October 30, 1991

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	350	377		5	583	6	60	63	10		727
K3	30	246		6	288	44	34	156	21		549
PK	75	49			114		5	5			124
K4	2068	1948		39	2096	138	393	1268	82		4016
K5	4239	4079		92	4732	312	821	2255	106		8318
01	4972	4467		112	5593	330	964	2336	104		9439
02	4376	4148		99	5016	320	839	2154	96		8524
03	4099	3941		79	4664	317	842	2053	85		8040
04	4013	3787		96	4460	288	805	2057	94		7800
05	3931	3686		87	4439	276	745	1994	75	1	7617
06	3964	3774		97	4644	246	745	1919	87		7738
07	3523	3547		88	4251	203	718	1732	78		7070
08	3171	3088		83	3665	172	617	1666	56		6259
09	3991	3893		102	4545	194	765	2202	76		7884
10	3424	3321		80	3649	212	638	2084	82		6745
11	2586	2715		51	2735	164	487	1810	54		5301
12	1931	2205		44	1998	150	344	1555	45		4136
13	4				3			4			4
Invalid	1	3				1					4
TOTAL	51021	49274		1160	57475	3373	9822	27313	1151	1	100295

Total Active Detached..... 67 (Included above) Total Suburban Transfers—5712

Total Inactive..... 596(Not included above)

Brown Deer	179	Greendale	261	New Berlin	92	St. Francis	125
Cudahy	245	Greenfield	313	Nicolet	146	Wauwatosa	839
Elmbrook	231	Hamilton	57	Oak Creek	324	West Allis	361
Fox Point	143	Maple Dale-Indian Hills	82	Shorewood	310	Whitefish Bay	339
Franklin	351	Menomonee Falls	305	South Milwaukee	356	Whitnall	274
Germantown	36	Mequon-Thiensville	221				
Glendale-River Hills	122						

School	Enrollment	% of Atten	Author Staff	Adm Team	School	Enrollment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1580	84.3	103.0	5.0	Milwaukee Tech	1937	90.9	131.0	4.0
Custer	1162	82.4	78.0	4.0	North Division	1003	74.2	99.0	6.0
Hamilton	1786	88.0	111.0	5.0	Pulaski	1623	.72.4	102.0	5.0
Juneau	829	86.6	60.0	3.0	Riverside	1455	89.9	106.0	5.0
King	1208	93.9	73.0	3.0	South Division	1741	75.5	125.0	5.0
Madison	1377	75.8	77.0	5.0	Vincent	1403	78.4	95.0	5.0
Marshall	1240	67.8	80.0	5.0	Washington	1625	76.9	114.0	5.0
MHS of the Arts	806	88.1	60.0	3.0	TOTAL	20775	81.5	1414.0	68.0
MIDDLE SCHOOLS									

Audubon	911	91.3	63.0	3.0	Parkman	511	87.0	47.0	3.0
Bell	921	89.9	64.0	3.0	Robinson	520	94.9	39.0	2.0
Burroughs	933	91.0	63.0	3.0	Roosevelt	695	93.7	49.0	2.0
Edison	829	90.1	67.0	3.0	Sarah Scott	675	90.7	52.0	3.0
Fritsche	975	91.6	66.0	3.0	Sholes	841	88.1	59.0	3.0
Fulton	614	92.4	47.0	3.0	Steuben	917	91.6	60.0	3.0
Grand Ave.	735	91.6	52.0	3.0	Walker	835	87.7	58.0	3.0
Kosciuszko	738	86.9	58.0	3.0	Webster	933	92.0	63.0	3.0
Lincoln	600	87.2	43.0	2.0	Wright	781	90.9	60.0	3.0
Morse	1158	95.6	67.0	3.0					
Muir	940	88.1	67.0	3.0	TOTAL	16062	90.7	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	382	94.1	18.2	1.0	Kagel	385	95.1	24.4	1.0
Allen Field	1018	92.8	53.5	2.0	Keefe Av.	621	92.3	38.3	2.0
Auer	617	94.9	39.0	1.5	Kilbourn	407	89.6	23.0	1.0
Barton	592	95.7	27.0	1.5	Kluge	553	94.0	31.5	1.5
Berger	542	93.1	33.8	1.5	LaFollette	637	93.9	40.3	2.0
Brown St.	577	94.2	36.0	2.0	Lancaster	596	94.7	29.0	1.5
Browning	450	93.9	23.3	1.0	Lee	630	92.6	36.2	2.0
Bruce	567	93.1	28.1	1.5	Lincoln Av.	668	93.0	30.5	1.5
Bryant	594	92.3	30.5	1.5	Lloyd St.	577	94.2	33.0	1.5
Burbank	559	92.2	23.8	1.5	Longfellow	646	94.6	32.0	1.5
Burdick	519	90.3	30.0	1.5	Lowell	285	93.2	11.9	1.0
Carleton	477	95.1	23.6	1.0	MacDowell	523	95.5	26.0	1.5
Cass	590	92.1	37.1	2.0	Manitoba	379	96.7	31.5	2.0
Clarke	497	90.3	30.4	1.5	Maple Tree	535	94.0	24.0	1.5
Clemens	439	92.8	23.2	1.0	Maryland Av.	337	94.3	20.2	1.0
Clement	475	94.3	21.5	1.0	McNair	295	93.6	17.0	1.0
Congress	475	94.6	22.9	1.5	Golda Meir	240	96.9	14.7	1.0
Cooper	394	93.5	24.5	1.0	Mitchell	747	93.0	34.5	2.0
Curtain	344	93.6	18.2	1.0	Morgandale	605	94.2	26.8	1.5
Doerfler	681	93.7	31.5	1.5	Multilingual	341	88.7	21.0	1.0
Douglass	262	96.7	14.4	1.0	Neeskara	413	95.7	29.0	1.0
Dover	639	93.9	29.0	1.5	Ninety-fifth	322	92.8	17.1	1.0
Early Childhood	323	92.2	17.1	1.0	Palmer	586	91.3	42.1	2.0
Eighty-eighth	374	94.4	18.2	1.0	Parkview	383	94.5	19.5	1.0
Eighty-first	465	94.1	20.8	1.0	Phillip	344	92.5	18.7	1.0
Eighty-second	506	95.7	25.5	1.0	Pierce	551	93.0	35.5	2.0
Elm	555	96.8	31.5	1.0	Riley	641	97.2	33.6	1.5
Emerson	264	93.5	15.7	1.0	River Trail	343	93.4	20.5	1.0
Engleburg	497	94.8	27.6	1.5	Seventy-eighth	574	92.5	29.0	1.5
Fairview	540	93.9	32.0	1.5	Sherman	579	95.3	27.6	1.5
Fernwood	458	91.7	28.0	1.5	Siefert	605	93.6	36.2	1.5
Fifth-fifth	510	95.4	23.8	1.0	Silver Spring	349	92.2	19.2	1.0
Fifty-third	385	95.6	20.2	1.0	Sixty-fifth	363	93.9	17.5	1.0
Forest Home	939	95.7	47.5	2.0	Sixty-seventh	324	93.8	15.9	1.0
Franklin	577	94.9	41.0	1.5	Story	500	95.0	33.9	2.0
Fratney	355	94.4	18.7	1.0	Stuart	338	95.6	18.0	1.0
Gaenslen	661	91.2	55.0	2.0	Thirty-eighth	561	96.6	26.7	1.5
Garden Homes	482	93.8	29.1	1.5	Thirty-fifth	326	93.5	14.4	1.0
Garfield	425	95.0	26.3	1.0	Thirty-first	505	94.5	28.8	1.5
Garland	361	92.2	14.4	1.0	Thirty-seventh	552	91.7	31.1	1.5
Goodrich	438	94.6	22.0	1.0	Thoreau	710	93.4	33.0	1.5
Grant	604	94.6	27.3	1.5	Tippecanoe	229	94.1	13.5	1.0
Grantosa	601	93.7	34.5	1.5	Townsend	519	86.9	21.5	1.0
Granville	445	93.8	26.5	1.0	Trowbridge	359	92.8	19.2	1.0
Green Bay Av.	586	92.7	30.3	1.5	Twenty-first	603	94.9	39.0	1.5
Greenfield	405	96.5	18.0	1.0	Twenty-seventh	656	92.6	39.0	2.0
Hampton	589	94.4	30.0	1.5	Ungraded	296	91.6	12.9	1.0
Happy Hill	508	93.9	24.3	1.5	Urban Waldorf	315	92.9	20.0	1.0
Hartford	596	95.3	31.7	2.0	Victory	478	96.1	28.5	2.0
Hawley	325	95.3	16.4	1.0	Vieau	611	93.9	36.0	2.0
Hawthorne	396	94.1	18.0	1.0	Wheatley	708	92.4	40.5	2.0
Hi-Mount	469	94.9	24.5	1.0	Whitman	463	92.3	23.5	1.0
Holmes	704	92.5	46.9	2.0	Whittier	207	95.6	8.4	1.0
Hopkins	797	92.1	48.5	2.0	Wisconsin Av.	688	92.9	31.0	2.0
Humboldt Park	565	94.1	30.0	1.5	Zablocki	607	93.0	31.0	1.5
Irving	710	93.9	38.5	2.0	TOTAL	55720	93.8	3033.4	151.5

OTHER SCHOOLS

Craig	104	66.8	13.0	1.0	Manitoba Ortho.	95	92.3	.0	.0
Demmer	88	60.6	6.0	1.0	Mitchell Alt HS	120	64.3	11.0	1.0
Hayes	85	62.2	15.5	1.0	Pleasant View	145	80.7	16.0	1.0
Kilmer	185	82.4	17.5	1.0	Sixty-eighth	144	68.9	15.0	1.0
Lady Pitts	182	61.8	15.5	1.0	Stay	79	81.1	4.0	1.0
Lapham Park	128	65.8	10.0	1.0	Commun. Based	652		22.0	.0
Lavarnway	19	96.3	3.0	1.0	TOTAL	2026	72.3	148.5	11.0
					MPS TOTAL	94583	90.1	4967.9	252.5

SUPERINTENDENT'S MONTHLY REPORT as of October 30, 1991
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	1	1958	11	22	0	305	3	886	9	33	0	3249	24	3273
Emotion. Dist.	23	0	1303	40	2	0	102	3	487	25	24	1	1941	69	2010
Autistic	0	0	75	5	1	0	4	1	46	2	1	0	127	8	135
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	1	32	34	2	0	6	8	15	33	0	1	56	77	133
Physically Hdcp.	5	0	230	113	12	3	57	11	161	118	7	6	472	251	723
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	2	0	70	26	11	3	17	4	80	16	12	0	192	49	241
Mentally Ret.	11	3	1165	202	15	7	117	29	369	96	11	5	1688	342	2030
Speech/Languag	38	21	1781	1252	47	32	237	207	991	649	35	37	3129	2198	5327
e	0	0	0		0	0	0	0	0	0	0	0	0	0	0
School Age Par.															
Disability Total	125	26	6614	1683	112	45	845	266	3035	948	123	50	10854	3018	13872
Ethnic Totals	151		8297		157		1111		3983		173		13872		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 4, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 8:55 PM.

Present—Directors Bills, Johnson, Lucey, O'Connell, O'Neil, Small, and President Mitchell—7.

Absent and excused—Directors Mallory and Sinicki—2.

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

October 31, 1991

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 PM, Monday, November 4, 1991, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing and taking action on the Request for Proposal for Milwaukee Public Schools Redistricting of Board election districts.

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 Request for Proposal for Milwaukee Public Schools Redistricting of Board election districts.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Lucey, O'Connell, O'Neil, Small, and President Mtchell—7.

Noes—None.

The Board resolved itself into a Committee of the Whole at 8:57 PM.

The Board rose from the Committee of the Whole at 9:20 PM.

President Mitchell, who acted as Chairman of the Conmiittee of the Whole, reported that the Committee of the Whole had given hearing for the purpose of discussing and taking action on the Request for Proposal for Milwaukee Public School Redistricting of Board election districts.

Director Bills moved to accept the bid of Judge Kessler.

The motion prevailed, the vote being as follows:

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

Noes—President Mitchell—1.

Director Johnson requested permission to change his vote to "No".

There being no objection, the vote was then:

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

Noes—Director Johnson and President Mitchell—2.

The Board adjourned at 9:21 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 6, 1991

Special meeting of the Board of School Directors called to order by Vice-President O'Connell at 7:12 PM.

Present—Directors Lucey, O'Neil, Sinicki, Small, and Vice-President O'Connell—5.

Absent and excused—Directors Bills, Johnson, Mallory, and President Mitchell—4.

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

October 23, 1991

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 6, 1991, 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).

Tle 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.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director Lucey moved that the Board resolve itself into a Commitee of the Whole for the purpose of giving hearing in the matter of an appeal of disciplinary action under Part IV, Section N (1)(e)(2) of the contract between the Board of School Directors and the Milwaukee Teachers Education Association (Teachers).

T'he motion prevailed, the vote being as follows:

Ayes—Directors Lucey, ONeil, Sinicki, Small, and Vice-President O'Connell—5.

Noes—None.

A private hearing having been requested, Director Small moved that the Board retire to executive session pursuant to Section 19.85 (1)(b), Wisconsin Statutes to give hearing in the matter of an appeal of a disciplinary action of a tenured teacher.

T'he motion prevailed, the vote being as follows:

Ayes—Directors O'Neil, Sinicki, Small, and Vice-President O'Connell—4.

Noes—None.

Voting "Present"-Director Lucey—1.

The Board reconvened in open session and rose from the Committee of the Whole at 12:12 AM.

Vice-President O'Connell, who acted as Chairman of the Committee of the Whole, reported that the Committee had given hearing in the matter of the dismissal of a tenured teacher, Mr. William Kemen.

Director Small moved adoption of the following resolution:

WHEREAS, After hearing the evidence and the arguments made, it was determined by the Board that

William Kemen in fact:
- failed to discipline students
- failed to provide an atmosphere conducive to Teaching
- failed to maintain adequate supervision; therefore, be it

RESOLVED, That William Kemen be suspended from his teacher position without pay until the beginning of the 1992-1993 school year.

The motion prevailed, the vote being as follows:

Ayes—Directors ONeil, Sinicki, Small and Vice-President O'Connell—4.

Noes—Director Lucey—1.

The Board adjourned at 12:15 AM.

RONALD J. VAVRIK
Acting Assistant Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 11, 1991

Special meeting of the Board of School Directors called to order by Vice-President O'Connell at 6:10 PM.

Present—Directors Bills, Lucey, O'Neil, Sinicki, and Vice-President O'Connell—5.

Absent and excused—Directors Johnson, Mallory, Small and President Mtchell—4.

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

November 5, 1991

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 11, 1991, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering negotiation matters The Committee 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)(f), Wisconsin Statutes.

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

SUZANNE M. LUNDIN
Secretary-Business Manager

Director Sinicki 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 Bills, Lucey, ONeil, Sinicki, and Vice-President O'Connell—5.

Noes—None.

The Board retired to executive session at 6:12 PM.

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

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 18, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 7:09 PM.

Present—Directors Bills, Lucey, Sinicki, Small, and President Mitchell—5.

Absent and excused—Directors Johnson, Mallory, O'Connell, and ONeil—4.

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

October 22, 1991

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 18, 1991, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of giving hearing in the matter of an appeal of disciplinary action under Part IV, Section N (1)(e)(2) of the contract between the Board of School Directors and the Milwaukee Teachers Education Association (Teachers).

The meeting will be held in public or 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.

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 hearing in the matter of an appeal of disciplinary action under Part IV, Section N (1)(b)(2) of the contract between the Board of School Directors and the Milwaukee Teachers Education Association (Teachers).

The motion prevailed, the vote being as follows:

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

Noes—None.

Director Lucey moved to permit each side up to two and one quarter hours to present their case.

The motion prevailed, the vote being as follows:

Ayes—Directors Lucey, Sinicki, Small, and President Mitchell—4

Noes—Director Bills—1.

A private hearing having been requested, Director Small moved that the Board retire to executive session pursuant to Section 19.85 (1)(b), Wisconsin Statutes to give hearing in the matter of an appeal of a disciplinary action of a tenured teacher.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting "Present"—Director Lucey—1

The Board retired to executive session at 7:20 PM.

The Board convened in open session and rose from the Committee of the Whole at 12:55 AM.

President Mitchell, who acted as Chairman of the Committee of the Whole, reported that the Committee had given hearing in executive session to the matter of the dismissal of a tenured teacher, Mr. George Taylor.

Director Lucey moved that the Board concur in the recommendation of administration, that Mr. Taylor's employment with the school district be terminated on the grounds that he made unauthorized use of the Milwaukee Public Schools tax exempt number, permitted unauthorized vehicles (in the school building) and unauthorized work on vehicles, and made unauthorized use of Milwaukee Public Schools supplies, equipment, and facilities.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board adjourned at 12:57 A.M.

RONALD J. VAVRIK
Acting Assistant Secretary-
Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 20, 1991

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:17 PM.

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

Absent and Excused—Director Mallory—1.

COMMUNICATIONS FROM CITY AND COUNTY

Secretary-Business Manager presented the following communication:

Communication from the Community Relations Social Development Commission regarding fourth quarter share billing as well as a report of expenditures for the quarter ending September 30, 1991.

Referred to the Committee on Finance and Facilities.

SECRETARY-BUSINESS MANAGER'S COMMUNICATIONS

November 20, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

Each year the President of the Milwaukee Board of School Directors and four additional Milwaukee Board Directors serve as committee members of the Milwaukee VTAE District Board appointment committee.

It is recommended that the Board appoint President Mitchell, Director Bills, Director Mallory, Director Lucey and Director Johnson to serve on the Milwaukee VTAE District Board appointment committee.

Respectfully submitted,

SUZANNE M. LUNDIN
Secretary-Business Manager

Director O'Connell moved to adopt the recommendation.

The motion prevailed, the vote being as follows:

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

Present—Director Johnson—1.

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Notice of Claim and Statement of Relief served by Hazel J. Washington, Attorney, on behalf of Victor P. Dunlap, a minor, and his mother, Brenda Dunlap, for injuries allegedly sustained by Victor P. Dunlap at the Fredrick Douglass School during the time period of September 1990 through June 13, 1991.

   Claim is in the sum of $245,000.

2. Notice of Claim for Injury and Damage against the City of Milwaukee and the City of Milwaukee School Board served by V. John Burggraf, Attorney, on behalf of Aaron Van Ert, a minor, and his parents, Perry and Kim Van Ert, for injuries allegedly sustained by Aaron Van Ert at the Hawley Environmental Grade School on May 10, 1991.

   Claim is made in the sum of $50,000 for Aaron Van Ert and in the sum of $10,000 for Perry and Kim Van Ert.

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

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)

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.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of October 2, 1991, through October 30, 1991, 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. 7340 to 10486 , inc.

Payrolls (net withholdings).....	$17,120,314.57
Accounts	38,975,494.54

$56,095,809.11

CONSTRUCTION FUND

Accounts, Voucher nos. 802 to 987 , inc. $ 1,158,208.90

EXTENSION FUND

Payrolls and Accounts, Voucher nos. 327 to 436 , inc.

Payrolls (net withholdings)	$ 162,372.44	
Accounts	342,217.66	
		$ 504,590.10
TOTAL		$ 57,758,608.11

The accounts marked with an asterisk are final payments on building contracts, which will be paid after they have been approved by the Board.

The accounts were allowed, the vote being as follows

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

Noes—None.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

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

November 20. 1991

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM 1) In accordance with action taken by the Board on August 1, 1971, (Proc., pp. 82-83), concerning the approval of personnel transactions relating to full-time classified employees, the Superintendent 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:

APPOINTMENTS

Name and Assignment	Date	Position and Salary	Increment Date
Patricia Abel Kluge	11-04-91	School Secretary I $16,705.33/yr. (Replacement for transfer)	11-04

Peter Bruno Fac. & Main. Serv.	10-21-91	Carpenter $17.81/hr.($35,620.00/yr.) (Replacement for retirement)	10-21
Rosemary Manzeck Dover	10-14-91	Food Service Mgr. Trainee $7.05/hr.($10,772.40/yr.) (Replacement for promotion)	10-14
Andrew Witteborg Grant	10-14-91	Food Service Mgr. Trainee $7.05/hr.($10,772.40/yr.) (Replacement for promotion)	10-14

PROMOTIONS

Carol Berres Fritsche	10-14-91	Food Service Mgr. Trainee $7.05/hr.($10,772.40/yr.)	10-14
Jacqueline Grinker Wheatley	10-14-91	Food Service Mgr. Trainee $7.05/hr.($10,772.40/yr.)	10-14
Kenneth Moeck Fac. & Main.	09-30-91	School Engineer I $25,269.14/yr.	12-12
Ralph Olson Kosciuszko	10-28-91	School Engineer III $33,258.42/yr.	04-08
Bonnie Turcotte Robinson	10-07-91	Food Service Manager I $11,806.56/yr.	10-07

CHANGES IN STATUS

Michele Brewster # Kilbourn	10-28-91	Clerk Typist I $12,551.33/yr.	10-28
Phillip Corona # 10-14-91 21st	Handicapped Children's Asst. $10,168.20/yr.		10-14
Felecia Jasper # Happy Hill	10-28-91	Clerk Typist I $12,551.33/yr.	10-28
Mary Koerner ¢ South Division	10-14-91	School Secretary I $21,965.06/yr.	07-01
Marlene Livieri #10-14-91 Story	Clerk Typist I	10-14 $13,019.77/yr.	
Michael Love # EESSC	10-17-91	Handicapped Children's Asst. $10,168.20/yr.	10-17
Robert Schlotthauer = Lincoln Middle	10-28-91	Boiler Attendant $26,183.30/yr.	05-02
Alicia Silvestre * 10-14-91 Kosciuszko	School Secretary I $20,113.34/yr.		06-19

Brenda Teague # EESSC	10-17-91	Handicapped Children's Asst. $10,168.20/yr.	10-17
Kathleen Witkowiak # Alt. & Voc. Ed.	11-26-90	School Secretary I $17,305.86/yr.	11-26

From substitute to regular appointment
¢ From a 10 month to a 12 month position
= Voluntary demotion from School Engineer I
* From a 12 month to a 10 month position

REINSTATEMENTS

Lori Mikula Comm. Rec./Ed. Serv.	10-07-91	School Secretary I $21,965.06/yr.	07-01

* * * * *

(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:

APPOINTMENTS

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
Effective between August 30, 1991, and September 11, 1991, inclusive under suspension of Section 3.12(4) of the Board's rules:					
(r)	Amy M. Blazkovec L.D.	B	$23,113	0	09-06-91
(r)(a)	Patricia A. Buechel Kindergarten	B	32,356	8.1	09-06-91
(r)	Timothy C. Cullen L.D.	B	24,268	1	08-30-91
(r)	Corinne M. Derleth Upper Elementary	B	24,268	1	08-30-91
(r)(b)	Gregory L. Martin L.D.	C	40,482	10.0	08-30-91
(r)	Joan H. Martinez Spanish	B	23,113	0	08-30-91

(r)	Jeffrey R. Milani Elementary	B	23,113	0	08-30-91
(nr)(a)	Mark W. Rosin L.D.	C	27,423	1	08-30-91

Effective between September 12, 1991, and September 24, 1991, inclusive under suspension of Section 3.12 (4) of the Board's rules:

(r)	Joy E. Brantly Upper Elementary	B	27,735	4	09-19-91
(r)	Natalie S. LaPorte Upper Elementary	B	23,113	0	09-24-91
(r)	David J. Mongin Upper Elementary	B	27,735	4	09-16-91
(nr)	Christine Nywonger-Winkler Family & Consumer Ed	B	23,113	0	09-23-91
(r)	Lisa J. Segalla Upper Elementary	B	28,891	5	09-24-91

Effective between September 25, 1991, and October 7, 1991, payroll:

(r)(b)	Thomas J. Ashcraft Upper Elementary	B	30,044	6	09-30-91
(nr)	Robert A. Bersch Physical Education	B	23,113	0	10-07-91
(r)	Lynne M. Borts Elementary	B	23,113	0	10-07-91
(r)	Nola Briskey Upper Elementary	B	23,113	0	09-30-91
(nr)	Cheryl R. Brown Choral Music	B	23,113	0	10-07-91
(nr)(b)	Kathleen E. Caravella E.D.	B	36,978	14.6	09-25-91
(r)	Ellen J. Egan L.D.	B	23,113	0	10-07-91
(r)	Tammie K. Feiner Elementary	B	23,113	0	10-07-91
(r)	Cheryl L. Fortune Elementary	B	23,113	0	10-07-91

(r)(a)	Wendy A. Garman M.R.	B	25,424	2	09-30-91
(r)	Laura J. Gorecki Upper Elementary	B	23,113	0	10-03-91
(nr)	Diane C. Grunwaldt English/Social Studies	B	23,113	.5	10-03-91
(nr)	Deon M. Haith L.D.	B	23,113	0	09-25-91
(r)	Gale A. Hendrychowski Elementary	B	24,268	1	10-07-91
(r)	Marilyn Kramlich Elementary	B	23,113	0	10-07-91

Effective between September 25, 1991, and October 7, 1991, payroll:

(r)	Linda M. Kulasiewicz Upper Elementary	B	23,113	0	09-30-91
(r)	Mary C. Ladwig Elementary	B	23,113	0	10-07-91
(nr)	Margaret Y. Landis Upper Elementary	B	27,735	4	10-03-91
(nr)	Carey A. Mach Elementary	B	24,268	1	10-07-91
(nr)	Susan A. Markert Upper Elementary	B	25,424	2	09-30-91
(r)	Cynthia L. McKesson Elementary	B	23,113	0	10-07-91
(nr)	Lynne R. Miller Upper Elementary	B	23,113	0	09-30-91
(r)	Lauren A. Mott-Smith Upper Elementary	B	23,113	0	09-30-91
(nr)	Christine L. Nowak-Ahrens Upper Elementary	B	23,113	0	09-27-91
(r)	Yvonne M. Piasecki Upper Elementary	B	23,113	0	09-26-91
(nr)	Roslyn Y. Sampson Upper Elementary	B	23,113	0	10-01-91

(r)	Janet L. Sandner Elementary	B	24,268	1	10-07-91
(r)	Jodene M. Schlueter Upper Elementary	B	23,113	0	10-04-91
(nr)	Dana M. Waldschmidt Upper Elementary	B	23,113	0	10-03-91
(r)	Diane L. Wegner E.D.	B	23,113	0	10-07-91

Effective between September 25, 1991, and October 7, 1991, payroll:

(r)	Edwina K. Williamson Elementary	B	31,200	7	10-07-91
(r)	Douglas B. Yarn Industrial Ed	B	28,891	5	10-07-91

Effective between October 8, 1991, and October 20, 1991, payroll:

(nr)	Katherine S. Armstrong Kindergarten	C	26,117	0	10-11-91
(nr)(b)	Diane K. Christianson Reading	B	28,891	3.5	10-09-91
(r)	Michael J. Fassbender Upper Elementary	B	23,113	0	10-09-91
(r)	Peter M. Lemmer Reading	B	31,200	7	10-09-91
(r)	Phillip T. Loe M.R.	B	23,113	0	10-18-91
(r)	Jesus Santos Bilingual Elementary	B	23,113	0	10-14-91
(nr)	Margaret M. Schmus Speech Pathologist	C	26,117	0	10-14-91
(nr)	Kristine L. Strenger Elementary	B	24,268	1	10-08-91
(r)	Marija Vuckovic Speech Pathologist	C	26,117	.5	10-14-91

Effective between October 21, 1991, and November 2, 1991, payroll:

(r)	Mary Bartos Elementary	B	23,113	0	10-23-91

(r)	Maria Del S. Chico Spanish	B	31,200	7	10-28-91
(nr)	Melissa A. Ford Guidance	C	30,035	3	10-22-91

Effective between October 21, 1991, and November 2, 1991, payroll:

(r)	Douglas H. Krekling Music	B	23,113	0	10-21-91
(nr)(a)	Alice Jo Star Speech Pathologist	C	33,953	6	10-22-91
(nr)(b)	Carole L. Stoessner EC:EEN	C	43,799	16.5	10-21-91

Effective between November 3, 1991, and November 15, 1991, payroll:

(nr)	Penny L. Wilson Guidance	B	24,268	1	11-06-91

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date

Effective between November 6, 1991, and November 28, 1991, payroll:

(nr)	Sheila R. Kimbrough Speech Pathologist	C	28,729	2.5	11-25-91

(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)	Alice Somers-Walton	Principal Pierce Elementary School	Schedule III, Range 13D $58,495
(r)	Vern Mamon	Assistant Principal Wright Middle School	Schedule III, Range 11D $40,553

(r)	Reesa Rayford	District Director Community Recreation	Schedule III, Range 9A $50,536
(r)	Jose Acevedo	Chapter 1 Supervisor Secondary Mathematics	Schedule III, Range 8B $39,533

(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 January, 1992:

Joanne Stanton	Madison	August 30, 1991
Mary Thompson	Burroughs	September 19, 1991

Illness leave, to November, 1992:

Geraldine Erickson	Lapham Park	November 1, 1991

Maternity leave, to January, 1992:

Laura Hartnett-Weiner	Dover	October 8, 1991

Sabbatical leave, to June, 1992:

Margaret Guerin	Burdick	January 27, 1992

* * * * *

(ITEM 5) Your Committee reports that the Superintendent advised your Committee in accordance with the provisions of Section 3.39(1) ("Curtailment of Leave") of the Board's Rules, that the leave of absence granted to the following individual be curtailed:

CURTAILMENT OF LEAVE:

Cherie Scott	—Was granted a child rearing leave from August 30, 1991 to June, 1992. Curtailed as of October 23, 1991

* * * * *

(ITEM 6) The following resignations have been received and accepted by the Superintendent, effective as of the dates indicated:

RESIGNATIONS

Fred K. Bartelt	Wright	10-18-91
Marianne Basso	On Leave	10-24-91
Michael R. Belfer	On Leave	09-13-91
Delois M. Brown	Emerson	Jan-1993 Record Day
Junerose Conlin	Pluto 1	09-11-91
Timothy J. DesotelleHopkins	09-03-91	
Jenelle Elder-Green	Public Info	11-22-91
Kimberli A. Felske	Wausau EE&SS	10-25-91
Karen Galaszewski	Gaenslen	10-25-91
Darlyn K. Grulke	Wausau EE&SS	11-08-91
Wayne Handley	Lincoln M.S. of Arts	09-30-91
Kathleen M. Holter	Philipp	10-18-91
Margaret Kleiber	21st St.	10-17-91
Glenda L. Landon	Marshall	09-16-91
Armin B. Malotky	Comm Rela & Ed Srvs	11-29-91
Edward G. Pierce	Marshall	01-27-92
Janine R. QuartemontWright	09-11-91	
Ann Roubal	Morse	10-11-91

* * * * *

(Item 7) The Superintendent advised your Committee that:

1. MPS has sought to modify its current student assignment procedures for several years. Three recent events influenced the development and timing of this plan.

   In June, 1990, the Board created a School Selection Task Force to develop recommendations regarding student assignment. The Board then referred to that Task Force a resolution by Director O'Neil to re-examine student selection. Finally, my own work plan, presented to you at the August 10 Board retreat, includes submission in October of a student assignment plan that reflects the educational objectives we discussed at that meeting.

   The plan was developed with the advice of the School Selection Task Force and has been reviewed by MPS legal counsel.

2. The Transitional Student Assignment Plan was submitted to the Personnel and Negotiations Committee on October 14, 1991, for public hearing and input. Additional public hearings were conducted as follows:

Monday, October 21	Marshall High School
Tuesday, October 23	North Division High School
Monday, October 28	South Division High School

RESCINDED BY THE SUPERINTENDENT AT THE TIME OF THE PERSONNEL AND NEGOTIATIONS MEETING:

3. The Transitional Student Assignment Plan is now being submitted for adoption with the following revisions to the regional composition:

   - Thoreau School - from Red to Green Region
   - Dover School - from Blue to Yellow Region
   - Trowbridge School - from Blue to Yellow Region
   - Burbank School - from Green to Violet Region
   - Curtin School - from Blue to Violet Region

   The revisions are the result of updated student census data.

4. Responses to Board members' questions are included in the attachment.

5. At the public hearings considerable comment focused on the fifty-five percent (55%) assignment preference for city-wide schools for students residing within the one mile walk zone. Most speakers, as well as the School Selection Task Force, did not support his position.

   The Transitional Student Assignment Plan retains this position for the following reasons:

   - Historically, no city-wide school, even those with a walk zone preference, came close to attracting up to 55% of its enrollment from the neighborhood.

   - Many of the students who live near city-wide schools could benefit from the programs offered at these sites.

   - A consistent policy with regard to admission to city-wide schools needs to be established. Presently, there are city-wide schools with no walk zone preference, and those that maintain a walk zone preference.

6. Based on input from the School Selection Task Force and the public hearings, the application of sibling preference has been modified as follows:

   a. Sibling preference will not apply for students who apply for schools outside of their region, except for protected groups of students as being identified as having Exceptional Education, Bilingual, or English as a Second Language needs.

   b. Sibling preference will apply before random sample for students who apply for schools within their region, attendance area schools, or to a city-wide school.

7. The administration concurs in the Task Force recommendation that the Board authorize the establishment of a study to examine transportation services for children living in areas deemed socially hazardous.

Recommendations of the Administration:

1. That the Transitional Student Assignment Plan be adopted and approved for implementation beginning September, 1992.

2. That the School Board authorize the establishment of a study to examine transportation services for children living in areas deemed socially hazardous.

Your Committee recommends that the Transitional Student Assignment Plan be adopted and approved for implementation beginning September, 1992, with the exception of the paragraph on the city-wide schools (p. 7 of the plan).

Your Commitee recommends that the following modification to the City-Wide schools section be forwarded out of committee to the Board without a recommendation due to a tie vote:

That the language on page 7 of the plan read" . . all citywide schools will have a walk zone to allow some attendance area children to attend. This policy apply to up to 30% of entry level openings."

* * * * *

(Item 8) The Superintendent advised your Committee that::

1. The Report of the Discipline Work Team was prepared at the request of Superintendent Fuller. The team was composed of principals, teachers, parents, and central office staff. More than 50 additional persons, including students, participated in discussion sessions. The report includes ten recommendations.

2. The Report was submitted to the Personnel and Negotiations Committee on October 14, 1991 for public hearing and input. Additional public hearings were conducted as follows:

Monday, October 21	Marshall High School
Tuesday, October 23	North Division High School
Monday, October 28	South Division High School

3. The work team convened on November 6 to consider a) the comments made at the hearings, b) concerns raised in regard to treatment of exceptional education students and c) tasks required to implement the plan.

4. The work team noted the importance of ensuring that implementation of the plan and does not fall unfairly on students or any other group. Included among the tasks is a review of this issue.

5. The work team proposed an addendum to the report to describe its intent in regard to exceptional education students. This responds to the concerns expressed to the Board and to Dr. Fuller in a letter from the Task Force on Exceptional Education. Copies of both the concerns of the Exceptional Education Task Force and the proposed addendum are attached.

6. The intent of the addendum is to specify that existing policies and procedures to safeguard the rights of children with handicapping conditions will continue in effect and that the implementation plan will incorporate information on those policies and procedures.

7. Contingent on Board approval of the report, the work team has agreed to continue to assist Dr. Fuller to develop an implementation plan and to review various components of that plan.

Your Committee recommends that the Report of the Discipline Work Team, and including the Addendum noted above, be adopted, effective for the second semester of the 1991-1992 school year

* * * * *

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

1. At its meeting of August, 1976 (Proc., pp. 34-325), the Board adopted the recommendation that :"The Board President be empowered to enter into interdistrict pupil transfer agreements with other school districts on behalf of the Board."

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

3. A summary of the agreements is provided:

MILWAUKEE PUBLIC SCHOOLS
INTERDISTRICT TRANSFER AGREEMENT
SEATS TO BE MADE AVAILABLE
COMPARISON OF AGREEMENT GOALS TO CONTRACTS
SCHOOL YEARS 1991/1992 AND 1990/1991

Districts with Five Year Goals:

	----------SEATS TO BE MADE AVAILABLE----------		
District	1992/1993 Settlement Agreement Goals	Seats Made Available Per 1991/1992 Contract	Seats Made Available Per 1990/1991 Contract
Greendale	316	348	BPA
Whitefish bay	336	385	355
Whitnall	255	255	BPA

Districts to Annually Contract Goals:

District	1991/92 Goal	1991/1992 Seats Made Available Per Contract
Glendale-River Hills	96	119
Maple Dale-Indian Hill	57	83
Mequon-Thiensville	240	240

BPA = Board Previously Approved

Your Committee recommends that the 1991/92 Chapter 220 inter-district pupil transfer agreements for the school districts of Glendale-River Hills, Greendale, Maple Dale-Indian Hill, Mequon-Thiensville, Whitefish Bay and Whitnall and the 1990/1991 agreement for the school district of Whitefish Bay be approved.

* * * * *

(ITEM 10) Your Committee reports having received an informational report from the Superintendent and the Secretary-Business Manager on the following matter:

A. Report on the Affirmative Action Personnel Transactions for the Month of October, 1991

Separate consideration having been requested of items 2, 7, and 10, the remainder of the report was adopted the vote being the same as the preceding.

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 Bills moved for suspension of Board Rules and 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.

Item 7 of the report relating to Student Assignments having been set aside for separate consideration, Director O'Connell requested it be held until later in the evening. The request was granted. When presented, Director O'Connell moved for concurrence. Director O'Connell moved to amend the recommendation for 55 percent enrollment from the walk-zone of city-wide schools. Director O'Connell changed his amendment that the 55 percent walk-zone preference would be retained in schools that presently have the preference. Director Lucey proposed a substitute motion that a 30 percent walk-zone preference for all city-wide schools. Director Johnson amended the amendment to 50 percent walk-zone with the exception of those presently 55 percent.

The substitute motion failed, the vote being as follows:.

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

Noes—Directors Bills, O'Connell, Sinicki, Small and President Mitchell—5.

Director Lucey proposed a substitute motion which would be 30 percent across the board for all city-wide schools.

The substitute motion failed, the vote being as follows:.

Ayes—Directors Johnson, Lucey, O'Neil—

Noes—Directors Bills, O'Connell, Sinicki, Small and President Mitchell—

Director O'Connell's original motion to eliminate from the language the 55 percent walk-zone, with the exception of those schools that presently use the 55 percent walk zone prevailed, the vote being as follows.

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

Noes—None.

Present—Director Johnson—1.

Director Johnson left at 10:15 PM.

Director Bills moved to amend that the establishment of choice week be in the first week of April and parents be provided with information to help them understand their choices and the process in which to make these choices.

The motion failed, the vote being as follows:

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

Noes—Directors Lucey, O'Connell, O'Neil, Small—4.

Director Bills moved to amend the report that all screening subtle or overt be eliminated in the screening process, excluding the two schools which presently screen.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, O'Connell, O'Neil, Sinicki, Small—4.

Noes—Directors Lucey, O'Neil, and President Mitchell—3.

The Board recessed from 10:43 to 10:52 PM.

Director Bills moved to commit 10 percent of the budget for the next three years to non-city wide school improvement which includes staff development and if approved the Administration bring a plan to the Board in February, 1992. Director Bills changed the motion to a school development plan which includes staff development from the Administration in February to be included in the budget discussion next year.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, O'Connell, Sinicki, Small—4.

Noes—Directors Lucey, O'Neil and President Mitchell—3.

The motion to adopt the Student Assignment Plan as amended with all amendments prevailed, the vote being as follows.

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

Noes—None.

Item 8 of the report relating to the report of the Discipline Work Team having been set aside for separate consideration, Director Bills moved to reduce the levels of discipline from 5 to 4. One and two would merge and the last would be expulsion.

The motion prevailed, the vote being as follows:

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

Noes—Directors O'Connell, O'Neil—2.

Director Bills moved to amend the report that the administration bring to the Board an informational elementary student discipline plan with the students' roles and responsibilities included.

The motion prevailed, the vote being as follows:

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

Noes—Director Lucey—1.

The motion to adopt the Report of the Discipline Work Team as amended with all amendments prevailed, the votes being as follows:

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

Noes—None.

Director Bills left at 11:40 P.M.

Item 9 of the report relating to interdistrict transfers having been set aside for separate consideration, Director Lucey moved to accept the item. The motion prevailed, the vote being as follows:

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

Noes—Director O'Neil—1.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

Director Mallory presented the following report of the Committee on Instruction and Community Relations:

November 20, 1991

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:

1. A committee to study the needs of gay and lesbian youth in our schools was formed in May, 1991, and a report was made to the Instruction and Community Relations Committee on October 16, 1991. The administration has reviewed the report, agrees with the concerns identified by the task force, and offers the following responses to the recommendations.

2. Recommendations of the task force and responses of the administration:

   a. That all youth be guaranteed the right to a free public education in a safe and nurturing environment regardless of their sexual orientation;

The administration supports this recommendation and continues to reinforce that all administrators, faculty and staff have a responsibility to provide a nurturing and safe environment for all students. The administration requests the task force to develop strategies to assist faculty and staff to carry out this responsibility.

b. That all young persons have an equal opportunity for quality education regardless of their sexual orientation;

The administration will assist the task force in the dissemination of the strategies developed in recommendation (a) to school staffs in order to eliminate discrimination based on sexual orientation.

c. *That curriculum materials, teaching strategies and school policies which include non-judgmental information on sexual orientation be implemented in schools.*

The administration directs the task force to identify supplemental materials that can be integrated into existing curricular areas. These materials will be presented to curriculum specialists for inclusion in their specific areas. Guidelines for implementation will be provided for teachers.

d. *That sexual orientation be addressed in the sexuality component of a comprehensive health instruction curriculum;*

The administration requests the task force to develop materials that address sexual orientation in human growth and development including gender neutral terminology.

e. *That school personnel prohibit any sexually oriented deprecating, harassing and prejudicial statements;*

The administration will remind principals to enforce the existing student nondiscrimination policy as described in Section 118.13, Wisconsin Statutes, which prohibits discrimination against pupils on the basis of sex, race, color, national origin, ancestry, creed, religion, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional, or learning disability. This policy is described on pages 42-43 of the parent/student handbook, *Milwaukee's Promise to our Children, for our Future*.

f. *That all administrative personnel, faculty and staff receive training to increase their knowledge of and sensitivity to lesbian and gay culture and issues;*

The administration recommends that the task force develop and implement appropriate inservice for Milwaukee Public Schools personnel.

g. *That drop-out prevention strategies targeted towards gay and lesbian youth be developed and implemented;*

The administration directs the task force to examine existing programs both internal and external and develop strategies appropriate to MPS students.

h. *That community and school-based services and resources be made available.*

The administration requests the task force to identify available services and resources and suggest appropriate involvement strategies for implementation within our schools.

Your Committee recommends that the Board accept the responses of the administration to the recommendation of the Task Force Regarding Gay and Lesbian Teens.

* * * * *

(ITEM 2) The Superintendent advised your Committee that:

1. Standard (e) requires that school districts plan and implement a board approved program to provide guidance and counseling services to all pupils enrolled in the district. The program shall be planned and implemented to meet age and grade level appropriate personal, social, educational, and career/vocational child development and learning needs. The program will foster lifelong attitudes toward learning and career/employment goals, as well as positive attitudes toward self, family, and society.

2. The philosophy and mission of the Office of Guidance and Career Education supports all aspects of program development:

   Philosophy: The guidance program of the Milwaukee Public Schools focuses on the dignity and potential of each individual student. It assists and augments the development and growth of students in attitudes and skills needed to become productive adults and responsible citizens (MPS Guidance Manual)

   Mission: The mission of the Office of Guidance and Career Education is to enable the schools to provide the outstanding guidance, counseling, and career education services required to generate optimal self-awareness, self-acceptance, self-esteem, self-direction and social interest in every student in the Milwaukee Public Schools.

3. The MPS developmental guidance program is comprised of a number of programs and initiatives, elementary through high school, within the following areas: career planning; consultation; counseling; curriculum; education planning; orientation; placement; program evaluation; referral; school, parent and community relations; testing and assessment.

4. To aid guidance and career education program assessment and planning, a survey was sent to all schools in the Fall of 1986, requesting input for the future development of guidance and career education, as well as for the guidance and career education curriculum (now known as CHANGE).

   Using the results of this survey, along with various guidance and career education planning guides and resources, specific initiatives became targeted for program development priority. Informational reports regarding a number of these areas have been brought to the Board during the past five years.

   Key targeted areas include the following:

   - guidance and career education curriculum;
   - elementary guidance and career education program development;
   - precollege opportunities;
   - financial aid and post-secondary planning;
   - career/college planning labs;
   - expansion of Advanced Placement Program (AP) and participation in Midwest Talent Search as part of academically gifted and talented program;
   - counselor training and inservice;
   - expansion of college and career/vocational fair opportunities;
   - articulation between levels (elementary, middle, and high)
   - coordination with other pupil service providers;
   - communication with parents;
   - collaboration with our community; including government, business, post-secondary institutions, and private agencies;
   - expansion of funding resources.

5. In MPS, guidance and career education programs are directed, coordinated, and monitored centrally to assure that program elements are in place. Also, data for local and state reports, as well as for funding sources, are gathered and written centrally.

6. At the same time, many school-based variables determine counseling program needs and priorities. Each school or guidance department annually assesses the previous year's guidance plan and develops objectives for the new year. The guidance plans become part of the school effectiveness plan, as well as part of the district guidance plan.

7. A combination of Board support, State resources, outside funding, and voluntary participation have enabled us to move in a positive direction in achieving objectives contained within each targeted area. Limitations of resources have made it difficult to move as quickly as the need suggests in some areas, such as elementary guidance program development and expansion of career/college planning labs. However, even in these areas, steady progress has been made in the past five years and future growth is anticipated.

Your Committee recommends that the Board approve the plan to provide guidance and counseling services to students in Milwaukee Public Schools as described above.

* * * * *

(ITEM 3) 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 13, 1991:

A. Pupil Accounting Reports:

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

B. School Effectiveness Planning for 1991-1992

C. Report on Planning for Summer School

D. Report on the Audit of the Program for Visually Impaired Students

E. Report on WYMS Radio Listener Increases

* * * * *

Separate consideration having been requested for items 1 and 2 the remainder of the report was adopted, the vote being the same as that preceding.

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 report of the Gay and Lesbian Task Force having been set aside for separate consideration, Director Lucey moved for a substitute motion that only the responses to the recommendations A through H.be adopted by the Board Director O'Neil requsted that the Committee vote upon items F, G and H separately.

Separation of the question was ordered.

The Board voted on Director Lucey's substitute motion A through E. 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.

Director Lucey's substitute motion on items F, G, and H prevailed, the vote being as follows:

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

Noes—Director O'Neil—1.

The Board recessed from 8:50 to 9:07 PM.

Item 2 of the report relating to providing guidance and counseling services to students 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'Connell, O'Neil, Sinicki, Small, and President Mitchell—9.

Noes—None.

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:

REPORT NO. 1

(ITEM 1) 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 14, 1991:

A. Monthly Expenditure Control Report

B. Change in Designation of Six General Aide Positions to Safety Aide Positions

C. Report on Categorical Programs

D. Report on WEPCO Area Lighting

A Second Regular Monthly report from the Finance and Facilities Committee will be submitted under separate cover, prior to the meeting of the full Board on November 20, 1991.

REPORT NO. 2

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

RELOCATION OF LOCAL ITFS SYSTEM

TODD COMMUNICATIONS, INC.

Combination bid of . . . . . $ 329,832.33

* * * * *

(ITEM 2) The Superintendent advised your Committee that the following donations have been offered:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Auer Avenue	Reading is Fundamental Inc.	$300	Purchase Books
Clemens	Parent of a teacher at Clemens	2,000	8 Violins
Ex. Ed. Dept.	Carol Ann Wunderer	120	Spree Book Sale/Special Olympics
Fritsche	Ada Antonopoulos	400	Computer Printer
Goodrich	Goodrich PTA	156	30 Calculators
	Goodrich PTA	1,200	Library Books
	Goodrich PTA	1,430	Laminating and Binding Machine
	Goodrich PTA	270	Drying Rack/Honor Roll Awards
Grant	Grant PTO	680	Field Trip/Classroom Supplement
Granville	Pieperpower Found.	1,500	Educational supplies
	Cerrianne Feldner	1,060	RIF Books/ Motivation/ Programs/Prizes
King	School funds	325	Computer table
	School funds	4,835	Computer system
Lloyd Street	Lloyd St. PTA	212	Panasonic VCR
Lowell	Lowell PTO	905	T-Shirts/Spirit Day
	Lowell PTO	145	Refrigerator
Pulaski	Ms. Nutt	450	Magnavox VCR
Robinson	Johnson Control	4,400	Macintosh Computer System

Roosevelt	School funds	230	Typewriter

Seventy-eighth St.	Mrs. Wilma Krowas	600	Apple Computer with accessories
Trowbridge	Pieper Electric	319	Extended keyboard/Security wrap for computer
Vincent	Statt Auto Parts	400	Purchase shirts for Power Tech Program
Washington	JCPenney Div.	11,000	5/NCR Tower Processor/3/Sets of Power manuals & Software
Whittier	The Puzzle Box	67	Reading & Math Manipulatives
	Mrs. Esther Rezell	50	11 Pairs mittens/hand knitted

TOTAL $33,054

Your Committee recommends that authorization be given to accept the above donations with appropriate acknowledgments to be made on behalf of the Board of School Directors.

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

1. On October 30, 1991 (Proc., p. 321), the Board received a communication from Mr. Vernell Ross, Pastor of Cornerstone Church. The purpose of the communication was to request the use of a Milwaukee Public Schools facility for Sunday worship services.

2. Worship services would be held from 8:00 a.m. to 1:00 p.m. to allow for prayer time and fellowship meetings. The period of time requested for the usage is approximately two years.

3. 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."

4. 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 religious groups.

5. Since school facilities are normally not used for school activities on Sundays, there is no conflict for this usage.

Your Committee recommends that the Rules be suspended to allow for building use permits to be issued with the understanding that the organizations maintain their credibility of reimbursing the school district for all reasonable costs incurred in opening the school buildings for their events.

* * * * *

(ITEM 4) The Superintendent and Secretary-Business Manager advised your Committee that:

1. On June 28, 1989, the Board awarded a contract for the Kerry Consulting Group to review and make recommendations regarding the management of technology within MPS. One of the areas of specific concern to Board members was procedures for control of the acquisition of technology.

2. On September 26, 1990, the Board approved a process for reviewing technology acquisition, under the direction of a Manager of Instructional Technology. The expected results of this

process was to ensure (1) that the technology acquisition process is open to all qualified vendors, including small and minority owned concerns, and (2) that the acquisition process results in a fair and open evaluation of all qualified technology options as potential solutions to given problems.

3. The position of Manager of Instructional Technology was eliminated from the 1991-1992 Budget. With this elimination, the process was stalled. The establishment of a Technology Advisory Group (TAG) will reinstitute a process for evaluating technology acquisitions.

4. The mission of the TAG will be to review all technology purchases over $25,000 regardless of funding source. The TAG will review proposals and make recommendations to the Superintendent and Secretary-Business Manager. TAG meetings will be open to the public, and are scheduled for the last Thursday of each month from 3:30 p.m. to 5:00 p.m.

5. The composition of the TAG is as follows:

    - Three (3) appointed by the Deputy Superintendent
    - Three (3) from Information Systems
    - Two (2) from Business Support Services
    - Five (5) School administrators/teachers

Your Committee recommends that the Board approve the establishment of the Technology Advisory Group with its mission to provide recommendations to the Superintendent and Secretary Business-Manager for purchases of Instructional Technology over $25,000

* * * * *

(ITEM 5) The Secretary-Business Manager advised your Committee that:

1. At the October 17, 1991, Finance and Facilities Committee Meeting, Brown Street Academy parents petitioned the School Board to reinstate bus service at 2:30 p.m. Brown Street Academy has an extended day program, whereby eighty-five percent (85%) of the students are transported home at 5:00 p.m. The 2:30 p.m. bus service was eliminated during the 1991-1992 budget deliberations. At the October 30, 1991, School Board Meeting the request was returned to Committee for further hearing.

2. A review of all published literature to parents and/or the schools would indicate that Brown Street Academy's school times are 7:30 a.m. to 5:00 p.m. Brown Street Academy was notified in February, 1991 that the 2:30 p.m. service was eliminated. No communication to parents concerning the 2:30 p.m. service was sent by Pupil Transportation Services or the Department of Student Services.

3. A survey by Brown Street Academy indicated that ninety-seven (97) students who are eligible for Transportation requested bus service at 2:30 p.m. To maintain the proper documentation and monitoring for these students, Pupil Transportation Services recommends that six (6) additional routes be established.

4. The cost to reinstate this service which will commence on Monday, December 2, 1991, and run through the end of the school year is estimated to be $67,000.

Your Committee recommends that $67,000 be transferred from the contingent fund to the appropriate transportation account; to reinstate the bus service at 2:30 p.m. for Brown Street Academy.

* * * * *

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

1. In 1987 the Department of Community Recreation and Educational Services, in concert with the Department of Information and Technology Services, completed a comprehensive one year search to find a computer system and software that could handle the Recreation Department's registration, facilities scheduling, and fiscal reporting. The search revealed that an appropriate software package did not exist that could accommodate the volume and diversity of needs.

2. Two options were explored: a) to have the Department of Information and Technology Services write a software program or b) seek out a vendor that would be willing to write an original software program within acceptable budget limitations.

3. An assessment of existing service demands placed upon the Department of Information and Technology Services by the District indicated that they would not be able to address the needs of the Recreation Department for two years. It became apparent that the more appropriate way to solve the problem was to seek a vendor to provide the equipment and software.

4. Several vendors were contacted regarding the development of original software and providing the necessary hardware. The Unisys Corporation proposed a very acceptable 5-year equipment rental package: a) they agreed to develop the software at no charge and b) the software would become the property of the Recreation Department. This arrangement gave the Department of Information and Technology Services the opportunity to evaluate and assist in necessary upgrading as needs and technology changed.

5. On January 27, 1988, the board approved a monthly lease of $2,700 for the equipment and software with Unisys Corporation.

6. The Recreation Department has reorganized its service delivery system and established three field offices. These offices require access to the mainframe housed at Central Office. In addition to using the system for registration, scheduling, and fiscal reporting, the system could be used as a database to produce needed planning and attendance reports with some upgrading and minimal reprogramming.

7. The Department of Information and Technology Services has reviewed the system and recommended it be continued with the necessary upgrades and program changes to accommodate the reorganization and expanded use.

8. The Recreation Department has funds in the 1992-93 budget to pay for the required modifications and is requesting to move funds to the Department's General Service Account so that they can implement the changes required to modernize the system.

Your Committee recommends that $13,500 in the Recreation Department's Additional Equipment Account be transferred to the Department's General Service Account.

* * * * *

(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 meetings of November 14 and November 18, 1991:

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

B. Statement of Operating Revenues

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$ 541,632,538	$ 10,235,067	$ 551,867,605	$ 33,988,778	$ 517,878,828	6.2%
Categorically Aided	31,485,309	17,603,413	49,088,722	4,445,095	44,643,627	9.1%
School Nutrition	22,075,595	75,150	22,150,745	2,677,856	19,472,889	12.1%
Construction	8,863,368	9,525,304	18,388,672	483	18,388,189	0.0%
Extension	5,857,258	177,439	6,034,697	201,041	5,833,656	3.3%

C. Statement of Expenses

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Expenditures (2)	Unexpended Balance	Percent Expended
School Operations	$ 541,632,538	$ 10,235,067	$ 551,867,605	$ 131,689,674	$ 420,177,931	23.0%
Categorically Aided	31,485,309	17,603,413	49,088,722	9,806,427	39,282,295	20.0%
School Nutrition	22,075,595	75,150	22,150,745	5,421,303	16,729,442	24.5%
Construction	8,863,368	9,525,304	18,388,672	15,383,545	3,005,127	83.7%
Extension	5,857,258	177,439	6,034,697	1,801,003	4,233,694	29.8%

(1) Represents 1990-91 appropriations carried over to the 1991-1992 fiscal year and board approved transfers during the 1991-1992 fiscal year.

(2) Expenditures included through October 31, 1991 and payrolls through October 25, 1991.

Separate consideration having been requested for items 3 and 5 the remainder of the report was adopted, the votes being the same as that preceding.

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

Noes—None

Item 3 of the report relating to allowing the Cornerstone Church to use a school facility for Sunday worship having been set aside for separate consideration, Director Bills moved for suspension of Board Rules and concurrence.

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 5 of the report relating to contingent Fund transfer to reinstate bus service for Brown Street Academy having been set aside for separate consideration, Director Bills mover to accept the recommendation. The motion failed as two thirds vote is needed, the vote being as follows:

Ayes—Directors Bills, Sinicki, Small, and President Mitchell—4

Noes—Directors Lucey, O'Connell, O'Neil—3

SPECIAL COMMITTEE REPORTS

The Secretary-Business Manager reported four expulsion orders from the Independent Hearing Panel of the Milwaukee Board of School Directors. Director O'Connell moved to accept the expulsion orders.

The motion prevailed, the vote being as follows:

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

Noes—None

COMMUNICATIONS AND PETITIONS

The Secretary-Business Manager presented the following communication:

Communication from the Milwaukee Building Construction Trades Council relative to increases in wages for various trades.

Referred to Committee on Personnel and Negotiations.

Communication from the City-Wide Council of PTA's for use the MPS cafeteria for a fund raising fair.

Referred to Committee on Finance and Facilities.

The Board adjourned at 11:50 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of Novemberr 30, 1991

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	374	343		10	581	7	48	62	9		717
K3	333	224		4	308	14	41	169	21		557
PK	79	54		2	101		6	23	1		133
K4	1886	1826		32	1843	130	338	1306	63		3712
K5	4287	4051		105	4615	296	754	2479	89		8338
01	4976	4542		107	5542	331	960	2478	100		9518
02	4218	4060		88	4740	314	802	2248	86		8278
03	4066	3972		93	4511	291	803	2244	100		8038
04	4007	3727		89	4439	270	744	2110	78		7734
05	3975	3814		98	4575	240	728	2055	93		7789
06	3627	3569		80	4284	198	714	1846	74		7196
07	3429	3220		92	3888	173	636	1799	61		6649
08	2974	3013		65	3468	149	554	1684	67		5987
09	3981	3733		101	4313	224	740	2257	79		7714
10	3533	3404		69	3767	196	635	2198	72		6937
11	2687	2781		59	2807	171	417	1960	54		5468
12	2101	2302		40	2094	172	344	1711	42		4403
13											
Invalid	1	2						2			3
TOTAL	50534	48637		1134	55876	3176	9264	28631	1089		99171

Total Active Detached..... (Included above) Total Suburban Transfers—5582

Total Inactive..... (Not included above)

Brown Deer	175	Greendale	266	New Berlin	83	St. Francis	134
Cudahy	228	Greenfield	321	Nicolet	154	Wauwatosa	834
Elmbrook	179	Hamilton	42	Oak Creek	330	West Allis	464
Fox Point	136	Maple Dale-Indian Hills	82	Shorewood	287	Whitefish Bay	349
Franklin	289	Menomonee Falls	280	South Milwaukee	318	Whitnall	278
Germantown	26	Mequon-Thiensville	205				
Glendale-River Hills	122						

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1598	75.5	113.0	5.0	North Division	1305	65.5	102.0	6.0
Custer	1145	83.9	84.0	5.0	Pulaski	1676	76.0	111.0	5.0
Hamilton	1735	83.7	114.0	5.0	Riverside	1457	88.3	111.0	5.0
Juneau	824	83.5	63.0	3.0	South Division	1756	78.0	133.0	5.0
King	1211	93.6	74.0	3.0	Vincent	1421	79.3	103.0	5.0
Madison	1591	77.5	107.0	5.0	Washington	1683	78.3	121.0	5.0
Marshall	1205	80.9	86.0	4.0	HS of the Arts	741	91.6	56.0	3.0
Milwaukee Tech	1938	90.8	130.0	4.0	TOTAL	21286	81.3	1508.0	68.0
MIDDLE SCHOOLS									
Audubon	942	988.5	66.0	3.0	Parkman	621	84.1	54.0	3.0
Bell	968	90.0	67.0	3.0	Robinson	509	93.4	40.0	2.0
Burroughs	942	89.0	63.0	3.0	Roosevelt	656	93.1	45.0	2.0
Edison	888	90.1	67.0	3.0	Sholes	876	85.6	60.0	3.0
Eighth St.	337	92.4	27.0	2.0	Steuben	911	91.7	61.0	3.0
Fritsche	986	89.1	69.5	3.0	Walker	838	86.6	59.0	3.0
Fulton	661	97.4	56.0	3.0	Webster	973	90.7	64.0	3.0
Kosciuszko	768	85.3	64.0	3.0	Wright	846	90.3	63.0	3.0
Morse	1054	94.3	68.0	3.0					
Muir	968	86.9	68.5	3.0	TOTAL	14908	89.8	1062.0	51.0

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS									

Alcott	417	92.0	17.2	1.0	Hopkins	804	91.9	46.0	2.0
Allen Field	1001	93.1	53.5	2.0	Humboldt Park	578	93.8	30.0	1.5
Auer	624	93.2	36.8	1.5	Irving	715	93.2	39.0	2.0
Barton	580	93.8	27.0	1.5	Kagel	398	96.3	24.0	1.0
Berger	528	90.3	32.1	1.5	Keefe Av.	637	92.6	39.3	2.0
Brown St.	640	91.5	36.0	2.0	Kilbourn	376	89.1	22.5	1.0
Browning	449	91.9	22.3	1.0	Kluge	600	93.2	33.0	1.5
Bruce	550	93.3	28.1	1.5	LaFollette	658	92.8	39.8	2.5
Bryant	599	91.7	30.0	1.5	Lancaster	573	93.9	29.5	1.5
Burbank	579	91.8	23.8	1.5	Lee	661	91.1	37.3	2.0
Burdick	525	88.2	31.0	2.0	Lincoln Av.	656	92.0	30.5	1.5
Carleton	530	93.8	24.6	1.0	Lloyd St.	592	93.3	30.5	1.5
Cass	608	92.4	39.3	2.0	Longfellow	657	92.3	30.8	1.5
Clarke	500	93.7	28.3	1.5	Lowell	291	92.6	12.9	1.0
Clemens	450	90.0	22.2	1.0	MacDowell	543	94.0	27.0	1.5
Clement	454	91.7	21.0	2.0	Manitoba	383	96.5	32.5	2.0
Congress	534	93.5	23.9	1.5	Maple Tree	544	93.4	22.0	1.5
Cooper	425	92.1	21.5	1.0	Maryland Av.	338	92.2	20.2	1.0
Curtain	377	91.1	18.2	1.0	Mitchell	766	91.1	34.0	2.0
Doerfler	690	92.4	30.0	1.5	Morgandale	572	93.8	26.1	1.5
Douglass	310	95.6	16.7	1.0	Neeskara	418	93.9	30.5	1.0
Dover	639	92.9	27.1	1.5	Ninety-fifth	341	93.9	17.6	1.0
Eighty-eighth	395	96.0	18.5	1.0	Palmer	594	92.3	41.8	2.0
Eighty-first	497	92.1	20.8	1.0	Parkview	391	92.8	19.0	1.0
Eighty-second	463	95.0	21.5	1.0	Phillip	338	90.6	19.2	1.0
Elm	370	95.9	20.0	1.0	Pierce	576	93.09	33.0	2.0
Emerson	280	93.3	16.9	1.0	Riley	628	0.2	31.0	1.5
Engleburg	501	92.7	28.1	2.0	Seventy-eighth	583	91.9	33.0	1.5
Fairview	516	92.1	30.0	1.0	Sherman	596	94.3	27.7	1.5
Fernwood	483	89.0	29.0	1.5	Siefert	604	91.3	37.0	1.5
Fifth-fifth	485	95.3	22.5	1.0	Silver Spring	367	92.7	20.2	1.0
Fifty-third	394	95.5	18.7	1.0	Sixty-fifth	361	93.2	20.0	1.0
Forest Home	975	92.4	48.0	2.0	Sixty-seventh	333	92.2	15.9	1.0
Franklin	601	95.6	40.3	2.0	Story	562	95.6	35.9	2.0
Fratney	350	93.0	20.7	1.0	Stuart	330	94.2	18.0	1.0
Gaenslen	672	87.6	59.0	2.0	Thirty-eighth	571	95.9	26.9	1.5
Garden Homes	525	92.0	30.1	1.5	Thirty-fifth	338	94.2	15.4	1.0
Garfield	434	95.2	27.0	1.0	Thirty-first	507	94.8	28.8	1.5
Garland	375	89.0	15.4	1.0	Thirty-seventh	610	89.5	31.1	2.0
Golda Meir	256	96.0	13.8	1.0	Thoreau	688	93.6	31.0	1.5
Goodrich	446	94.1	22.5	1.0	Tippecanoe	249	92.9	12.5	1.0
Grandview	345	92.3	17.5	1.0	Townsend	518	95.6	21.5	1.0
Grant	590	93.1	27.3	1.5	Trowbridge	336	89.0	17.2	1.0
Grantosa	609	94.2	35.0	2.0	Twentieth	710	92.1	39.3	2.0
Granville	496	94.1	24.5	1.0	Twenty-first	623	94.3	38.0	2.0
Green Bay Av.	601	92.9	30.6	1.5	Twenty-fourth	324	95.2	21.0	1.0
Greenfield	405	94.2	18.0	1.0	Twenty-seventh	693	92.7	38.0	2.0
Hampton	601	92.8	30.0	1.5	Victory	529	91.4	29.0	2.0
Happy Hill	530	91.9	24.3	1.5	Vieau	628	92.9	37.1	2.0
Hartford	604	94.6	33.2	2.0	Whitman	451	91.2	24.8	1.0
Hawley	342	93.9	16.4	1.0	Whittier	211	95.7	8.4	1.0
Hawthorne	390	93.2	18.0	1.0	Wisconsin Av.	708	92.6	31.0	2.0
Hi-Mount	475	93.5	24.5	1.0	Zablocki	672	90.4	31.0	2.0
Holmes	710	91.1	46.3	2.0	TOTAL	55449	92.8	2947.8	153.5

OTHER SCHOOLS

Craig	76	72.5	11.0	1.0	Lincoln Alt. HS	83	51.5	7.0	1.0
Demmer	6	58.7	8.0	1.0	Lincoln Voc.Lab.	56	63.0	18.0	1.0
Hayes	69	78.6	12.0	1.0	Manitoba Ortho.	105	90.3	.0	.0
Kilmer	191	82.3	16.5	1.0	Pleasant View	237	87.7	30.5	1.0
Lady Pitts	206	41.1	15.0	1.0	Sixty-eighth	170	70.5	10.0	1.0
Lapham Park	134	74.3	10.0	1.0	Commun. Based	774		21.0	1.0
					TOTAL	2110	70.5	159.0	11.0

MPS TOTAL

SUPERINTENDENT'S MONTHLY REPORT as of November 30, 1991
EXCEPTIONAL EDUCATION PROGRAM
ETHNIC SUMMARY

System Totals	Amer. Indian		Black		Asian		Hispanic		White		Other		Total		Program Total
	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	
Learning Disab.	43	1	1780	15	17	0	285	1	881	14	29	0	3035	31	3066
Emotion. Dist.	16	0	1253	31	2	0	103	4	510	22	27	2	1911	59	1970
Autistic	0	0	69	8	3	0	4	0	45	1	2	0	123	9	132
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	1	37	35	2	0	4	4	16	33	0	1	60	74	134
Physically Hdcp.	5	0	227	103	9	4	48	7	166	122	8	6	463	242	705
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	1	0	71	22	12	0	17	2	85	15	10	0	196	39	235
Mentally Ret.	11	3	1118	198	13	2	118	25	372	107	8	4	1640	341	1981
Speech/Languag	35	18	1604	1133	38	27	211	191	996	643	41	32	2898	2044	4942
e	0	0	0	0	0	0	0	0	0	0	0\	0	0	0	0
School Age Par. Disability Total	112	23	6159	1545	96	33	790	234	3044	957	125	47	10326	2839	13165
Ethnic Totals	140		7704		129		1024		4001		172		13165		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 25, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 7:13 PM.

Present—Directors Lucey, O'Connell, O'Neil, Sinicki, and President Mitchell—5.

Absent and excused—Directors Bills, Johnson, Mallory, and Small—4.

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

October 22, 1991

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 25, 1991, 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(l)(e)(2) of the contract between the Board of School Directors and the Milwaukee Teachers Education Association (Teachers).

The meeting will be held in public or 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.

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 hearing in the matter of an appeal of disciplinary action under Part IV, Section N (1)(e)(2) of the contract between the Board of School Directors and the Milwaukee Teachers Education Association (Teachers).

The motion prevailed, the vote being as follows:

Ayes—Directors Lucey, O'Connell, O'Neil, Sinicki, and President Mitchell—5.

Noes—None.

The Board resolved itself into a Committee of the Whole at 7:15 PM.

Director Lucey moved to limit the presentations of each side to two-and-one-half hours with time consumed in cross-examination to be counted against that party's time.

The motion prevailed, the vote being as follows:

Ayes—Directors Lucey, O'Connell, O'Neil, and Sinicki—4.

Noes—President Mitchell—1.

Director O'Connell moved that the Board retire to executive session pursuant to Section 19.85 (1)(b), Wisconsin Statutes, to give hearing in the matter of an appeal of disciplinary action of a teacher.

The motion prevailed, the vote being as follows:

Ayes—Directors O'Connell, O'Neil, Sinicki, and President Mitchell—4.

Noes—None.

Voting "Present"—Director Lucey—1.

The Board retired to executive session at 7:19 PM.

The Board reconvened in open session and rose from the Committee of the Whole at 12:03 AM.

Director Sinicki moved for adoption of the report of the Committee of the Whole to terminate Jimmie Trimble for the following reasons: permitting unauthorized use of work on vehicles, filing fraudulent claims for travel reimbursement, having unauthorized absences from work, making unauthorized use of MPS facilities, and failing to carry out the duties of the department chairperson, I.C.E. teacher/coordinator.

The motion prevailed, the vote being as follows:

Ayes—Directors Lucey, O'Connell, ONeil, Sinicki, and President Mitchell—5.

Noes—None.

The Board adjourned at 12:05 AM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 4, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 7:18 PM.

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

Absent and excused—Director O'Connell—1.

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

November 12,1991

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, December 4, 1991, in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing and giving public hearing on the proposed reapportionment of the Board election districts.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director Sinicki moved that the Board resolve itself into a Committee of the Whole for the purpose of discussing and giving public hearing on the proposed reapportionment of the Board election districts.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting "Present—Director Mallory—1.

The Board resolved itself into a Committee of the Whole at 7:20 PM.

The Board rose from the Committee of the Whole at 8:29 PM.

President Mitchell, who acted as Chairperson of the Committee of the Whole, reported that the Committee had given hearing in the matter of the proposed reapportionment of the Board election districts.

The Board adjourned at 8:30 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 5, 1991

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

Present—Directors Johnson, O'Connell (appearing later), O'Neil, and Small—4.

Absent and excused—Directors Bills, Lucey, Mallory, Sinicki, and President Mitchell—5.

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

November 12,1991

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, December 5, 1991, in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing and giving public hearing on the proposed reapportionment of the Board election districts.

SUZANNE M. LUNDIN
Secretary-Business Manager

There being no quorum, the Board adjourned at 8:25 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 9, 1991

Special meeting of the Board of School Directors called to order by Vice-President O'Connell at 6:08 PM.

Present—Directors Bills, Lucey, Mallory (6:10 PM), O'Neil, Small, and Vice-President O'Connell—6.

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

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

November 2, 1991

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 9, 1991, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering negotiation matters.

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

This meeting immediately precedes a meeting of the Personnel and Negotiations Committee at 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 negotiation matters.

The motion prevailed, the vote being as follows:

Ayes—Bills, Lucey, O'Neil, Small, and Vice-President O'Connell—5.

Noes—None.

The Board retired to executive session at 6:10 PM.

The Board adjourned from executive session at 7:15 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 10, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 7:14 PM.

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

Absent and excused—Director Sinicki—1.

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

December 6, 1991

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, December 10, 1991, in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of: 1) discussing and taking action on the Milwaukee Public Schools reapportionment of Board election districts, and 2) possible consideration and action relative to revising the Board's previous action of authorizing legislative initiatives that would allow the Board the flexibility to determine the number of Board election districts.

SUZANNE M. LUNDIN
Secretary-Business Manager

REVISED MEETING NOTICE

Director Small moved that the Board resolve itself into a Committee of the Whole for the purpose of. 1) discussing and taking action on the Milwaukee Public Schools reapportionment of Board election districts, and 2) possible consideration and action relative to revising the Board's previous action of authorizing legislative initiatives that would allow the Board the flexibility to determine the number of Board election districts.

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.

The Board resolved itself into a Committee of the Whole at 7:16 PM.

The Board rose from the Committee of the Whole at 8:24.

President Mitchell, who acted as Chairperson of the Committee of the Whole, reported that the Committee had given hearing in the matter of the legislative initiatives that would allow the Board flexibility to determine the number of Board election districts.

Director Bills moved to seek legislation to amend the state law to allow the Board flexibility to set the number of district seats as well as the right to appoint Board members in the event of a vacancy.

Director Lucey requested separate consideration of the items.

The motion to seek legislation allowing the Board flexibility to set the number of district seats prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, and Small—6.

Noes—Director Lucey and President Mitchell—2.

The motion on the right of the Board to fill vacancies by appointment failed, the vote being as follows:

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

Noes—Director Johnson, Mallory, O'Connell, Small, and President Mitchell—5.

Director Small moved that the Board resolve itself into a Committee of the Whole to continue to discuss and take action on the Milwaukee Public Schools reapportionment of Board election districts.

The motion prevailed by unanimous consent.

The Board resolved itself into a Committee of the Whole at 8:49 PM.

The Board rose from the Committee of the Whole at 8:59 PM.

Director Mallory moved to accept the Harwell Plan #1.

The motion prevailed, the vote being as follows:

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

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

The Board adjourned at 9:12 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 18, 1991

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:12 PM.

Present—Directors Bills, Johnson, Lucey, Mallory (8:20 PM), O'Neil, Sinicki, Small and President Mitchell—8.

Absent and Excused—Director O'Connell—1.

SUPERINTENDENT'S COMMUNICATIONS

December 18, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

CORRECTION TO THE TEXT OF ITEM 9 OF THE REPORT OF THE PERSONNEL AND NEGOTIATIONS COMMITTEE, PAGES 7 AND 8;

MODIFICATION TO THE ATTENDANCE AREAS OF GOODRICH AND HAPPY HILL SCHOOLS

The City Attorney has advised us to make the following changes to the test of Item 9 of the Report of the Personnel and Negotiations Committee. The recommendations are not affected by the changes.

1. A representative of the Riverton Heights subdivision has requested to have their attendance area elementary school be changed from Happy Hill to Goodrich elementary school. Currently 54 students are residing in the geographic area proposed for the changes. The racial make-up of the 54 students if 12 percent African American and 88 percent non-African American.

2. The current racial make-up of Goodrich and Happy Hill schools grade 1 to top is ~~58.1~~ 62 percent and ~~66~~ 64 percent African American respectively. If the proposal is approved, the estimated Goodrich racial balance would be approximately ~~50-55~~ 54-59 percent African American. The estimated racial balance of Happy Hill would be approximately ~~69-74~~ 67-72 percent African American.

3. The proposed geographic area is within walking distance of Goodrich Elementary School. The annual transportation savings if all students in the proposed area walked to Goodrich Elementary School would be approximately $14,000. The proposed changes will allow an opportunity to increase parental involvement and encourage strong identification between the neighborhood and the attendance area school, goals which are consistent with the Milwaukee Board of School Directors' recently adopted Transitional Student Assignment Plan.

4. If approved, the crossing of North Granville Road will have to be addressed by the City of Milwaukee with a crossing guard or traffic control lights.

5. The proposed change will not affect the number of seats available in the red region of the Transitional Student Assignment Plan.

6. The address ranges affected and map of the area are included in the attachment.

Your Committee recommends:

1. That the Riverton Heights subdivisions and its surrounding area as defined in the attachment become a part of the Goodrich Elementary School attendance area.

2. That students currently attending Happy Hill School and residing in the target area be allowed to continue at Happy Hill School until completion and the top grade.

Respectfully submitted,

HOWARD FULLER, PH. D.
Superintendent of Schools

Held for discussion, if necessary, with Item 9 of the report of the Personnel and Negotiations Committee.

JOINT COMMUNICATIONS

December 18, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

The City Attorney has brought to our attention the changes to ethical provisions in Chapter 19 as part of Act 39 (1991 State Budget Bill) as they apply to certain local public officials.

These state ethical conduct standards prohibit:

1) Local officials from using their public office to obtain financial gain or anything of substantial value for private benefit of themselves, their immediate family or any organization with which they are associated;

2) Any person from giving to a local official, or for the local official to accept, anything of value that could reasonably be expected to affect such official's vote, action, judgment, or could reasonably be considered a reward for any official action or inaction;

3) Local officials from taking any official action that affects a matter in which such officials or member of the official's immediate family or an organization which such official is associated with has a substantial financial interest; and

4) Local officials from using their office or position in any way that produces or assists in producing a substantial benefit for such official, members of his or her immediate family or any organization with which the official is associated.

In addition, local public officials may be subject to the State Ethics Board interpretation of the Statutory provisions and would be subject to enforcement and possible fine of $1,000 for each violation.

These new statutory provisions slightly broaden, yet coincide with the existing provisions in the Milwaukee Public Schools Board of Directors Code of Ethics, detailed in the entire section of GIFTS AND GRATUITIES, and the second, third, fourth and fifth provisions found in the section on CONFLICT OF INTEREST.

Respectfully submitted,

HOWARD FULLER, PH. D.
Superintendent of Schools

SUZANNE M. LUNDIN
Secretary-Business Manager

Attachments: MPS Code of Ethics for Board of School Directors
City Attorney Opinion

Received and placed on file.

December 18, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Legislation and Rules has reported its action of December 16, 1991. As a result of further information on various legislative matters, we are recommending that the Board amend the Report of the Legislation and Rules Committee by adding two new items; D.1. Professional Development Center and E.1. Early Childhood Development.

Item D.1. would provide $1 million to develop, in cooperation with MTEA, a teacher mentor and peer coaching program; and $500,000 to create, in cooperation with ASC, a professional development center to assess, train and support administrators.

Item E.1. would provide $3 million to extend Head Start services to all eligible three and four year olds.

The Overview of Legislative Proposals should also be amended to reflect these additions.

Respectfully submitted,

HOWARD FULLER, PH. D.
Superintendent of Schools

SUZANNE M. LUNDIN
Secretary-Business Manager

Attachments: D.1. Professional Development Center
E.1. Early Childhood Development
Amendment to Overview

Held for discussion with Item 1 of the Legislation and Rules Committee.

SECRETARY-BUSINESS MANAGER'S COMMUNICATIONS

December 18, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

In 1989, the Milwaukee Board of School Directors entered into a three-year agreement with the law firm of Quarles and Brady for services in the area of contract negotiations. As part of this agreement, the legal fees for the first two years were established and the fees for the third year were to be negotiated.

The City Attorney's Office has prepared an extension to the Quarles and Brady contract for negotiations which includes the new hourly rates for the 1991-1992 year.

It is recommended that the Board approve the third year contract and fees with Quarles and Brady for the purpose of contract negotiations.

Respectfully submitted,

SUZANNE M. LUNDIN
Secretary- Business Manager

Director Small moved to concur with recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

December 18, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Notice of Injury and Claim against the Milwaukee Public Schools and the City of Milwaukee served by Michael R. Sheedy, Attorney, on behalf of Shariki Hill, a minor, and her parent, Yolanda Hill, for injuries allegedly sustained by Skariki Hill at the Parkman Middle School on April 12, 1991.

   Claim is made in the sum of $100,000 together with the costs, disbursements and attorneys fees in prosecuting this claim.

2. 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 Catisha Simmons, a minor, and her mother, Rosalind Simmons, injuries allegedly sustained by Catisha Simmons at the Cass Street Elementary School on May 10, 1991.

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

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

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)

Director Johnson moved to concur with the recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of November 1, 1991, through November 27, 1991, 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. 10487 to 13558, inc.

Payrolls (net withholdings)	$16,724,445.63	
Accounts	385,438,890.06	
		$52,163,335.69

CONSTRUCTION FUND

Accounts, Voucher nos. 988 to 1127, inc.	$ 1,336,353.81

EXTENSION FUND

Payrolls and Accounts, Voucher nos. 437 to 528, inc.

Payrolls (net withholdings)	$ 215,197.77	
Accounts	275,341.74	
		$ 490,539.51
TOTAL		$ 53,990,229.01

The accounts marked with an asterisk are final payments on building contracts, which will be paid after they have been approved by the Board.

The accounts were allowed, the vote being as follows

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

Noes—None.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

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

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 employees, 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:

APPOINTMENTS

Name and Assignment	Date	Position and Salary	Increment Date
Melanie Balderas 21st	11-04-91	Clerk Typist I $12,551.33/yr. (Replacement for transfer)	11-04
Samarra Beauchamp School Safety	11-04-91	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	11-04
Odessa Burnett Palmer	11-18-91	Clerk Typist I $12,551.33/yr. (Replacement for resignation)	11-18
Anthony Hooker School Safety	11-04-91	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	11-04
Alex Museytowski School Safety	11-04-91	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	11-04
Horace Parks School Safety	11-04-91	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	11-04
Maria Suttle Carleton	11-11-91	School Secretary I $18,240.44/yr. (Replacement for transfer)	11-11
Michael Taylor School Safety	11-04-91	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	11-04

PROMOTIONS

Elizabeth McMurray Palmer	11-14-91	Food Service Mgr. I $11,806.56/yr.	11-14
Robert Monday Warehouse	11-25-91	Material Handler II $26,506.22/yr.	11-20
Norman Rybka Fac. & Main. Serv.	12-19-91	Laborer Foreman $36,855.00/yr.	12-19
AnneMarie Wacker Fulton	11-18-91	School Secretary II $19,249.10/yr.	12-07

CHANGES IN STATUS

Donald Bieschke = Fac. & Main.	11-25-91	Boiler Attendant $26,183.30/yr.	11-25
Waddell Boyles % School Safety	11-04-91	School Safety Aide $7.45/hr.($10,966.40/yr.)	11-04
Bettye Miner # EESSC	10-30-91	Handicapped Children's Asst. $10,168.20/yr.	10-30
David Rodriguez, Jr.= Fac. & Main.	11-25-91	Boiler Attendant $26,183.30/yr.	11-25
Frances Rydlewicz # Whittier	11-04-91	Clerk Typist I $12,551.33/yr.	11-04

= Voluntary demotion from Utility Worker
% From General Aide
# From substitute to regular appointment

REINSTATEMENTS

Uneta Rhodes Lloyd	11-11-91	School Secretary I $18,240.44/yr.	07-11
Martha Washington Warehouse	12-23-91	Material Handler I $24,477.96/yr.	12-23

* * * * *

(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:

APPOINTMENTS

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Start Date
	Effective between August 30, 1991, and September 11, 1991, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r) 91	Amy T. Seroogy L.D.	B	26,580	3	09-09-
	Effective between October 8, 1991, and October 20, 1991, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr) 91	Catherine B. Collins Elementary	B	31,200	7	10-17-

APPOINTMENTS (cont'd.)

(r) 91	Timothy D. Koppa Physical Education	B	25,424	2	10-14-
(r) 91	David M. Linden Spanish	B	23,113	0	10-16-
(r) 91	Judy L. Stevenson L.D.	B	25,424	2.5	10-18-

Effective between October 21, 1991, and November 2, 1991, inclusive under suspension of Section 3.12(4) of the Board's rules:

(r) 91	Jeffrey J. LaMarche Upper Elementary	B	23,113	0	10-28-

Effective between November 3, 1991, and November 15, 1991, payroll:

(r)(a) 91	Emily M. Fernandez Speech Pathologist	C	28,729	2	11-05-
(nr) 91	Maureen Gatens French	B	23,113	0	11-04-
(nr) 91	Noel M. Mueller Elementary	B	23,113	0	11-04-

Effective between November 16, 1991, and November 28, 1991, payroll:

(nr) 91	Jean A. Reinhardt Library	B	23,113	0	11-18-

Effective between January 20, 1992, and February 2, 1992, payroll:

(nr) 92	Ruth C. Markovits Speech Pathologist	C	26,117	0	01-20-

School Psychologists - Schedule 05

Effective between October 21, 1991, and November 2, 1991, payroll:

(nr)	Charlsey Ann Moon Nord	35,037	4	10-30-91

(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 APPOINTMENT AND PROMOTION

(r)	Bobby Johnson	Assistant Principal Berger Elementary School	Schedule III, Range 10D $51,356.00

(r) Resident

* * * * *

(ITEM 4) The Superintendent has advised your committee of the following reassignment:

	From	To
Vincent O'Connor	Curriculum Specialist Urban Youth Initiatives Alternative Program Development and Monitoring	Curriculum Specialist Mathematics Curriculum and Instruction

* * * * *

(ITEM 5) Your Committee recommends that the following leaves of absence, be and they hereby are, granted as follows:

LEAVES OF ABSENCE

Illness leave, To January, 1992:

Laura Steininger	Granville	August 30, 1991

Illness leave, to June, 1992:

Sylvia Gonzalez	Wisconsin Ave.	October 3, 1991

Maternity leave, to January, 1993:

Susan Ellman	Madison	December 2, 1991

Personal Leave, to June, 1992:

Marilee Laumann	Grand Ave.	December 2, 1991

Sabbatical leave, to January, 1993:

Sandra Swietlik	Sarah Scott	January 27, 1992

Extension of leave for maternity, to June, 1992:

Amy Budzynski	On leave	January 27, 1992
Amy Burns	On leave	January 27, 1992
Karen Coleman	On leave	January 27, 1992
Janet Domask	On leave	January 27, 1992
Anne Fischer	On leave	January 27, 1992
Laura Hartnett-Weiner	On leave	January 27, 1992
Jana Spence	On leave	January 27, 1992

Extension of leave for maternity, to January, 1993:

Joan Casey	On leave	January 27, 1992
Susan Johnson	On leave	January 27, 1992

Extension of leave for personal, to June, 1992:

Kathleen Olwy	On leave	January 27, 1992

Extension of leave for personal, to January, 1993:

Valorie Olson	On leave	January 27, 1992

* * * * *

(ITEM 6) The following resignations have been received and accepted by the Superintendent, effective as of the dates indicated:

RESIGNATIONS

Jean A. Alexander	On Leave	01-01-92
Helen Canellos	On Leave	11-22-91
Marianne A. Case	On Leave	11-04-91
Geraldine Erickson	On Leave	10-31-91
Sandra K. Hardwig	On Leave	10-29-91
Paul Kinsley	On Leave	08-30-91
Laurie E. Larrabee	On Leave	08-10-91
Louis A. Luedtke	On Leave	09-10-91
Eilene Lust	On Leave	11-20-91
Joseph E. Marincic	On Leave	02-21-91
Catherine A. Meloy	On Leave	08-02-91
Selena S. Seibt Helmers	Keefe	11-22-91
Therese Sparks	On Leave	08-02-91
Geraldine Spieker	Kluge	01-24-92
Al Villasenor, Jr.	Elem & Sec Ed	12-17-91

* * * * *

(ITEM 7) The Superintendent advised your Committee that in accordance with the provisions of Section 3.26 of the Board's Rules which require that the Superintendent shall report the absence of a

teacher for more than 45 days during a half year, the Superintendent reported the absence without leave of the following teachers:

Jeffrey Bartelt—was on a leave of absence since January 20, 1991—did not respond to 15-day conference letter.

M. Yolanda Garza—was granted the following leaves: personal—August 25, 1989 to June 1990; extension—August 30, 1990 to June 1991—did not respond to 15-day letter.

Janine Kalisz—Ms. Kalisz was granted the following leaves:

Temporary Disability—January 15, 1988 to March 8, 1988
Child Rearing—March 8, 1988 to June 1988
Child Rearing Extended—September 2, 1988 to June 1989
Child Rearing Extended—September 1, 1989 to June 1990
Child Rearing Extended—September 1990 to June 1991

Frederick Lanzl—was granted the following leaves:

Illness—January 28, 1988 to January 1989
Illness Extended—January 27, 1989 to January 1990
Illness Extended—January 1990 to June 1991

Leonor Romero—Ms. Romero has been granted the following leaves: study—August 31, 1990 to June 1991.

Steve Schulz—did not report to assigned school—no request for leave received—did not respond to 15 day conference letter.

Carl Tipton—was on military leave since August 30, 1990—did not report to MPS on August 30, 1991—did not respond to 15 day conference letter.

Janice Travis—did not report to her assigned school—no requests for any leaves were received—did not respond to 15-day conference letter.

Your Committee recommends that the above names be deleted from the list of appointed teachers.

* * * * *

(ITEM 8) The Superintendent advised your Committee that:

1. Lloyd Street and Townsend Elementary Schools are requesting to be a feeder to Grand Avenue Middle School. The attachment contains the documentation to support the request from Lloyd
   Street School to change as being a feeder from Sarah Scott Middle School to the Grand Avenue Middle School. Also attached are the criteria to support the request from Townsend Elementary School.

2. Current Individual Guided Education model at Lloyd Street Elementary School has evolved from homogeneous to heterogeneous grouping using the unitized structure. According to Lloyd Street's report the school's current educational philosophy is more congruent with the Grand Avenue Middle School than Sarah Scott Middle School. Lloyd Street has approximately 100 fifth grade students.

3. According to Townsend's report the Grand Avenue's unique approach which integrated students of various ages and grades in the same class, makes it an extension of the approach taken at Townsend Elementary School. Townsend Elementary School has approximately 60 fifth grade students.

4. Projected openings for grade six for the 1992-1993 school year are put at approximately 100 seats for the Grand Avenue Middle School.

5. Currently the Grand Avenue Middle School has a feeder from the Brown Street Academy which has approximately 75 fifth grade students. With preference given to students living within a two-mile walk radius, only approximately 25 seats would be available if all 75 students from Brown Street apply to the Grand Avenue.

6. Based on the sixth grade seats available at the Grand Avenue Middle School for the 1992-1993 school year with the prior commitment to Brown Street Academy as a feeder, only 25 seats remain for walk zone students. Therefore, the current number of projected openings at the Grand Avenue Middle School cannot meet the demands of Lloyd Street and Townsend Elementary Schools (160 students).

7. The administration will be studying the middle school assignment process during the next year. For this reason, and because of the lack of available space, no change be made to the current feeder pattern.

Your Committee reports having given hearing to representatives of Lloyd Street and Townsend Schools.

Your Committee recommends that these requests be deferred for consideration with the administrations review of the middle school student assignment plan next year.

* * * * *

(ITEM 9) The Superintendent advised your Committee that:

1. A representative of the Riverton Heights subdivision has requested to have their attendance area elementary school be changed from Happy Hill to Goodrich elementary school. Currently 54 students are residing in the geographic area proposed for the changes. The racial make-up of the 54 students is 12 percent African American and 88 percent non-African American.

2. The current racial make-up of Goodrich and Happy Hill schools is 58.1 percent and 66 percent African American respectively. If the proposal is approved, the estimated Goodrich racial
balance would be approximately 50-55 percent African American. The estimated racial balance of Happy Hill would be approximately 69-74 percent African American.

3. The proposed geographic area is within walking distance of Goodrich Elementary School. The annual transportation savings if all students in the proposed area walked to Goodrich Elementary School would be approximately $14,400.

4. If approved, the crossing of North Granville Road will have to be addressed by the City of Milwaukee with a crossing guard or traffic control lights.

5. The proposed change will not affect the number of seats available in the red region of the Transitional Student Assignment Plan.

6. The address ranges affected and map of the area are included in the attachment.

Your Committee recommends:

1. That the Riverton Heights subdivision and its surrounding area as defined in the attachment become a part of the Goodrich Elementary School attendance area.

2. That students currently attending Happy Hill School and residing in the target area be allowed to continue at Happy Hill school until completion of the top grade.

* * * * *

(ITEM 10) The Superintendent advised your Committee that:

At the November 1990, Board Meeting, the Board of School Directors approved several assignment policies for the 1991-1992 school year with the understanding that they would come back for review in prior to the 1992-1993 school year. These policies were:

1. Assignment Preference Provided for Attendance Area Five Year Old Kindergarten Students

2. Assignment Preference Provided for Attendance Area Five Year Old Kindergarten Student Promoted to First Grade and Seeking to Continue Their First Grade Assignment in Their Attendance Area School.

3. Fifth Grade Student in a Sixth or Eighth Grade Top School Not Eligible to Select an Attendance Area Middle School.

4. No Carry Over Wait List Beginning With the 1991-1992 School Year Wait Lists.

The Transitional Student Assignment Plan approved by the Board last month authorized continued application of policies 1 and 2 above. Recommendations for policies 3 and 4 are as follows:

Your Committee recommends that:

1. Policy 3 be eliminated and the assignment process give middle school preference to fifth grade students in fifth grade top schools.

2. That the assignment process allow fifth graders in a sixth grade top or eighth grade top elementary school to apply to any middle school.

3. Policy 4, the "carryover wait list," will only pertain to the Language Immersion schools.

* * * * *

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

1. On November 20, 1991, (Proc., p. 360), the Board received a communication from the Milwaukee Building & Construction Trades Council relative to increases in wages and fringe benefits for various trades.

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

3. 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).

4. 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.

5. 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.

Your Committee recommends that the changes in wage rates and fringe benefits for the various trades, as described in the above-mentioned communication, be approved.

* * * * *

(ITEM 12) The Superintendent advised your Committee that:

At its meeting on October 30, 1991, (Proc., p. 323), the Board referred the following resolution, which was introduced by Director Mallory and Director Johnson, to the Personnel and Negotiations Committee:

Whereas, Under the Desegregation Court Order 19 schools were exempt from the desegregation court order; and

Whereas, These 19 schools have had a racially identifiable student population for many years; and

Whereas, The district maintains a staffing formula with respect to the percentage of minority teachers in each school; and

Whereas, This formula requires that not less than 13% and nor more than 23% of the teachers in all schools be African Americans, and since these schools were not part of the desegregation remedy; and

Whereas, The minority teacher population in these schools should be increased to provide role models for students; therefore, be it

Resolved, That the administration examine the feasibility of changing the racial composition of the staff at these 19 exempt schools.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that the Board direct the Superintendent, with the advice of counsel, study the possibility of revising the District's faculty assignment policies, to consult with representatives of MTEA, and to report back to the Personnel and Negotiations Committee with specific recommendations.

* * * * *

(ITEM 13) The Superintendent advised your Committee that:

1. From time to time, there is a need to provide extra assistance to existing staff members to carry out special projects. Our current downsized administrative staff is capable of carrying out their regular day-to-day duties, but often finds it difficult to handle both these duties and special assignments or projects.

2. A number of businesses have expressed an interest in providing either "loaned executives" to MPS or hiring persons whom they would then assign to MPS to assist our staff in carrying out special projects. In addition to the additional work time which would be provided, many corporations employ individuals with special expertise which is not currently available from our existing staff. Use of corporate executives on loan would provide a cost effective way of providing additional assistance at no additional cost to the property taxpayer.

Your Committee recommends that the superintendent be authorized to use loaned executives from the business community to temporarily assist MPS on special projects.

* * * * *

(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 meeting of December 9, 1991:

A. Affirmative Action Report for the Month of November, 1991

B. Report Regarding Parent-Teacher Conferences

C. Report on the Mentoring Program

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 appeal of disciplinary action dismissal of Michael Valadez, a teacher.

Your Committee reports having adopted the following resolution:

WHEREAS, After hearing the evidence and the arguments made, it was determined by the committee that Michael Valadez did in fact:

Fail to discipline students.

Fail to provide an atmosphere conducive to learning, and

Fail to provide educational instruction to students, therefore, be it

RESOLVED, That Michael Valadez be suspended from his teacher's position without pay until the beginning of the 1992-1993 school year.

Your Committee recommends that the disciplinary action of the Superintendent be reduced to suspension without pay until the beginning of the 1992-1993 school year.

Your Committee further recommends that Mr. Valadez' reinstatement be contingent upon completion of six credits in classroom management.

Separate consideration having been requested for Items 2, 10, and 13, the remainder of the report was adopted, the voted being as follows.

Ayes—Directors Bills, Johnson, Lucey, Mallory, 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.

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 10 of the report relating to Student Assignment Policies having been set aside for separate consideration, Director Small moved for concurrence. Director Mallory substituted a motion that the Board move for concurrence with Items 1 and 2 with Item 3 referred back to Committee. Director Mallory withdrew her substitute and moved for the original recommendation and called the question.

The motion for concurrence with 1 and 2 of Item 10 prevailed, the vote being as follows:

Ayes—Directors Bills, Lucey, O'Neil, Sinicki, President Mitchell—5.

Noes—Directors Johnson, Small—2.

Present—Director Mallory—1.

The motion for concurrence on 3 of Item 10 failed, the vote being as follows:

Ayes—Directors Lucey, O'Neil, Sinicki and President Mitchell—4.

Noes—Directors Bills, Johnson, Mallory, Small—4.

Item 13 relating to the use of loaned executives from the business community for Milwaukee Public Schools special projects having been set aside for separate consideration, Director Small moved concurrence.

Director Mallory moved that an amendment be attached to the recommendation that the administration report to the Board persons who will be loaned, the purposes for which they are being used, and the length of time they will serve.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting “present”—Director Johnson.

Director Bills moved that Item 13 be amended to include a loaned executive for the Board. Aftrer, discussion, Director Bills withdrew the motion.

The vote on the original motion as amended prevailed, the vote being as follows.

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

Noes—None.

Voting “present”—Director Johnson.

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:

1 In line with the key recommendations of the American Indian Task Force Report submitted on January 31, 1991, the American Indian Advisory Committee and WE INDIANS Parent Committee are requesting that MPS establish the *Minowaki* (American Indian Specialty School) and American Indian Resource Center to open in the 1992-1993 school year.

2. The school will focus on American Indian cultures, values and traditions in a holistic, integrated curriculum with particular attention to different learning styles, whole-brain learning, and the correlates of the "effective schools" movement. Most specifically, the Minowaki will be a model multicultural school providing an ideal learning environment for all students. Minowaki will also house the American Indian Resource Center, which will serve the entire MPS district.

3. A copy of the complete proposal is attached It has been scheduled for hearing at this time so that representatives of the Indian community might present their proposal to the Committee members.

Your Committee reports having given hearing to the American Indian Advisory Committee, the WE INDIANS Parent Committee and other interested parties.

* * * * *

(ITEM 2) The Superintendent advised your Committee that:

1 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.

2. The attached updated version of the Milwaukee Public Schools' Five-Year Plan reflects the overall educational plan developed by the superintendent to carry out the Board's mission and its stated goals for 1990-1995. Included is an overview of the district's organization structure, a summary of the superintendent's strategy for change, and a description of action plans for school improvement.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that the plan be approved for submission to the Department of Public Instruction.

* * * * *

(ITEM 3) The Superintendent advised your Committee that:

1. Thoreau 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 large majority of parents.

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

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

* * * * *

(ITEM 4) The Superintendent advised your Committee that:

l. During the months of September, October and November 1991, the Administrator of Summer School requested input from the schools and met with representatives of the Departments of Curriculum and Instruction; Exceptional Education and Supportive Services; Human Resource Management; and Business Support Services, in an effort to develop a cost efficient l992 summer program that will best serve the needs of our students.

2. The program being planned will qualify for state aid reimbursement, which is reported on the district's third Friday count.

3. Although the Board has not allocated money for Summer School 1992, approximately $1.325 million (including fringe benefits) remains in the 1991-92 budget that was not spent during Summer School, 1991. This money could be used to start Summer School 1992.

4. Due to budgetary constraints, several options for Summer School 1992 are included with estimated costs for both the 1991-1992 and 1992-1993 budgets. Please note that salary estimates included in the figures are based on current rates and do not include any salary increases that may be negotiated. Also, transportation costs are included in the 1992-1993 budget portion of the estimated costs while most supply and service costs are included in the 1991-1992 budget portion. Driver Education and Department of Community Recreation and Educational Services costs are not included.

5. Extended year programming is required by law for all 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. Last year individual teacher contracts needed to be issued to meet the needs of students whose parents challenged the four week option. Without a six week summer school it is anticipated that we will need to provide programming for many of the exceptional education students who would typically attend summer school. This could be very costly to the district.

6. No matter what option the Board chooses and approves for summer school, the Department of Community Recreation will offer a program for students in grades K-4. Also, the 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.

OPTION 1:

Six weeks for all levels of Exceptional Education, Bilingual Education, and English as a Second Language programs, including transportation, starting on June 18, 1992.

*1991-1992 Budget Costs	1992-1993 Budget Costs**	Start Up Costs Summer School 1993**
$692,264	$1,759,526	$692,264

OPTION 2:
Six weeks for all levels of Exceptional Education, Bilingual Education, and English as a Second Language starting on June 18, 1992; six week regular education High School program starting on June 18, 1992; four week Middle School (two sites only) program for eighth graders only starting after July 1, 1992; transportation for Exceptional Education, Bilingual, and English as a Second Language program students only.

*1991-1992 Budget Costs	1992-1993 Budget Costs**	Start Up Costs Summer School 1993**
$1,325,000	$3,350,000	$1,325,000

OPTION 3:
Six week program for all levels of Exceptional Education, Bilingual Education, and English as a Second Language students starting on June 18,1992; six week regular education High School program starting on June 18, 1992; four week programs for Elementary, Middle School, and Music Enrichment students starting after July 1, 1992; transportation for Exceptional Education, Bilingual Education, and English as a Second Language students only.

*1991-1992 Budget Costs	1992-1993 Budget Costs**	Start Up Costs Summer School 1993**
$1,500,000	$6,000,000	$1,500,000

*This amount can be decreased by approximately $1,325,000 (including fringe benefits) which is currently in the 1991-1992 Summer School budget.
If option 3 is selected, it will be necessary to transfer $175,000 from the contingent fund to the summer school budget to accommodate the additional costs of the June, 1992 portion of summer school.

**For 1992-1993 Budget. These costs do not include any salary increases that may be negotiated.

B. Recommendation:

That the Board select the option that should be implemented by the administration for summer school 1992.

Your Committee recommends that this item be forwarded to the Board out of Committee without a recommendation.

* * * * *

(ITEM 5) The Superintendent advised your Committee that:

1. The school which will be located at the Schlitz site will be a middle school for grades six through eight. The selection of a principal will be made shortly, so that the principal can begin planning in January, 1992.

2. The literacy center will be opened next year, but will be reduced in size from the original plans until further study can be done.

3. The Professional Development and Leadership Training Academy (Leadership Academy) will also be located in the Schlitz site, and consideration will be given to the potential for also locating a Teacher Center at the site.

Your Committee recommends that the Board tentatively approve the programs recommended for the Schlitz Center and that the plans be brought back to Committee for approval.

* * * * *

(ITEM 6) The Superintendent advised your Committee that:

1. In May, 1991, the Board approved a new mission statement for WYMS-FM.

2. During the summer and fall of 1991, WYMS management and staff conducted a study of every facet of the station's operation.

3. As the result of the study, the station produced a long-range plan covering the next three years of the station's operation. The plan seeks to convert theory into practice by relating each of its specific goals directly to the principles spelled out in the mission statement itself.

4. The plan establishes clear measurable goals for WYMS, taking into account the many constituencies who collectively affect the station and the services it provides, including:

    a. The licensee, the Milwaukee Board of School Directors;
    b. The radio listeners in the Milwaukee area;
    c. MPS students, staff, and faculty;
    d. The Federal Communications Commission,
    e. The Corporation for Public Broadcasting, the Federal funding agency for non commercial radio;
    f. The visually impaired and others who are print handicapped; and
    g. The staff and volunteers who work at the station.

5. Some of the main objectives of the plan include:

    a. Increased efficiency of operation based upon projected audience increases, which, in turn, result in lower cost per listener hour;
    b. Increased audience satisfaction, as measured by increases in time spent listening to the station each week;
    c. A greater portion of WYMS-FM's operating revenue coming from the private sector, including listeners and corporations;
    d. Increases in the number of student interns associated with the station, including students from non-broadcast specialties; and
    e. Provision of in-class instructional programming and audio in-service by way of increased use of one of the station's "side channels".

6. The plan has been approved by the two main citizen panels who advise the station's management, the Friends of WYMS and the WYMS Community Advisory Board.

Your Committee recommends that the Board approve the three-year plan for WYMS-FM.

* * * * *

(ITEM 7) The Superintendent advised your Committee that:

1. The staff and community representatives from River Trail Elementary School have petitioned the administration to give consideration to change the school status from an attendance area school to city wide with Whole Language as its focus.

2. Approximately one third of the students residing within the River Trail attendance area attend River Trail Elementary School.

3. Becoming a city-wide school will enable the school to stabilize its enrollment and provide a consistent program for students K4 through grade 5.

4. A change in the status will allow non black students to enroll at River Trail assisting in the maintenance of the school's racial balance.

5. The school is not requesting an implementor if this request is granted. However, the request will be in the form of an additional 45 para professional aide hours.

Your Committee recommends that this request be held until next year because of its impact on the new student assignment plan.

* * * * *

(ITEM 8) The Superintendent advised your Committee that:

1. Project PIVOT (Program to Instill Values in Operative Teaching) is a proposal of Marquette University to the Milwaukee Public Schools to institute a specialty high school that emphasizes community building as a means to foster academic and social achievement by students. If approved, the PIVOT school will be run and operated by MPS, and the principal and faculty members will be designated by MPS. A planning draft of the program description is attached.

2. In October the Board of School Directors authorized the administration to proceed with Project PIVOT planning including surveying students and parents.

3. One class of 25-30 eighth-grade students in each middle school and their parents have taken the attached survey. Survey results will be available at the December 18 Board of School Directors' meeting.

4. The Milwaukee City Attorney's Office has reviewed the PIVOT proposal. A written opinion will be available at the December 18 Board of School Directors' meeting.

5. Pleasant View School has been considered as a potential PIVOT program site. Marquette and MPS staff members have visited the school and the current Pleasant View Staff has been informed of the proposal.

6. The Office of Budget Planning and Fiscal Studies has reviewed the PIVOT proposal. Two preliminary budgets based on the program being located at Pleasant View School will be available at the December 11 Instruction and Community Relations Committee meeting. One budget reflects the anticipated cost of the PIVOT program based on current state regulations and union agreements. The second budget reflects the anticipated cost of the PIVOT program with waivers related to state regulations and union agreements.

7. The administration supports further planning during the 1991-1992 school year, and implementation in the 1992-1993 school year. The PIVOT program would be advertised to eighth graders as an alternative student assignment in Spring, 1992.

Your Committee recommends that the Board approve further planning including discussions with the various unions and the Department of Public Instruction for implementation of the PIVOT program in September, 1992.

* * * * *

(ITEM 9) The Superintendent advised your Committee that:

> At its meeting on October 30, 1991 (Proc., p. 322), the Board referred the following resolution, which was introduced by Director Mallory and Director Johnson, to the Instruction and Community Relations Committee:
>
> Whereas, High school students need 21 credits to graduate; and
>
> Whereas, A number of students in Milwaukee Public Schools have reached age 17 with less than 10 credits toward graduation; and
>
> Whereas, These students have often detracted from the climate of achievement in our high schools; and
>
> Whereas, Many of these students have little chance of achieving in our traditional high school program, however, we want to provide them with an opportunity to continue their education; therefore, be it
>
> Resolved, That the Milwaukee Public Schools provide alternative schools placement for students aged 17 and over with less than 10 credits for graduation, and that the administration bring back to the Board a plan on how this would be implemented.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that the administration conduct a feasibility study for the establishment of an afternoon/evening school program for overage students.

* * * * *

(ITEM 10) Your Committee reports having received informational reports from the Superintendent on the following matters; these reports have been made a part of the minutes of your Committee's meeting of December 11, 1991:

A. Pupil Accounting Reports

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

B. Report on the Proposed Gateway and Apprenticeship Programs (School-to-Work Initiative)

C. Report on the DPI Audit of State Standards

Separate consideration having been requested for Items 4, 6 and 8. the balance 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 the 1992 Summer School options having been set aside for separate consideration, Director Bills moved for option 1. Director Mallory moved to substitute option 2 for option 1.

Director Mallory's substitute motion prevailed, the vote being as follows.

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

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

Item 6 of the report relating to approval of a 3 year plan for WYMS-FM having been set aside for separate consideration, Director Lucey moved that the Board defer consideration until Spring when the Board takes up the 1992-1993 budget.

The motion failed, the vote being as follows:

Ayes—Directors Lucey and O'Neil—2.

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

Director Mallory moved to adopt the Committee's recommendation. The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, Sinicki, Small, and President Mitchell—6.

Noes—Directors Lucey and O'Neil—2.

Item 8 of the report relating to the PIVOT Project having been set aside for separate consideration, Director Mallory moved for concurrence. The motion prevailed, the vote being as follows:

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

Noes—None.

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 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:

INTERIOR PAINTING/PLASTERING WORK

A.E. Burdick School

Ed Weber, Inc.; second low bidder $149,340.00

Note: Low bidder submitted a bid that was not responsive to the specifications.

Kagel School

Thomas A. Mason Company, Inc.; second low bidder . . . . . $ 87,890.00

Note: Low bidder submitted a bid that was not responsive to the specifications.

Twenty-Seventh Street School

Ed Weber, Inc.; second low bidder $118,970.00

Note: Low bidder submitted a bid that was not responsive to the specifications.

* * * * *

(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:

375 SHEETS POLYCARBONATE (STOCK)

Cope Plastics; low bidder . . . . . .$ 31,713.75

PRINTING AND MAILING OF DIRECTIONS (PUBLIC INFO)

Hi-Liter Graphics; low bidder. . . . . .$28,743.75 to $ 42,994.00

(price contingent on number of pages to be printed)

Mary Morgan, Inc.; awarded informally . . . . . $ 1,065.00

COMMUNICATIONS EQUIPMENT (VARIOUS)

Northern Radio & Television Corp.;. . . . . $ 33,606.58

ARTICULATED TRACTOR (FACILITIES & MAINTENANCE)

Wenberg Sales, Inc.; total cost . . . . . $ 53,233.00

* * * * *

(ITEM 3) Your Committee recommends the following sole source purchase:

COMPUTER EQUIPMENT FOR NORTH DIVISION HIGH SCHOOL LIBRARY

Golden & Associates; 8 ea. IBM PS/2 machines, a teacher workstation, a CD-ROM unit, 2 printers, and a networking overlay ; total cost not to exceed . . . . . $ 30,000.00

* * * * *

(ITEM 4) The Secretary-Business Manager advised your Committee that:

1. Competitive bids were solicited from nationally recognized health insurance audit firms to conduct a specialized audit of the MPS self-insured health care plan administered by Aetna. MPS self-insured Aetna health plan costs are estimated to exceed $23 million for the l99l-1992 school year.

2. Five proposals were evaluated by the Insurance and Risk Management Services Department and the Internal Audit Department of MPS.

3. The following is a summary of the evaluation ratings assigned by MPS to each vendor. Due to the complexities of the MPS plan and related administration, the maximum costs were used in determining the bid award.

	Fee Minimum	Fee Maximum	Evaluation*
Mercer	45,070	46,570	5
Wyatt	39,000	47,000	3
Hewitt	45,000	52,000	4
Ernst & Young	63,200	72,000	3
Towers Perrin	78,000	78,000	3

*(l = lowest, 5 = highest)

4. Of the five vendors bidding, only Mercer put a portion of their fee at risk. Mercer reduced their minimum fee by $18,700 and their maximum fee by $20,200, an amount which will be offset by any recoveries received for overpayments or incorrect payments made by Aetna under the MPS plan. Note there are no guarantees that the audit will reveal payment errors which MPS can recover.

   Your Committee recommends that the bid be awarded to Mercer and the cost be charged to the l99l-1992 health insurance budget.

* * * * *

(ITEM 5) The Secretary-Business Manager advised your Committee that:

Pursuant to MPS competitive bid procedures, sealed bids were solicited from (25) local agencies Nineteen Proposals were received and reviewed by a panel of three independent raters, according to published review criteria, and ranked according to aggregate score (list attached). In this regard, twelve proposals generating 410 additional alternative education seats are recommended to be funded in the organizations listed below.

The 410 seats are for second semester implementation and will be financed from the $1,008,200 Learnfare allocation (generated by the $504,100 State Learnfare and corresponding federal match). It should also be noted that recommended contracts include provisions for MPS instructors and MPS administrative support. In addition, the recommended contracts include assurances to comply with Children At-Risk administrative and performance standards pertaining to attendance, educational progress and school retention.

The Committee recommends that the following contracts be awarded:

Summary of Awarded Programs, December 5, 1991

	Requested		**Awarded**		**Cost per Organization**		
	Student Seats	Funds	Student Seats	Funds	MPS Teacher	Months	Proposed Seat
Commandos	35	$187,500	35	$85,000	$23,500	6	$2,429
CYD	40	$110,000	25	$64,310	$23,500	6	$2,320
Mid-Town	50	$235,000	50	$93,960	$23,500	6	$1,980
Milw. Spectrum	5	$22,875	5	$13,000		6	$2,600
OIC	50	$250,000	20	$52,000	$23,500	6	$2,500
Quality Skills	100	$457,500	60	$150,000	$23,500	6	$2,500
SDC	25	$118,753	25	$61,000	$23,500	6	$2,440
Seeds of Health	10	$45,600	10	$23,000		6	$2,000
SER Jobs	100	$500,000	60	$150,000	$23,500	6	$2,500
Spanish Center	25	$111,062	5	$12,000		6	$2,400
St. Charles	80	$334,930	40	$99,209	$23,500	6	$2,480
UCC	60	$252,000	55	$125,253		6	$2,273
Admin. Support				$79,468			
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Totals	580	$2,625,220	390	$1,008,200	$188,000	72	$2,381

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

1. The Department of Public Instruction has awarded the Milwaukee Public Schools, Department of Exceptional Education and Supportive Services a P.L. 99-457, preschool discretionary grant in the amount of $60,000.

2. The grant project will facilitate a collaborative relationship between the Milwaukee Public Schools' Department of Exceptional Education and Supportive Services and the Social

Development Commission-Head Start Program in order to provide integrated educational service to children with diagnosed Exceptional Education Needs in community based Head Start Classrooms.

3. Through the grant, the Department of Exceptional Education and Supportive Services will fund a full time Milwaukee Public Schools support teacher to work in four Head Start Centers supporting students with exceptional education needs.

4. The Social Development Commission-Head Start Program, through a sub-contract with MPS grant moneys, will fund for one year a full time Project Developer for a fee of $40,669.20, who will develop project infrastructure and facilitate the collaborative relationship. It is critical that the Program Developer be from the Social Development Commission in order to carry out the collaborative intent of the grant.

Recommendation:

That a contract of $40,669.20 be awarded to the Social Development Commission-Head Start.

Your Committee recommends that this item be forwarded to the Board out of committee without a recommendation.

* * * * *

(ITEM 7) The Superintendent advised your Committee that the following donations have been offered:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Allen-Field	Ameritech Foundation	$3,900	RIF Books
	PTA	3,600	RIF Books, Equipment, Field Trips, Allocations to Student Clubs
	Milwaukee Rotary Club	300	RIF Books
Auer Avenue	Milwaukee Rotary Club	300	RIF Books
Bay View	School Fund	2,570	Library Use/Computer Equipment
Burbank	PTO	1,525	Laminator and supplies
	PTO	2,875	Field Trips, Awards, Cadets/Monitors
	PTO	440	2 Stretch Screens for Classrooms
	PTO	475	Book Binder and Supplies
	PTO	3,000	Copy Machine
	PTO	700	Caldwell/Newberry Awards
	PTO	350	For 92/93 Picnic and Room Allotments
Burroughs	Silent Singers	195	Telecaption Decoder for the Deaf
Deaf & Hard of Hearing Program	Pandl's in Bayside Restaurant	200	Telecaption Decoder for the Deaf
Eighty-eighth St.	PTA	1,550	Field Trips/Assemblies/Mardi Gras
	PTA	2,300	Conference/Teacher Materials/5th Grade graduation
Fernwood	PTA	300	Christmas Program
Fritsche	School Fund	3,200	VCR, TV & Cart
Grantosa Drive	PTA	721	Incentive Program
	PTA	642	Classroom Supplies
	PTA	60	Young Author's Conference
	PTA	200	School Use

Granville	PTC	200	Hospitality Fund
	PTC	50	Safety Cadets
	PTC	450	Pod Motivational Materials
	PTC	500	Graduation Observance
	PTC	200	Author Appearance
	PTC	850	Books (RIF)/Reading Contest Prizes
	School Fund	420	Apple Personal Laser/Writer; #M2000-Mkt.
Kosciuszko M. S.	Allen-Bradley Co.	7,319	Math & Science Instruction
Lady Pitts	Milwaukee Rotary Club	600	RIF Books
	Kiwanis Club-Wauwatosa	310	Award Luncheon/Toy Lending Library
Lancaster	PTA	2,115	Cultural Arts/Music Specialty
	PTA	500	Video Library/Convention Expense
Lee	WICOR	1,000	Science Lab Equipment
Maryland Avenue	PTA	585	Field Trips
Mitchell	PTA	407	Hard Drive for Mac Plus
MPS Spec. Olym.	Carol Ann Wunderer	44	Special Olympics
Muir	PTO	417	A.V.A. Dept. Equipment
Pierce	Kohls Food/ Ron Maccudden	1,300	120 Christmas Stockings
Riley	PTA	980	Replace Library Carpet
River Trail	PTO	1,185	School Supplies
South Division	Playmaker Sports	3,210	107 Pair Football Shoes for Disadvantaged Students
Thirty-eighth St.	Friends of 38th St.	3,185	Staff Use
Trowbridge	Pieper Electric	1,782	Computer Equipment
Washington	A.O. Smith Foundation	3,000	Computer Specialty Trust
	School Fund	1,749	Edge Sander
Whittier	PTO	375	Classroom Materials and Field Trips
	TOTAL	$62,136	

EXTENSION FUND

Community Rec.	Prudential Foundation	$3,000	Beulah Brinton Community Center

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

* * * * *

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

1. At its meeting of November 20, l99l (Proc., p. 361), the Board received a request by the Milwaukee City Council of PTA/PTSA's, Inc. for the use of the MPS administration building cafeteria on March 2l, l992, for a fund-raising event. This "Fund-Raiser Fair" had been held previously in September, l990 and March, l99l.

2. The content of the "Fair" involves various vendors who handle fund-raising materials, setting up displays of their materials in the cafeteria for viewing by MPS parent groups. Through viewing these displays, the parent groups are given an opportunity to get new ideas for future fund-raising events for their schools.

3. The PTA/PTSA's, Inc. charge a rental fee for table space utilized by each vendor. The event will be opened only to MPS PTA's and other MPS school/parent organizations. A portion of

the moneys 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/PTSA's, Inc.

4. Board approval is required before a building use permit for the facility usage can be issued.

Your Committee reports having given hearing to representatives of the PTA/PTSA's Inc.

Your Committee recommends that Board Rules 9.04 and l0.0l be suspended to allow for a building use permit to be issued, with the understanding that the organization pay all expenses incurred by the Board in opening the building for the event.

* * * * *

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

1. The Board authorized the establishment of the Computer Data Processing Career Specialty Account at Washington High School during 1989.

2. The Board loaned the program $64,000 from the Contingent Fund to enable it to acquire a replacement computer system. The system was paid for by a combination of specialty trust funds, magnet funds, MPS specialty funds and the Contingent Fund transfer.

3. Federal financial assistance for magnet programs in Milwaukee has been eliminated.

4. The program has made a major revision to their five year plan. It is intended that fund raising efforts will continue.

Your Committee recommends that:

The Board accept $64,000 as payment in full to honor Washington High Schools' commitment to return the money within two years and that the Board reinvest the $64,000 to upgrade resources for the program at Washington High School.

* * * * *

(ITEM 10) The Superintendent advised your committee that:

1. Victor Berger Elementary School is requesting that the Board change its name to Dr. Martin Luther King, Jr. Elementary School. The name is appropriate, since it is an African American Immersion School.

2. Information was presented to the committee detailing the process the school used to involve parents and staff in the selection of the school's new name.

Your Committee recommends that the name of Victor Berger Elementary School be changed to Dr. Martin Luther King, Jr. Elementary School.

* * * * *

(ITEM 11) The Superintendent advised your Committee that:

1. The Early Childhood Center is requesting that the Board change its name to Frances Brock Starms Elementary School. The name is appropriate, given Ms. Starms' significant contributions to early childhood education in MPS and the Milwaukee community.

2. Information was presented to the committee detailing the process the school used to involve parents and staff in the selection of the school's new name.

Your Committee recommends that the Board policy regarding the renaming of schools be suspended and that the name of the Early Childhood Center be changed to Frances Brock Starms Early Childhood Center.

* * * * *

(ITEM 12) The Superintendent advised your Committee that:

1. Since August, Tippecanoe School for the Humanities has been without a half-time Spanish teacher. The position is authorized for the school, but Human Resource Services has been unable to find a certified teacher to fill the position.

2. In order to provide service to the students, the school is requesting that the funds allocated for the teacher be temporarily reallocated to consultant services until such time as a certified teacher can be hired.

   Your Committee recommends that the funds for a .5 Spanish position at Tippecanoe school be reallocated to consultant services, with any remaining funds to revert to the teaching position when a certified teacher is hired.

* * * * *

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

1. Since 1963 the Department of Community Recreation and Educational Services has provided a variety of needed educational and recreational services to senior citizens in the City of Milwaukee. Presently, individuals over 55 years of age make up 21% of the city's population.

2. The majority of the programs are provided in housing projects, field houses, churches, and in community based agency facilities. No other agency in the city provides this type of service to senior citizens.

3. The Recreation Department is continuing to explore new funding options and coordinate programming with other agencies to meet the increasing needs of senior citizens.

4. The Recreation Department has reviewed the present Sixty Plus operation and needs to initiate a plan to address some of the needs through a more creative approach to revenue management.

5. One of the services the department offers is the Senior Travel Club. This service provides individuals the opportunity to take one day trips designed for senior citizens at a reasonable rate.

6. The program pays for itself, and in recent years has shown a small net surplus. The department has adjusted the program operation to ensure an average of a 10% net on every trip it sponsors. This will produce an estimated $7,500 in net revenue annually.

7. In addition, in 1991 the department determined that the annual Senior Fest held at the Summerfest grounds in June could be utilized to increase revenue. Steps were initiated to ensure this, and the event produced a net revenue of $18,000.

8. In the past, due to the fact that these programs did not produce significant net revenue, accounting practices allowed the funds to remain in the program accounts much the same as is done in the accounts managed by individual schools. This practice is currently under review in

light of the potential revenue that will be produced annually. A recent audit of the Sixty Plus financial records by MPS internal auditors recommended that the current residual surplus and future net revenue be placed in the department's revenue account or be directed to fund senior programs.

9. The present accumulated funds from the Travel Clubs and Senior Fest is $75,000. In the 1991-1992 budget process the Recreation Department had to eliminate three Community Recreation Specialists (teacher level positions). One of these positions had been assigned to the Sixty Plus Senior Program. This has placed the continuance of the two revenue producing programs in jeopardy.

10. The Recreation Department is proposing to use the $75,000 to establish a trust fund to support a full-time Activity Specialist and a part-time person necessary to operate the Travel Program, Senior Fest, and other related Sixty Plus programs. These positions would be funded and the program continued only if enough net revenue is generated annually to pay all costs. Estimated annual revenue is $25,000 - $30,000.

Your Committee recommends that the Board authorize the establishment of the trust fund to support the services listed above.

* * * * *

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

1. Under the provision of Wisconsin Statutes 119.34(4), the Milwaukee Public Schools are required to conduct annually an enumeration of all persons residing in the district between the ages of 0-19. This total enumeration is more commonly referred to as the school census. The results are then transmitted to the State of Wisconsin as part of the district's annual report requirements.

2. The actual conduct of the census has been the responsibility of various departments since 1900. Most recently, the current Department of Financial Services has had the responsibility. Recent discussions within the Administration have resulted in a decision to move the function to the Department of Facilities and Maintenance Services (DFMS). As the chief user of the data generated , DFMS has been most concerned with continuing a high degree of accuracy since its use in school facilities decisions is crucial. As such, it was felt that moving the collection process was logical. In order to complete the transfer of the operation, transfer of the appropriate accounts serving the census from the Department of Financial Services to the Department of Facilities and Maintenance Services is now required. It is recognized that the funds currently budgeted in these accounts is not sufficient to complete an entire enumeration. As a result, it is planned to supplement these funds with savings from other accounts within the budget for the Department of Facilities and Maintenance Services.

Your Committee recommends that 1) the funds and appropriate accounts relating to the operation and conduct of the school census be transferred from the Department of Financial Services to the Department of Facilities and Maintenance Services and that 2) authorization be given to transfer funds from the appropriate accounts within the Department of Facilities and Maintenance Services to the appropriate census accounts.

* * * * *

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

1. The existing network software package which supports 10 workstations in the Insurance and Risk Management Department is malfunctioning and is beyond repair. This is causing

system crashes on a regular weekly basis and substantial work flow interruptions in the department.

2. The vendor of the software is no longer providing support for the network. In addition, there is no in-house support available at MPS for this software.

3. In September l99l the Insurance and Risk Management Department competitively bid the property insurance program which resulted in an annual savings of $37,096. As a result of this, funds are available for transfer, without hardship, from the property insurance line item of the insurance budget.

4. The cost of replacing the current network and ancillary software with a package which can be supported in-house is estimated at $5,000.

Your Committee recommends that $5,000 in the Property Insurance account be transferred to the Department of Insurance and Risk Management Services for the purpose of purchasing a replacement network and ancillary software package.

* * * * *

(ITEM 16) The Superintendent advised your Committee that:

1. Various events have made some adjustment in administrative staffing necessary for the remainder of the year:

   a. Three principals have been placed on special assignment in the central office. It is necessary to allocate funds to pay the salaries of these persons.

   b. It has been necessary to provide an additional assistant principal for Lincoln Middle School.

   c. It is necessary to provide funds for the new principal for the Schlitz Center. The Board has traditionally identified the principal one semester prior to the opening of a school to provide for the necessary planning and program development.

2. It should be noted that the funding for these positions is coming from moneys previously allocated for administrative costs. This will not affect funds dedicated to teacher staffing or instructional services. In the case of the three principals, funding will terminate as of June 30, 1992.

Your Committee recommends that $139,000 be transferred from the restraining order-SDA account to the appropriate accounts for the positions indicated above.

* * * * *

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

At its meeting on October 30, 1991 (Proc., p.322-323), the Board referred the following resolution, which was introduced by Director Mallory and Director Johnson, to the Finance and Facilities Committee:

Whereas, The Milwaukee Board of School Directors is committed to providing a quality education for all of its students; and

Whereas, The increasing needs of the Milwaukee Public Schools' student population often necessitate that the Milwaukee Public Schools contract out for services to meet these needs; and

Whereas, The Board understands that to meet these diverse needs, the district will contract with Community Based Organizations (CBOs) for services; and

Whereas, Recent changes in CBO contracts made by the Secretary-Business Manager's office and the City Attorney have included statutory requirements, upgrading insurance and risk management requirements, internal audit requirements and financial reporting requirements and the annual amount of contracts now exceeds 2-1/2 million dollars; and

Whereas, The Board wishes to also upgrade EDUCATIONAL goals, standards and requirements for these contracts; and

Whereas, The Board must assure that safeguards and requirements are in place to assure adequate delivery of educational services; therefore, be it

Resolved, That all CBO contracts be brought to the Board for review and final approval.

Your Committee reports having given hearing to interested parties..

Your Committee recommends that all CBO contracts be brought to the Board for review and final approval.

* * * * *

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

1. On November 20, 1991 (Proc., p. 335), the Board received a communication from the Community Relations - Social Development Commission regarding their fourth quarter billing of $34,730 and their expenditure report for the quarter ending September 30, 1991.

2. As of the month ending October 31, 1991, the Milwaukee Public Schools have no outstanding claims with the Community Relations - Social Development Commission.

Your Committee recommends that the fourth quarter billing of $34,730 be paid to the Community Relations - Social Development Commission.

* * * * *

(ITEM 19) 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 12, 1991:

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

B. Statement of Operating Revenues

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$ 541,632,538	$ 10,234,954	$ 551,867,492	$ 40,005,468	$ 511,862,025	7.2%
Categorically Aided	31,485,309	18,973,928	50,459,237	8,855,21.3	41,604,024	17.5%
School Nutrition	22,075,595	75,150	22,150,745	3,266,027	18,884,718	14.7%
Construction	8,863,368	9,525,304	18,388,672	694,834	17,693,838	3.8%
Extension	5,857,258	177,439	6,034,697	273,454	5,761,243	4.5%

C. Statement of Expenses

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Expenditures (2)	Unexpended Balance	Percent Expended
School Operations	$ 541,632,538	$ 10,234,954	$ 551,867,492	$ 174,800,520	$377,066,972	31.7%
Categorically Aided	31,485,309	18,973,928	50,459,237	13,549,249	36,909,988	26.9%
School Nutrition	22,075,595	75,150	22,150,745	7,928,828	14,221,917	35.8%
Construction	8,863,368	9,525,304	18,388,672	15,539,228	2,849,444	84.5%
Extension	5,857,258	177,439	6,034,697	2,223,977	3,810,720	36.9%

(1) Represents 1990-91 appropriations carried over to the 1991-1992 fiscal year and board approved transfers during the 1991-1992 fiscal year.

(2) Expenditures included through October 31, 1991 and payrolls through October 25, 1991.

E. Report on Computing Service Improvements With Cost Avoidance

F. Report on Chapter 1

G. Report on Sole Source Policy

* * * * *

Separate consideration having been requested for Items 6, 8, and 11, the remainder of the report was adopted, the vote being the same as that preceding:

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

Noes—None.

Item 6 of the report relating to an award contract for the Social Development Commission having been set aside for separate consideration, Director Mallory moved for concurrence.

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 8 of the report relating to permit PTA/PTSAs INC. to use a school building for a fund raising event, having been set aside for separate consideration, Director Mallory moved for suspension of Board Rules and concurrence.

The motion prevailed, the vote being as that preceding:

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

Noes—None.

Item 11 of the report relating to renaming the Early Childhood Center to Frances Brock Starms Elementary School having been set aside for separate consideration, Director Mallory moved for concurrence. The motion prevailed, the vote being the same as that preceding:

Ayes—Directors Bills, Johnson, Lucey, Mallory, 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:

(ITEM 1) The Superintendent and Secretary-Business Manager advised your Committee that:

1. <u>Overview of Legislative Proposals</u>

The goal of the Milwaukee Public Schools must be to develop a system which graduates its students with the ability to read, write, think and do math at high levels. Clearly, dramatic change, both philosophically and structurally, is needed to accomplish this goal. These legislative proposals are intended to free the system from some of the current constraints because we believe these actions are necessary to help us accomplish our primary goal of graduating students who will be able to be productive and socially conscious citizens.

Specifically, these proposals are based on the following assumptions:

- •All children can learn and they can learn more when they regularly attend a school which is conducive to learning;
- •Higher expectations for children can become a self fulfilling prophecy;
- •Expanded options available to parents will lead to greater school involvement, a key ingredient to better school performance;
- •Classrooms should be provided where children live and as much as possible, funds now spent on transportation should be reallocated for education purposes;
- •Both MPS and the State of Wisconsin will provide financial equity for all children; and finally,

•All of us must be held accountable for results.

MPS report card indicators clearly show the need for more empowerment at the school level and greater accountability. While the Board has already approved some significant changes, other proposals which are needed to allow more school empowerment and increase accountability will require state legislative action. Therefore, we are requesting that you approve the following legislative proposals for submission to the Governor and the Legislature for the January legislative session:

A. ORGANIZATION

•Legislation is needed to:

1. authorize MPS to close failing schools, and exempt teachers and administrators at schools which are identified for closing or have been closed from the application of collective bargaining agreement provisions on reassignment and teaching conditions;
2. authorize MPS to contract for the operation of charter schools;
3. authorize MPS to contract for educational programs at private, nonsectarian partner schools;
4. allow the state superintendent to waive or modify an existing school district standard for a sound educational purpose.

B. FINANCE

•The Board has authorized the preparation of a school facilities plan to be based on specific educational standards. That plan should be completed by summer, 1992, and financing authority for facilities in that plan will be sought at a subsequent referendum. MPS enrollments continue to grow and some additional facilities will be needed before referendum approval can be obtained.

•Legislation is needed to:

1. allow MPS to borrow $35 million in short term promissory notes for the purpose of financing a new south side middle school, a new north side elementary school, and completion of unfinished major maintenance projects;
2. allow MPS to finance school additions and remodeling through the school operations fund; and
3. 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. In the absence of major reform now, I am urging your simultaneous support of AJR 85 and SJR 56 which provide a constitutional guarantee of equal educational opportunity for all children; thereby assuring financial equity in the future.

C. PUPIL BEHAVIOR

•The Board has recently adopted the Discipline Plan to remove disruptive pupils from the regular classroom.

•Legislation is needed to:

1. allow schools more time to effectively deal with disruptive pupils by increasing the maximum time of suspension from 10 to 15 days when an expulsion proceeding is underway and 3 to 6 days when it is not; and
2. adopt the Truancy Abatement and Burglary Suppression program which would reduce truancy by allowing law enforcement officers to take truants to a community agency for counseling and referral to an appropriate educational program. This proposal is expected to be introduced as a separate bill in the January session.

Soon the Legislature will be considering many of the recommendations of the Fish Commission and others. While I am sure that all of those recommendations are well intended, many would not be

helpful to Milwaukee children or to my efforts to improve MPS. Therefore, I would recommend that the Board ask the Governor and the Legislature to reject the following proposals:

- •Expansion of standardized testing;
- •Basing state school aids on average daily attendance;
- •Elimination of Chapter 220 sender aid; and
- •The interdistrict open enrollment provision which requires the district of residence to pay the average cost of the district of attendance, until such time as the state provides full financial equity for all city and suburban pupils.

2. Specific Legislative Proposals:

A.1. Failing Schools

Authorize the Milwaukee Board of School Directors to close a failing school and reopen it under new administrative leadership and potentially a new teaching staff. A school closing must be recommended by the Superintendent in a written report which states the reasons for closing the school. Those reasons may include: (1) failure to make progress towards the academic goals of the district; (2) existence of a school climate that does not appear likely to result in significant progress toward the academic goals of the district; or (3) other reasons as set forth by the Superintendent.

Authorize the Board to reopen a closed school by contracting with a group or individual to operate a charter school. Teachers and administrators at a school identified for closing or a school which has been closed will be exempt from the application of any collective bargaining agreements with respect to reassignment to and teaching conditions at that school. Teachers and administrators may reapply at the school and may be reassigned by the Superintendent, without regard for seniority. All existing pupils may continue to attend the school if they wish.

Your Committee recommends that the Board approve this 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.

A.2. Charter Schools

Authorize the Milwaukee Board of School Directors to contract with a group or individual to operate a "charter school." Every contract to operate a charter school must include: (1) specific academic outcomes by which the school will be measured; (2) a plan for staffing, governance, administration and parent involvement at the school; (3) a financial plan, including provisions for financial audit, liability insurance and other insurances required by the Board; (4) provisions for timely notice, liquidation of assets and assumption of obligations in event of termination; and (5) provisions for periodic and annual reports to the Board.

Each charter school shall: (1) provide the contracted programs free and without charge for tuition; (2) comply with applicable state laws on pupil records, pupil discrimination and all health and safety laws and rules that apply to public schools; (3) 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 (4) be nonsectarian in its programs, admission policies, employment practices and all other operations.

A charter school's contract may be terminated for failure to meet academic outcomes, violation of state or federal laws, 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.

Your Committee recommends that the Board approve this 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.

A.3 Alternative Compliance

Authorize the state superintendent, upon request of a school district, to waive or modify an existing school district standard for that school district if he is satisfied that a sound educational purpose will be served and such a waiver is likely to provide a long term benefit to the pupils of that district. Currently, the state superintendent is required, by July 1, 1992, to develop rules to permit school boards to comply in an alternative manner with all of the school district standards.

Your Committee recommends that the Board approve this 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.

B.1. School Facilities - Promissory Notes

The School Board has authorized the preparation of a school facilities plan to be based on specific educational standards. That plan should be completed by summer, 1992, and financing authority for facilities in that plan will be sought at a subsequent referendum. MPS enrollments continue to grow and some additional facilities will be needed before referendum approval can be obtained.

MPS should be authorized to borrow $35 million in short term promissory notes for the purpose of financing a new south side middle school, a new north side elementary school, and completion of unfinished major maintenance projects.

Your Committee recommends that the Board approve this legislative proposal for submission to the Governor and the Legislature for the January legislative session.

B.2. Support for Financial Equity

Public education in Wisconsin is a constitutional responsibility of the state; yet the state does not treat all its children equally. In effect, the school finance system discriminates against children based on their residence. Currently, one district provides more than twice as much public support for its students as another. The system is also unfair to property taxpayers as some are taxed more than four times as heavily as others. And the level of property taxation often has little relationship to the amount of school funds provided. For example, the school district with one of the highest property tax rates (Arkansaw) spends less per pupil than the district with the lowest rate (Gibraltar). Arkansaw taxpayers pay more taxes and Arkansaw pupils receive less public support for their education.

Similar inequities exist in the Milwaukee metropolitan area as many suburban districts are able to provide more support for their students and tax property at a lower rate. Equal property tax base and public support for every student is not provided and property rich districts throughout the state are able to provide more support for their resident students and tax their property at a lower rate. To provide financial equity now, the legislature should create a school finance system in which each district would have access to the state average property tax base per pupil for all school finance purposes. To assure equity for the future, the legislature should approve a constitutional amendment to provide equal educational opportunity for all children. Both Assembly Joint Resolution 85 and Senate Joint Resolution 56 would accomplish this and either should be promptly approved.

In addition, the general school aid formula does not make adjustment for pupil poverty, even though it is well known that this is a predictor of educational overburden and higher costs for school districts. These extraordinary costs are not evenly distributed among the state's school districts, owing to the

unequal distribution of poverty across school districts. There is no correlation between the measure of fiscal capacity employed in the equalization aid formula and incidence of pupil poverty in a school district. As a result, compensating for low district property wealth does not compensate a district for the additional costs of educating a high proportion of poor children who happen to reside in that school district. Wisconsin's school aid formula should provide a higher level of aid for low income pupils by incorporating a poverty weighting. Such a modification was recommended by the Governor's Commission on Schools for the 21st Century.

Your Committee recommends that the Board approve this legislative proposal for submission to the Governor and the Legislature for the January legislative session.

C.1. Suspensions and Expulsions

The maximum period of time a school district administrator may suspend a pupil, without initiating an expulsion proceeding, should be extended from three days to six days.

The maximum period of time a school district administrator may suspend a pupil, against whom an expulsion proceeding has been initiated, should be extended from 10 days to 15 days.

Currently, a school district administrator may suspend a pupil for not more than three days unless the expulsion process has been initiated. If a notice of an expulsion hearing has been sent, a child may be suspended for not more than ten days. Five days notice of the expulsion hearing must be provided. The effect of this time frame frequently has been to force administrators to make an expulsion decision before all relevant facts are known. A second problem is that a meeting of the board or an independent hearing panel on an expulsion is often unable to be scheduled during the ten day suspension period. As a result, the suspended child returns to school and is subsequently processed for expulsion.

Your Committee does not recommend extending the maximum period of time for suspensions.

Your Committee recommends that the Board approve the legislative proposal on the extension of the number of days for expulsion.

C.2. Support for Truancy (TABS)

Milwaukee County Sheriff Richard Artison has been working collaboratively with elected officials, community agencies and MPS to model a program to reduce truancy known as the Truancy Abatement and Burglary Suppression Program (TABS). The Milwaukee TABS program is patterned after successful programs in Oklahoma City, Oklahoma and San Jose, California while providing direct service to truant students through community agencies. The basic premise is that all students are expected to attend all classes every day. During normal school hours, students will be considered to be truant unless they are at home, enroute to or from medical appointments or other school related functions which can be verified.

Milwaukee Police and County Sheriffs would monitor truants via vehicle patrol. A truant student would be verified to be truant from school; taken into temporary custody during school hours only by the peace officers; and transported to one of two non-secure youth service or community center pilots (Sherman Park Boys and Girls Club or S.E.R.). The student would be released by the peace officer to a designated liaison at the community center for immediate counseling and a follow-up contact with the parent. At the community center, the student would be turned over to the parent for return to school. The peace officer will complete and turn-over to the community agency a Field Investigation locator card that procedurally verifies the temporary custody of the involved truant. Peace officers and their department would be prohibited from establishing an arrest record or maintaining personal identifying information on the truants.

Similar programs in Oklahoma City and San Jose reduced daytime truancy by 48% and daytime burglaries by 33% in the first year of implementation.

Your Committee recommends that the Board approve this legislative proposal for submission to the Governor and the Legislature for the January legislative session.

* * * * *

(ITEM 2) The Superintendent and Secretary-Business Manager advised your Committee that:

MTEA/WEAC Proposal 1.

The State of Wisconsin shall bond for up to $100 million for Milwaukee Public Schools to build neighborhood schools that will allow class size reductions on a phased in basis. The state's money shall be given to schools only in the inner city.

Recommended MPS Position:

MPS should not support this proposal at this time even though it is beneficial for children. There is no precedent for direct state financing of local school facilities and the additional operating cost would be difficult for MPS to bear. $100 million would be sufficient to provide 400 fully equipped classrooms; and serve about 10,800 elementary pupils at the current staffing ratio or reduce the elementary staffing ratios from 27 to 23. Employment of 450 additional teachers and specialists would increase MPS' annual operating costs by $25 million. Administrative and plant operations costs probably would increase about $6 million annually. MPS is developing a long term facilities plan which will be based on specific educational standards and will be seeking interim financing authority to meet short term needs.

MTEA/WEAC Proposal 2.

Establish an incentive grant program for school based management.

The grants would be available to schools that applied on a $100 per student basis. A school should be considered for grant status if: two thirds majority of the entire staff (certificated and non-certificated) concur that the school should participate, the principal agrees to participate, and the majority of the parents concur.

The main purpose of school based management is school improvement and staff empowerment. The key elements of school level autonomy and participatory decision making would focus on the needs of children in a more direct way and foster a sense of ownership and responsibility for the process by those involved.

School Based Management (SBM) is based upon two principles:

1. The school should be the primary decision making unit; and

2. The ability to change arises from the opportunity to define change and the power to adapt it to the individual school setting.

Each participating school shall establish a SBM Council consisting of not more than 20 members. The SBM Council will consist of the principal, teacher representatives (one of whom must be a teacher union building representative), parent representatives, community representatives (non-parents and/or business people), representatives of non-certificated staff and student representatives on high school councils. The principal determines the size of the Council in consultation with the staff. This Council serves as the primary leadership body within the building. The Council is also responsible for strategic planning, oversight, and designing the school's improvement plan. The majority of the members are teachers. Election by peers will form the basis of membership on the Council. The staff in the school should receive thorough training and development on the concept of SBM. Decisions of

the Council would be arrived at by consensus to the extent possible. Where not possible, a majority vote of the Council would prevail.

Training occurs for each school community and for those groups and individuals involved in the process and/or who may impact on the process. Such groups and/or individuals may include the school board, parents, central office staff, business community and unions. A vital activity for successful implementation is training and development. The training is needed to create an awareness and understanding of how the participants' roles need to change in order to better facilitate the SBM process.

Key components of the SBM operation plan are:

1. Council observers to facilitate Council operations.

2. Providing money for SBM schools to undertake innovative ventures and to operate the Council.

3. Providing professional consultation to assist in implementation and staff planning time on projects.

4. Training persons impacting SBM schools.

5. Providing local and national networking opportunities for persons to visit other school districts to observe successful programs.

Recommended MPS Position:

MPS should not support this provision as no legislation or funding is needed. Schools which would decide to become site based management schools will do so voluntarily; and their governance structure will be determined individually.

MTEA/WEAC Proposal 3.

Establish shared decision making grants for schools that are not SBM schools as incentives for schools to develop a plan and goals for SBM and to phase in SBM.

The main purpose of shared decision making is to encourage schools to become SBM. Schools are eligible if they do not meet the SBM grant criteria but are interested in pursuing a shared decision making project. A school would be considered for grant status if a majority of the entire staff (certificated and non-certificated) concur that the school should participate in the grant program. Each participating school would receive grants based on $50 per student.

The concept of shared decision making should be based on two principles:

1. The school should be the primary decision making unit; and

2. This must be the first step toward implementing school based management.

Each participating school shall develop a plan to phase in SBM and develop goals for implementation.

The above provisions concerning SBM and shared decision making shall not supersede negotiated contract provisions.

Recommended MPS Position:

MPS should not support this provision as no legislation or funding is needed. Schools which would decide to participate in a shared decision making model will

do so voluntarily; and the structure of that model will be determined independently.

MTEA/WEAC Proposal 4.

The Milwaukee Public School district shall operate an early childhood program at each elementary school building in the district. The district shall contact each family in the Milwaukee Public Schools who has three- and four-year old children and seek to obtain the parent voluntary agreement to enroll their children in the early childhood program.

This program shall cover students from age three through the completion of the third grade. The full-day developmental school program will be offered by the public schools. Class sizes shall not exceed 15 students per teacher; a full-time aide should assist in every classroom.

Such school district early childhood program should:

- Respond to the developmental needs of children.

- Involve and support parents as active partners in the education of their children.

- Address the comprehensive needs of children for health, nutrition, child care, social and emotional support and language development.

- Use the resources of all agencies and networks in the community to provide stability and continuity in the daily lives of children.

The program should be funded by the state at the start-up rate of $4,000 per child, with minimum funding at $40,000 per classroom unit. These moneys must be spent on these children.

The companion three, four and five-year-old programs should concentrate on enhancing the background knowledge levels of not only the students but also their family members.

Upon enrollment in a pre-school program, parents should be asked to commit to spend, for example, nine days per semester assisting with class field trips, attending parent conferences, and after-school child care if they are not employed outside of the home.

If parents are employed full time, this commitment could be reduced to parent conferences or after-school programs.

Parent programs should be designed to help improve parenting skills as well as provide background support of the student program. Skills training and information could be provided to parents through the use of weekly parent meetings, home visits and parent newsletters.

Pre-school intervention programs for ages 3-5 should concentrate on developmental programming. In other words, students should be exposed to a rich mixture of community resources as part of the on-site instruction. Equally important is the practice of taking students into the community to interact with citizens from culturally diverse backgrounds.

For maximum development and personal growth to occur as a result of early intervention programs, students need to experience their community environment first-hand and also be exposed to recreational and leisure time opportunities.

Finally, to be certain that students' physical needs are also being met, programs shall provide on-site nutritionally-sound breakfasts and lunches. Medical resources shall be provided as well.

Recommended MPS Position:

MPS should endorse efforts to implement this proposal as it is beneficial for children even though the cost for both MPS and the state is likely to be prohibitive at this time. This program would cover about 22,500 (FTE) preschool (ages 3-5) children not now served by MPS at a cost of $90 million. That amount ($4,000/child) should be sufficient to cover contracted facilities and instruction, including aides, as MPS now pays six day care centers $3,450 per FTE pupil for a 4 and 5 year old kindergarten program which includes aides. Availability of sufficient contracted space may be a problem and MPS costs to provide this program would be about $4,300 per FTE or about $6.75 million more than the state would provide.

Reduction of class size in grades K-3 would require the addition of about 1,000 classrooms at a one time cost of $250 million. Employment of 1,000 teachers and aides would increase MPS operating costs about $65 million or $5 million more than the state payment of $4,000/child would generate.

A more appropriate proposal at this time would be to systematically phase in all day K-5 for all 5 year olds and then phase in 1/2 day K-4 for all 4 year olds as the most pressing needs.

MTEA/WEAC Proposal 5.

The system shall offer students extended day care programs from 6:00 a.m. until 7:00 p.m. on weekdays throughout the calendar year, subject to community needs and school schedules.

Programs would be offered in each school building (elementary, middle and high school) wherever possible. In cases where the availability of schools or low enrollment make extended care programs prohibitive, students shall be transported by the school district to other appropriate facilities.

Families with income levels below 125% of the federal poverty level income shall not be charged for extended-day programs, as long as the parent(s) are employed at least half-time or are enrolled in an educational or training program half-time or more. The state should pay the cost of extended care for these students to the school district. Families with incomes above 125% of poverty level would be charged on a per level-of-use basis.

Programs themselves would be designed to provide secure, supervised, comfortable opportunities for organized recreation, quiet time and learning for all participants.

Supervising teachers, other educational employees, parents and students would be responsible for designing the program options. The overall plan would be approved by the local school faculty. Their decisions would be guided by a directive to involve a wide variety of school and community resources and personnel.

All programs should contain educational and developmental components to be taught and delivered by appropriately certified personnel to ensure that a wide range of opportunities would exist.

During non-school transportation periods, buses could be made available for field trips and program-related travel. These field trips could provide an opportunity to expand and enrich the student's world beyond the boundaries of the school and local neighborhood.

All extended-day programs shall be operated as separate but complementary to regular school district programs. This is to be done to insure that extended care opportunities supplement rather than supplant the regular school program.

Recommended MPS Position:

MPS should not support this proposal as existing demand does not warrant the expense of establishing this program in every school at this time It is estimated (no actual data exists) that about 50,000 MPS children come from families with income levels below 125% of the federal poverty level (about 58,000 are eligible for free lunch and more than 40,000 are on AFDC). Of those, about half probably would be eligible for state payment because the parent is working or going to school at least half-time. State payment for the extended day program for 25,000 children is estimated to be about $75 million.

A more appropriate alternative would be to create extended day programs in individual MPS schools as the need and demand are identified.

MTEA/WEAC Proposal 6.

The State shall mandate effective inter-agency coordination and service delivery between the Milwaukee Public School district and Milwaukee County Social Service agencies and other community support programs to serve all children and families who face circumstances which make successful, independent living difficult. These coordinated support services shall be available from birth throughout the child's school career.

The goal of the program would be to develop the administrative systems and support necessary to coordinate health, education, income, judicial, counseling, general assistance and all other public services from a single setting.

The most logical location for delivery of these services is at local school sites.

This program shall be established and funded by the state for a period of five years. At the end of five years, programs should be evaluated for effectiveness. The Milwaukee Superintendent and Milwaukee County Director of Social Services shall be jointly responsible for initiating the process of coordination.

Recommended MPS Position:

MPS should support this proposal as one which is likely to improve the efficiency and delivery of public services to children. The state is almost certain to incur additional costs to implement a mandatory collaboration program, but the amount is not known at this time.

MTEA/WEAC Proposal 7.

The Milwaukee Public Schools shall create a Staff Development Center.

The Staff Development Center shall be governed by an elected Board composed of five (5) certified personnel. The certified personnel shall elect the Board. Milwaukee Public Schools shall budget and turn over to the Staff Development Center $500 annually in training funds for each certified employee.

Recommended MPS Position:

MPS should oppose this proposal as an intrusion into two areas of management responsibility and it would increase MPS operating costs by about $4 million annually (8,000 x $500). The School Board should retain the responsibility to operate and budget for staff development. MPS needs both a principal academy to assess, train and support principals; and a teacher center to provide training and

development of teachers to enable them to function effectively in an urban environment. It would be appropriate for the state to provide grant funds of $250,000 each for the support of both a principal academy and a teacher center.

B. Recommendation:

That the Board adopt the recommended MPS positions stated above with respect to the MTEA/WEAC Milwaukee Public Schools' Reform Proposal.

Your Committee recommends that this item be forwarded out of committee without a recommendation.

WEAC/MTEA PROPOSAL

SUMMARY OF COSTS (millions)

Pro-posal	Description	State Costs		MPS Costs	
		One Time	Annual Ongoing	One Time	Annual Ongoing
1.	$100 million for MPS inner city schools	$100.0			$31.0
2.	School based management grants of $100/pupil		$.75		
3.	Shared decision making grants of $50/pupil		$.25		
4.	Early childhood program from age 3 through grade 3 at $4,000/child		$150.0	$250.0	$11.75
	a. K3-K5 expansion		($90.0)		($6.75)
	b. K-grade 3 class size reduction		($60.0)	($250.0)	($5.0)
5.	Day care from 7 a.m. to 6 p.m. for low income children		$50.0		
6.	Interagency collaboration	?	?		
7.	MPS Staff Development Center				$4.0
	TOTAL	$100.0	$226.0	$250.0	$46.75*

*Property tax rate equivalent in 1991-1992 is $3.77/m

Both Items of the report were set aside for separate consideration.

Item 1 relating to the approval of the 1992 legislative proposals of Organization, Finance, and Pupil Behavior having been set aside for separate consideration, Director Mallory moved concurrence, with the report being taken section by section.

Section A1 of the report relating to failing schools prevailed, the vote being as follows:

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

Noes—Directors Johnson, Small—2.

Section A2 of the report relating to Charter Schools having been set aside for separate consideration, Director Mallory moved for concurrence. The motion failed, the vote being as follows:

Ayes—Directors Bills, Lucey, Mallory and President Mitchell—4.

Noes—Directors Johnson, O'Neil, Sinicki, Small—4.

Section A3 of the report relating to contracts for Educational Programs having been set aside for separate consideration, Director Mallory moved for concurrence.

The Board recedded from 10:30 to 10:41 PM.

Section A3 of the report prevailed, the vote being as follows:

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

Noes—Directors Johnson, Small—2.

Section B1 of the report relating to school facilities and promissory notes having been set aside for separate consideration, Director Mallory moved concurrence:

The motion prevailed, the vote being as follows:

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

Noes—Directors Mallory, Small—2.

Section B2 of the report relating to support for financial equity having been set aside for separate consideration, Director Mallory moved concurrence.

The motion prevailed, the vote being as follows:

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

Noes—None.

Section C1 of the report relating to suspensions and expulsions having been set aside for separate consideration, Director Mallory moved for concurrence.

The motion prevailed, the vote being as follows:

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

Noes—None.

Section D1 relating to an addendum from the Superintendent concerning a Professional Development Center and E1 relating to an addendum from the Superintendent to extend Head Start service having been set aside for separate consideration, Director Mallory moved concurrence. 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 2 of the report relating to Milwaukee Public Schools' position relative to the MTEA/WEAC having been set aside for separate consideration, Director Bills moved concurrence with the Administration's recommendation. The motion prevailed, the vote being as follows:

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

Noes—None.

REPORTS OF SPECIAL COMMITTEES

The Secretary-Business Manager presented two reports of expulsions from the Independent Hearing Panel.

Director Mallory moved to accept the reports. The motion prevailed, the vote being as follows:

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

Noes—None.

COMMUNICATIONS AND PETITIONS

The Secretary-Business Manager presented the following communications:

Communication from Mr. Webster Harris, Jr. requesting hearing before a committee regarding declaring Dr. King's birthday a legal holiday for Milwaukee Public schools.

Referred to Committee on Personnel and Negotiations.

Communication from Rev. Robert Young requesting hearing before the Board regarding access to appropriate reports and licensing status of all professionals serving exceptional education children in Milwaukee Public Schools.

Referred to Committee on Finance and Facilities.

Communication from Rev. Robert Young requesting hearing in favor of supporting gay and lesbian students of Milwaukee Public Schools.

Received and placed on file.

The Board adjourned at 10:58 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of December 31, 1990

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	371	341		10	577	7	48	61	9		712
K3	366	230		4	325	14	44	188	21		596
PK	78	53		2	108		5	15	1		131
K4	1858	1817		30	1820	130	335	1297	63		3675
K5	4292	4051		104	4610	297	761	2483	88		8343
01	4954	4546		108	5539	331	950	2475	97		9500
02	4227	4049		88	4745	315	804	2238	86		8276
03	4073	3958		88	4507	296	800	2243	97		8031
04	4001	3712		91	4445	271	748	2085	76		7716
05	3985	3801		100	4576	240	731	2048	91		7786
06	3619	3561		82	4282	203	709	1831	73		7180
07	3419	3193		93	3870	174	636	1780	59		6612
08	2986	3023		64	3479	149	559	1688	70		6009
09	3935	3700		101	4252	223	741	2242	76		7635
10	3455	3378		66	3711	197	627	2159	73		6833
11	2603	2759		58	2730	167	416	1936	55		5362
12	2052	2272		40	2050	171	337	1685	41		4324
13	1				1						1
Invalid		3			1		1	1			3
TOTAL	50275	48450		1129	55628	3185	9252	28455	1076		98725

Total Active Detached..... 74 (Included above) Total Suburban Transfers—5579

Total Inactive..... 522 (Not included above)

Brown Deer	175	Greendale	266	New Berlin	83	St. Francis	132
Cudahy	227	Greenfield	321	Nicolet	154	Wauwatosa	833
Elmbrook	177	Hamilton	41	Oak Creek	329	West Allis	465
Fox Point	138	Maple Dale-Indian Hills	83	Shorewood	290	Whitefish Bay	349
Franklin	290	Menomonee Falls	278	South Milwaukee	318	Whitnall	278
Germantown	26	Mequon-Thiensville	204				
Glendale-River Hills	122						

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1580	76.4	113.0	5.0	North Division	1253	63.9	102.0	6.0
Custer	1128	79.2	84.0	5.0	Pulaski	1659	76.8	111.0	5.0
Hamilton	1717	82.0	114.0	5.0	Riverside	1445	88.2	111.0	5.0
Juneau	812	81.8	63.0	3.0	South Division	1740	77.9	133.0	5.0
King	1208	91.8	74.0	3.0	Vincent	1366	80.0	103.0	5.0
Madison	1519	75.8	107.0	5.0	Washington	1641	76.5	121.0	5.0
Marshall	1202	79.1	86.0	4.0	HS of the Arts	737	92.1	56.0	3.0
Milwaukee Tech	1924	88.8	130.0	4.0	TOTAL	20931	80.1	1508.0	68.0
MIDDLE SCHOOLS									
Audubon	941	86.0	66.0	3.0	Parkman	81.9	90.4	54.0	3.0
Bell	960	86.7	67.0	3.0	Robinson	93.1	95.9	40.0	2.0
Burroughs	935	88.5	63.0	3.0	Roosevelt	91.1	95.2	45.0	2.0
Edison	899	87.4	67.0	3.0	Sholes	84.4	92.2	60.0	3.0
Eighth St.	335	90.8	27.0	2.0	Steuben	89.7	95.0	61.0	3.0
Fritsche	975	87.7	69.5	3.0	Walker	85.5	91.7	59.0	3.0
Fulton	658	94.9	56.0	3.0	Webster	88.8	93.1	64.0	3.0
Kosciuszko	769	81.5	64.0	3.0	Wright	87.3	94.2	63.0	3.0
Morse	1052	93.1	68.0	3.0					
Muir	960	88.5	68.5	3.0	TOTAL	88.0	91.6	1062.0	51.0

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS									

Alcott	414	90.6	17.2	1.0	Hopkins	799	84.4	46.0	2.0
Allen Field	1008	93.7	53.5	2.0	Humboldt Park	571	92.6	30.0	1.5
Auer	628	93.2	36.8	1.5	Irving	714	92.1	39.0	2.0
Barton	588	93.7	27.0	1.5	Kagel	386	93.7	24.0	1.0
Berger	526	87.9	32.1	1.5	Keefe Av.	640	90.3	39.3	2.0
Brown St.	633	88.8	36.0	2.0	Kilbourn	379	97.8	22.5	1.0
Browning	444	92.0	22.3	1.0	Kluge	592	90.9	33.0	1.5
Bruce	545	92.9	28.1	1.5	LaFollette	649	90.6	39.8	2.5
Bryant	595	92.5	30.0	1.5	Lancaster	570	94.3	29.5	1.5
Burbank	573	90.4	23.8	1.5	Lee	651	90.6	37.3	2.0
Burdick	524	84.8	31.0	2.0	Lincoln Av.	651	90.4	30.5	1.5
Carleton	528	91.5	24.6	1.0	Lloyd St.	590	93.3	30.5	1.5
Cass	604	91.9	39.3	2.0	Longfellow	647	92.3	30.8	1.5
Clarke	504	92.8	28.3	1.5	Lowell	299	90.4	12.9	1.0
Clemens	451	89.0	22.2	1.0	MacDowell	544	91.5	27.0	1.5
Clement	456	91.4	21.0	2.0	Manitoba	384	94.8	32.5	2.0
Congress	531	93.6	23.9	1.5	Maple Tree	542	92.2	22.0	1.5
Cooper	418	89.8	21.5	1.0	Maryland Av.	339	90.8	20.2	1.0
Curtain	373	89.9	18.2	1.0	Mitchell	771	90.4	34.0	2.0
Doerfler	686	90.3	30.0	1.5	Morgandale	572	92.1	26.1	1.5
Douglass	304	95.5	16.7	1.0	Neeskara	423	92.4	30.5	1.0
Dover	639	90.8	27.1	1.5	Ninety-fifth	338	91.8	17.6	1.0
Eighty-eighth	394	92.3	18.5	1.0	Palmer	596	89.1	41.8	2.0
Eighty-first	497	90.2	20.8	1.0	Parkview	390	92.8	19.0	1.0
Eighty-second	461	94.0	21.5	1.0	Phillip	341	89.7	19.2	1.0
Elm	370	91.8	20.0	1.0	Pierce	572	91.2	33.0	2.0
Emerson	284	92.1	16.9	1.0	Riley	620	90.3	31.0	1.5
Engleburg	514	92.7	28.1	2.0	Seventy-eighth	584	88.9	33.0	1.5
Fairview	526	90.1	30.0	1.0	Sherman	602	93.9	27.7	1.5
Fernwood	487	86.4	29.0	1.5	Siefert	591	92.3	37.0	1.5
Fifth-fifth	485	93.0	22.5	1.0	Silver Spring	370	91.6	20.2	1.0
Fifty-third	397	93.5	18.7	1.0	Sixty-fifth	364	92.6	20.0	1.0
Forest Home	971	91.3	48.0	2.0	Sixty-seventh	333	89.8	15.9	1.0
Franklin	597	93.0	40.3	2.0	Story	562	92.7	35.9	2.0
Fratney	358	88.3	20.7	1.0	Stuart	326	91.4	18.0	1.0
Gaenslen	678	86.1	59.0	2.0	Thirty-eighth	573	93.8	26.9	1.5
Garden Homes	536	90.6	30.1	1.5	Thirty-fifth	340	92.2	15.4	1.0
Garfield	436	93.8	27.0	1.0	Thirty-first	503	92.6	28.8	1.5
Garland	379	88.0	15.4	1.0	Thirty-seventh	609	94.8	31.1	2.0
Golda Meir	250	96.8	13.8	1.0	Thoreau	693	93.3	31.0	1.5
Goodrich	447	93.3	22.5	1.0	Tippecanoe	242	91.9	12.5	1.0
Grandview	337	89.9	17.5	1.0	Townsend	517	94.2	21.5	1.0
Grant	588	91.6	27.3	1.5	Trowbridge	340	88.6	17.2	1.0
Grantosa	605	94.0	35.0	2.0	Twentieth	706	89.0	39.3	2.0
Granville	511	93.0	24.5	1.0	Twenty-first	626	92.3	38.0	2.0
Green Bay Av.	607	91.2	30.6	1.5	Twenty-fourth	327	92.8	21.0	1.0
Greenfield	405	93.0	18.0	1.0	Twenty-seventh	697	92.5	38.0	2.0
Hampton	601	91.3	30.0	1.5	Victory	525	89.8	29.0	2.0
Happy Hill	525	89.3	24.3	1.5	Vieau	620	93.5	37.1	2.0
Hartford	612	91.5	33.2	2.0	Whitman	459	90.5	24.8	1.0
Hawley	343	91.9	16.4	1.0	Whittier	208	94.7	8.4	1.0
Hawthorne	392	91.8	18.0	1.0	Wisconsin Av.	712	93.0	31.0	2.0
Hi-Mount	462	92.2	24.5	1.0	Zablocki	663	88.5	31.0	2.0
Holmes	713	88.7	46.3	2.0	TOTAL	55402	91.5	2947.8	153.5

OTHER SCHOOLS

Craig	80	68.9	11.0	1.0	Lincoln Alt. HS	82	53.2	7.0	1.0
Demmer	22	60.0	8.0	1.0	Lincoln Voc.Lab.	47	76.5	18.0	1.0
Hayes	71	76.0	12.0	1.0	Manitoba Ortho.	108	89.48	.0	.0
Kilmer	197	78.8	16.5	1.0	Pleasant View	234	9.5	30.5	1.0
Lady Pitts	196	55.2	15.0	1.0	Sixty-eighth	171	63.4	10.0	1.0
Lapham Park	154	82.7	10.0	1.0	Commun. Based	760		21.0	1.0
					TOTAL	2122	74.1	159.0	11.0

MPS TOTAL

SUPERINTENDENT'S MONTHLY REPORT as of December 31, 1990
EXCEPTIONAL EDUCATION PROGRAM
ETHNIC SUMMARY

System Totals	Amer. Indian		Black		Asian		Hispanic		White		Other		Total		Program Total
	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	
Learning Disab.	43	1	1792	15	17	0	285	1	881	14	27	0	3045	31	3076
Emotion. Dist.	17	0	1265	35	2	0	102	4	517	25	28	2	1931	64	1995
Autistic	0	0	69	8	3	0	4	0	45	1	2	0	123	9	132
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	1	37	34	2	0	4	4	16	33	0	1	60	73	133
Physically Hdcp.	5	0	229	106	7	5	49	7	166	122	8	6	464	246	710
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	1	0	72	22	12	1	17	2	86	14	10	0	198	39	237
Mentally Ret.	11	3	1128	196	15	2	120	25	382	107	8	6	1664	339	2003
Speech/Languag	38	18	1614	1144	38	27	220	190	981	642	41	32	2932	2053	4985
e	0	0	0	0	0	0	0	0	0	0	0\	0	0	0	0
School Age Par. Disability Total	116	23	6206	1560	96	35	801	233	3074	956	124	47	10417	2854	13271
Ethnic Totals	139		7766		131		1034		4030		171		13271		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 8, 1992

Special meeting of the Board of School Directors called to order by Vice-president O'Connell at 7:36 PM.

Present—Directors Bills, Johnson, O'Neil, Small, and Vice-President O'Connell—5.

Absent and excused—Directors Lucey, Mallory, Sinicki, and President Mitchell—4.

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

December 20, 1991

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, January 8, 1992, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of 1) considering negotiation matters and 2) discussing litigation matters in which the Board is involved and litigation in which the Board is likely to become involved.

The Committee 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), (f), Wisconsin Statutes.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director Bills moved that the Board retire to executive session for the purpose of 1) considering negotiations matters and 2) discussing litigation matters in which the Board is involved and litigation in which the Board is likely to become involved.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Neil, Small, and Vice-President O'Connell—5.

Noes—None.

The Board retired to executive session at 7:36 PM.

The Board adjourned from executive session at 10:30 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 13, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 5:53 PM.

Present—Directors Bills (6:00 PM), Johnson (6:00 PM), Mallory, O'Connell, O'Neil, Sinicki, Small (6:10 PM), and President Mitchell—8.

Absent and excused—Director Lucey—1.

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

January 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 on Monday, January 13, 1992, at 5:30 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering negotiation matters.

The Committee 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 at 6:30 PM this same evening.

SUZANNE M. LUNDIN
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 Mallory, O'Connell, O'Neil, Sinicki, and President Mitchell—5.

Noes—None.

The Board retired to executive session at 5:55 PM.

The Board adjourned in executive session at 6:30 PM.

RONALD J. VAVRIK

Acting Assistant Secretary-
Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 13, 1992

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

Present—Directors Bills, Johnson, Lucey (6:49 PM), Mallory, O'Connell, O'Neil, Sinicki, Small, and President Mitchell—9.

Absent—None.

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

January 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 6:30 PM, January 13, 1992, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of evaluating proposals to provide certain public relations services to the Board and awarding 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 executive session, pursuant to Section 19.85 (1) (e), Wisconsin Statutes, to consider any such proposal.

After conclusion of the executive session, the Board may reconvene in open session to act upon matters considered in executive session, including, but not limited to, authorizing the award of a service contract to a public relations firm.

This meeting immediately precedes the regular monthly Personnel and Negotiations Committee meeting scheduled at 8:30 P.M. this evening.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director Johnson moved that the Board retire to executive session for the purpose of evaluating public relations service proposals.

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.

The Board retired to executive session at 6:41 PM.

The Board reconvened in open session at 8:59 PM.

Director Mallory moved that Barkin, Paulsen, Meissner and Kimball be retained at a cost not to exceed $30,000 to provide public relations services for the Board.

The motion prevailed, the vote being as follows:

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

Noes—President Mitchell—1.

The Board adjourned at 9:00 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 21, 1992

Special meeting of the Board of School Directors called to order by Chair Pro Tem Mallory at 7:16 PM.

Present—Directors Lucey, O'Neil, Sinicki, Small and Chair Pro Tem Mallory—5.

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

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

January 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 on Tuesday, January 21, 1992, at 7:00 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing litigation in which the Board is likely to become involved.

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)(f), Wisconsin Statutes.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director Small moved that the Board retire to executive session for the purpose of discussing litigation in which the Board is likely to become involved.

The motion prevailed, the vote being as follows:

Ayes—Directors O'Neil, Sinicki, Small and Chair Pro Tem Mallory—4.

Noes—None.

Voting "Present"—Director Lucey—1.

The Board retired to executive session at 7:18 PM.

The Board adjourned from executive session at 10:13 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 29, 1992

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

Present—Directors Bills, Johnson (6:39 PM), Lucey, Mallory (6:50 PM), O'Connell, O'Neil, Sinicki, Small, and President Mitchell—9.

Absent and excused—None.

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

January 27, 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, January 29, 1992, at 6:30 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing negotiation matters.

The Committee 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 monthly meeting of the Board of School Directors scheduled at 8:00 PM this same evening.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director Bills moved that the Board retire to executive session for the purpose of discussing negotiations matters.

The motion prevailed, the vote being as follows:

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

Noes-None.

The Board retired to executive session at 6:40 PM.

The Board adjourned from executive session at 8:00 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 29, 1992

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:10 PM.

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

Absent—None.

BOARD RECOGNITION MONTH

Prior the start of the official business meeting, Dr. Howard Fuller, Superintendent, thought it would be a good idea to follow several state leads and have a Board Recognition Week. He publicly thanked Kathy Kirchhoff and all the schools who participated and other members of staff who came together to put on Board Recognition Week. He hoped this would become an annual recognition event by the State of Wisconsin.

The plants at the table tonight were done by the moderate CD class from Bryant.

Julie Patt - 11 year old student from Sholes Middle school demonstrated sign language. The presentation was followed by applause.

A poster created by a group of integrated students at Lincoln Middle school was presented. The poster celebrated the powers of the arts.

A group of young people from Ron Johnson's class at Lee School performed.

Secretary-Business Manager, Suzanne Lundin, thanked Kathy Boyd for her help. The Board members were given medallions.

President Mitchell presented Director O'Connell the Wisconsin School Board's Service Award for 20 years services as a School Board Member.

The Directors individually thanked everyone for the support and gifts they received.

COMMUNICATIONS FROM CITY AND COUNTY DEPARTMENTS

The Secretary-Business Manager presented the following communication:

Communication from the Social Development Commission in Milwaukee County regarding funding.

Referred to the Committee on Finances and Facilities.

SECRETARY-BUSINESS MANAGER'S COMMUNICATION

January 29, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

On January 7, 1992, the City Attorney advised the District that the District must initiate various activities to assure compliance with the provisions of the Americans With Disabilities Act of 1990 (ADA) no later than January 26, 1992. The city attorney further advised the District the initial steps involved the District appointing at least one ADA coordinator.

The District, after reviewing the content and requirements of the Act has identified those departments that will be required by the Act to modify the way they conduct business. These departments, the Department of Human Resource Services and the Department of Facilities and Maintenance, were then requested to identify an ADA Coordinator, The identified ADA Coordinators are Ms. Barbara Horton, Department of Human Resources and Mr. Edward McMilin, Department of Facilities and Maintenance.

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 December 4, 1991, through December 27, 1991, 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. 13559 to 16541, inc.

Payrolls (net withholdings).....	$16,818,001.52
Accounts	35,534,293.44
	$52,352,294.96

CONSTRUCTION FUND

Accounts, Voucher nos. 1128 to 1218, inc.	$ 603,713.62

EXTENSION FUND

Payrolls and Accounts, Voucher nos. 529 to 620, inc.

Payrolls (net withholdings)	$ 197,074.67	
Accounts	217,626.98	
		$ 414,701.65
TOTAL		$ 53,370,710.23

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 employees, the Superintendent and the Secretary-Business Manager presented a joint report to your Committee recommending the following appointments, promotions, changes in status, a reinstatement, and returns from leave, effective as of the dates indicated:

APPOINTMENTS

Name and Assignment	Date	Position and Salary	Increment Date
Phyllis Duckhorn Financial Services	12-02-91	School Secretary I $18,711.94/yr. (Replacement for transfer)	12-02
Thomas Obst Fac. & Main.	11-25-91	Boiler Attendant $22,267.18/yr. (Replacement for promotion)	11-25

PROMOTIONS

Linda Anderson Milw. Tech.	12-08-91 $17,106.38/yr.	Food Service Manager V	12-07
Robert Berndt Fac. & Main.	11-25-91	School Engineer I $27,571.96/yr.	05-25

Dale Chapman Grand Avenue	12-22-91	Food Service Manager IV $16,237.33/yr	08-26
Thomas Deis Fac. & Main.	11-25-91	School Engineer I $27,571.96/yr.	05-25
Robert Gutierrez Fac. & Main.	12-23-91	Boiler Attendant $22,267.18/yr.	12-23
Chadd Klumpp Hi-Mount	11-29-91	Food Service Manager II $12,666.91/yr.	05-07
Quinn Kopplin Fac. & Main.	12-23-91	Boiler Attendant $22,267.18/yr.	12-23
Wanda Krupo 38th	12-02-91	Food Service Manager II $12,666.91/yr.	05-08
Michael Payne Fac. & Main.	12-23-91	Boiler Attendant $22,267.18/yr.	12-23

CHANGES IN STATUS

Name and Assignment	Date	Position and Salary	Increment Date
Barbara Becton * Congress	12-02-91	School Secretary I $17,289.55/yr.	02-01
Mary Bratchett # Grand Avenue	12-09-91	Clerk Typist I $12,551.33/yr.	12-09
Lisa Forberger ¢ Washington	12-16-91	School Secretary I $20,822.68/yr.	02-27
Judith Harris # Brown	11-14-91	Handicapped Children's Asst. $10,524.95/yr.	11-14
Dana Hawthorne # Fairview	11-14-91	Handicapped Children's Asst. $10,168.20/yr.	11-14
Frenchie Jones # EESSC	11-14-91	Handicapped Children's Asst. $10,524.95/yr.	11-14
James Kirkwood # Sherman	11-14-91	Handicapped Children's Asst. $10,168.20/yr.	11-14
Patricia Kline ¢ Community Relations	12-17-91	School Secretary I $24,798.80/yr.	07-01
Rosemarie Schwertfeger ** 38th Street	01-02-92	School Secretary I $18,240.44/yr.	07-01

* From a 12 month to a 10 month position
# From substitute to regular appointment
¢ From a 10 month to a 12 month position
** Voluntary demotion from School Secretary II; from a 12 month to a 10 month position

REINSTATEMENTS

Maticia Dewey Douglass	12-16-91	Clerk Typist I $12,551.33/yr.	12-16

RETURNS FROM LEAVE

Shirley Jackson Dover	01-02-92	School Secretary I $13,138.45/yr.	09-09
Irmina Roche Green Bay	01-02-92	School Secretary I $18,240.44/yr.	07-01

* * * * *

(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 September 12, 1991, and September 24, 1991, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr)	Suzanne F. Kayser Elementary	B	23,113	0	09-16-91
	Effective between October 8, 1991, and October 20, 1991, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)(b)	David R. Polacheck Physical Science/Biology	B	33,511	7	10-09-91
	Effective between November 3, 1991, and November 15, 1991, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr)	Carol L. Gaumond Math	B	23,113	0	11-13-91

Effective between November 29, 1991, and December 11, 1991, payroll:

(r)	Gary Dettman Community Rec Specialist	B	28,891	5	12-09-91
(nr)	Kristy L. Wagner EC:EEN	B	24,268	1.5	12-10-91

Effective between December 25, 1991, and January 6, 1992, payroll:

(nr)	Deborah M. Mueller Visually Impaired	B	23,113	0	01-06-92
(r)	William J. Roddick Guidance	B	26,580	3	01-02-92

Effective between January 7,1992, and January 19, 1992, payroll:

(nr)	Trina J. Lambert E.D.	B	24,268	1	01-13-92

Effective between January 20, 1992, and February 1, 1992, payroll:

(r)	Robin M. Hanson Elementary	B	23,113	0	01-27-92

Effective between January 20, 1992, and February 1, 1992, payroll:

(r)	Daniel P. Hennessey Elementary	B	23,113	0	01-27-92
(nr)	Francine I. Hoffman E.D.	B	23,113	0	01-27-92

(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 APPOINTMENTS AND PROMOTIONS

(r)	Benita Hagen	Nurse Coordinator/Supervisor Exceptional Education and Supportive Services	Schedule III, Range 6A $40,000

* * * * *

(ITEM 4) The Superintendent has advised your Committee of the following reassignment:

	From	To
Jacqueline Patterson	Principal, Sherman Elementary School	Principal Schlitz Site Middle School

* * * * *

(ITEM 5) The Superintendent nominates for reappointment the following probationary teachers, teacher-librarians, principals, assistant principals, and members of the support staff, contingent upon proper Wisconsin certification:

TEACHERS AND TEACHER LIBRARIANS
(COMPLETING ONE SEMESTER)

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 St.
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 St.
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 St.
Bias, Cynthia M. - 38th St.
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
Brantly, JoyEllen - Fulton
Braun, Amy M. - Clemens
Bricco, Jodi L. - Humboldt Park
Briesemeister, William - Mitchell Altern.
Brimmer, Kathryn M. - Forest Home Ave.
Briskey, Nola - Alternative & Vocational Ed.
Brown, Annabelle - Auer
Brown, Cheryl A. - 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 A. - Wausau EE & SS Center
Campbell, Cynthia J. - Wausau EE & SS Center
Cannestra, James P. - Morse
Caravella, Kathleen E. - Hawthorne
Carbajal, Isidro M. - Hamilton
Carroll, Andrea R. - Lincoln Middle School
Ceaglske, Susan - Wausau EE & SS Center
Chesrown, Molli H. - Grantosa
Chojnacki, Joseph M. - 82nd St.
Christianson, Diane K. - Garden Homes
Cintron, Alfredo T. - Morgandale
Clark, Randi J. - Wausau EE & SS Center
Cohen, Robin S. - Fratney
Colbert, Cheryl D. - Waldorf
Cole, Kristi Y. - Silver Spring
Collins, Catherine B. - Green Bay
Collins, Joan A. - Lincoln Ave.
Cooper, Wendy L. - Kagel
Craig, Connie F. - King Elementary
Crain, Beth - Wausau EE & SS Center
Crausaz, Robert J. - Morse

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Crowley, Linda - Tippecanoe
Cullen, Timothy C. - Steuben
Dable, Lynn - Sholes
Dale, Lynda C. - Juneau
Damkoehler, Cheri - Lincoln Middle School
Davies, Karen - Wausau EE & SS Center
Davis, Bonita J. - Custer
Day, Tracy L. - Keefe
Delahanty, Kathryn - Greenfield
DelaRosa, Guarina A. - Day-to-Day
DeMaster, Dawn M. - 88th St.
DeMore, John J. - Browning
DesArmo, Pamela J. - 27th St.
DeVine, Don - Gaenslen
Denuszek, Kathleen A. - Browning
Derleth, Corinne M. - Walker
Diekema, Lizabeth S. - Brown
Dorava, Lori A. - Fritsche
Draper, Shirley F. - Garden Homes
Drew, Valencia L. - Wausau EE & SS Center
Drews, Dean A. - Milw H.S. of the Arts
Due, Jill M. - Multilingual/Cultural
Dugan, Honre A. - Lincoln Middle School
Dukes, Karlicia R. - Grand Ave.
DuSaint, Patriq A. - Waldorf
Dussault, Elizabeth E. - Milw. 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 St.
Fossali, Susan J. - Congress
Franta, Susan E. - Sholes
Gaddis, Julius W. - Alternative & Vocational Ed.
Gardner, Chris C. - Sarah Scott
Garman, Wendy A. - Kilbourn
Garofani, Caroline H. - Fernwood
Garofani, Carriemarie - Victory
Gilane, Dona M. - Lincoln Middle School
Gingold, Terri J. - Phillis Wheatley
Glover, Debbie P. - Burbank
Golden, Lisa L. - Lincoln Middle School
Golembiewski, Janet L. - 55th St.
Gorecki, Laura J. - Edison
Gosh, Cindrea J. - Keefe
Graf, Dean C. - Fulton
Graham, Indyria R. - Waldorf
Graser, Elizabeth C. - 88th St.
Gray, Carolyn D. - Clarke
Griesberg, Laura J. - Wisconsin Ave.
Groth, Pamela K. - Wausau EE & SS Center
Grunwaldt, Cathleen C. - Phillis Wheatley
Grunwaldt, Diane C. - Marshall
Grzesiak, Maryann - Lincoln Ave.
Guensburg, Jane T. - Muir
Haith, Deon M. - 53rd St.
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 St.
Heger, Karen L. - Sarah Scott
Henderson, Yvette - Burbank
Hendrychowski, Gale A. - Grant
Hernandez, Alfredo - Allen Field
Herriges, Andrew C. - Webster
Herschleb, Tammy L. - Palmer
Hill, Pamela R. - 65th St.
Hinkle, Kathleen M. - Trowbridge
Hintz, Gregg E. - Wausau EE & SS Center
Hofstede, Mary J. - Kluge
Holbrook, Julie E. - Roosevelt
Holifield, Gladys J. - Lincoln Ave.
Holman, Paula K. - Greenfield

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Hoyt, Robert J. - Milw. H.S. of the Arts
Hughes, Marcus A. - Goodrich
Hunter, Johnson B. - Day-to-Day
Hurst, Kimberly A. - Gaenslen
Itzin, Kathleen A. - Sarah Scott
Jackson, Tammy S. - Robinson
Jacobsohn, Tamar S. - Wausau EE & SS Center
Janowski, Dan M. - Custer
Jaszewski, Gerard P. - Fulton
Jenkins, Nickola M. - 37th St.
Kaczmarek, James V. - Walker
Kaminski, Bonnie K. - Muir
Karman, Kevin R. - Garfield
Kasik, Andrew A. - Holmes
Kaufman, Clare - Burroughs
Kelnhofer, Thomas E. - Multilingual/Cultural
Kayser, Suzanne F. - Longfellow
Kenwood, Paul J. - Sarah Scott
Kernohan, Kathlene L. - Parkview
Kincaid, Carole - Sarah Scott
Kirsch, Corinne - Lincoln Middle School
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
Krueger, Dawn M. - Wausau EE & SS Center
Krueger, Paul N. - Audubon
Kucksdorf, Jodi L. - Roosevelt
Kugler, Dean R. - Day-to-Day
Ladwig, Mary C. - 65th St.
LaFosse, Enrique E. - Multilingual/Cultural
LaMarre, Judithann A. - Auer
Landherr, Theresa M. - Fulton
Landis, Margaret Y. - Walker
LaPlante, Amy L. - Wausau EE &SS 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/Cultural
Lewis, Gwendolyn F. - Wausau EE & SS Center
Lewis, Katherine E. - Robinson
Lewis, Latrina - Emerson
Lezama, Maria J. - South Division
Linden, David M. - Morse
Lobins, Kathleen A. - Holmes
Loe, Phillip T. - 21st St.
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 Rec. & Ed. Services
Malaha, Cheryl M. - Happy Hill
Malloy, Timothy - Maple Tree
Malone, Terry J. - Sherman
Maloney, Julie M. - 53rd St.
Manthe, Colleen O. - Wausau EE & SS Center
Marciniak, Carolyn - Holmes
Markert, Susan A. - Burroughs
Marlow, Ann Marie - Multilingual/Cultural
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 St.
Mida, Catherine F. - Siefert
Midthun, Steven C. - Fulton
Milani, Jeffrey R. - 67th St.

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Miller, Lynne R. - Burroughs
Miller, Stefanie - Clarke
Miller, Timothy K. - Riley
Mogielnicki, Shelley J. - Forest Home Ave.
Molter, Jeffrey W. - Wausau EE & SS Center
Mongin, David J. - Morse
Morvan, Paula A. - 88th St.
Moss, Bryant R. - Clarke
Moss, Orlando Jr., - Sarah Scott
Mott-Smith, Lauren A. - Sholes
Mules, Roberta - 88th St.
Narrai, Betsy S. - Kosciuszko
Nasir, Naseer, A. - Milw Tech
Neumann, Tari A. - Sherman
Newsom, Melinda E. - Sarah Scott
Nickel, Christine M. - Clarke
Nikutta, Kerry B. - Siefert
Nguyen, Christine - Vincent
Noeske, Julie A. - Doerfler
Noland, Carletta M. - Happy Hill
Nowak-Ahrens, Christine L. - Audubon
Nowakowski, Dorothy A. - Curtin
Nyswonger-Winkler, Christine M. - Steuben
O'Keeffe, Katherine M. - Auer
Olds, Emma J. - Fulton
Olvera, Anne F. - Sholes
Onela, Christina - Day-to-Day
Osmer, Lois B. - Grand Ave.
Owen, Gregor - Morse
Oyler, Brian R. - King
Parlier, Matthew R. - Milw. 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/Cultural 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. - Milw. H.S. of the Arts
Roegner, Michael - Fulton
Rogers, Carol D. - Pleasant View
Rogers, Derrick D. - Grand Ave.
Rogers, Timothy P. - Garden Homes
Rohrer, Amy E. - Steuben
Rose, Carol B. - Fritsche
Rosin, Mark W. - Curtin
Rothman, Laura J. - Sarah Scott
Rozek, Marick A. - Whitman
Rutberg, Charlaine - Forest Home Ave.
Rymer, Susan L. - Alcott
Sabir, Muhammad - 67th St.
Saelens, Patricia A. - Wright
Saggio, Vickie E. - Fulton
Saindon, Michael R. - Maryland
Sampson, Gertheen - Lloyd
Sampson, Roslyn Y. - Parkman
Sanchez, Julann M. - Marshall
Sander, Janet L. - 37th St.
Santos, Jesus - Fratney
Savola, Wilhelmine - 82nd St.
Sayler, Donna L. - South Division
Sayler, Russell L. - Day-to-Day
Schink, Linda Y. - Gaenslen
Schlueter, Jodene M. - Walker
Schmus, Margaret M. - Wausau EE & SS Center
Schultz, Robert E. - Sholes
Schuman, Kimberly K. - Edison
Screven, Rozanne - Sholes
Segalla, Lisa Jo. - Fritsche
Seroogy, Amy T. - Lincoln Middle School
Shogran, Janis L. - Wausau EE & SS Center
Siewert, Teri - Bruce
Simmons, Donna R. - Wausau EE & SS Center
Simmons, Katrina F. - Riley
Simmons, Sandra Sue - Roosevelt
Simon, Siebrin S. - Wausau EE & SS Center

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

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

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Anderson, Linda M. - Whitman
Anderson, Lonnie J. - Bell
Andrews, Kathleen A. - Auer
Balistreri, Rosemarie - Milw H.S. of the Arts
Ball, Odell - 68th St.
Beckley, Jean D. - Doerfler
Benoit, Kathy A. - Forest Home Ave.
Besch, Pamela K. - South Division
Beyers, Beverly A. - Lincoln Middle School
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. - Wausau EE & SS Center
Clipps, Roselyn - Wausau EE & SS Center
Crandall, William H. - Marshall
Czukas, Rita J. - 82nd St.
Dang, Paul I. - Custer
Daniels, Eloise N. - Roosevelt
Davis, Al'Lean M. - Comprehensive Support Ct.
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. - Wausau EE & SS Center
Everett, Janaan D. - Milw Tech
Fanning, Debra S. - Clarke
Fennema, Mark R. - Juneau
Ferguson, Trudy L. - Wright
Fischer, Laura J. - 78th St.
Fisher, Barbara J. - Burroughs
Fisher, Billy R. - Webster
Fitzgerald, Michelle B. - Washington
Flores, Nydia I. - Wausau EE & SS Center
Font, Luz C. - South Division
Foster, Carla M. - MacDowell
Foyer, Allison L. - Franklin
George, Hearldean A. - Lee
Girouard, John R. - Sarah Scott
Goller, Sandra E. - Milw Tech
Gorectke, Jean F. - 21st St.
Greb, Lynn A. - Community Rec. & Ed. Services
Gross, Batya R. - Mitchell
Gudeman, Wendy A. - 37th St.
Hagenow, Amy B. - Maple Tree
Harris, Tanya E. - Garfield
Hassman, Elizabeth A. - Fairview
Hemze, Carol M. - Doerfler
Higley, David C. - Forest Home Ave.
Hildebrand, Kerrie A. - Gaenslen
Hushek, Sharon A. - Zablocki
Igl, Rita J. - Guidance
Johnson, Agnes S. - Edison
Jolley, Sylvester J. - Forest Home Ave.
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. - Wausau EE & SS Center
Ladwig, Scott - Parkman
LaHay, Rita M. - Cass
Larson, Bonnie L. - Marshall
Leahy, Thomas J. - North Division
Leicht, Kathryn M. - 95th St.
Lennon, Janis K. - Happy Hill
Lichtig, Stephanie L. - Townsend
Lievens, Cynthia K. - Audubon
Lindstrom, Patricia A. - Zablocki
Lovely, Dianne E. - Muir
Magee, Veronica O. - Muir
Maldonado, Margarita - Longfellow
Maney, Michael J. - Fulton
Marshall, Darnell - LaFollette
Martin, Albert A. - Lincoln Middle School
Matthews, Thomas E. - Lincoln Middle School

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Mayer, Linda L. - Grantosa
McKay, Pamela - North Division
Medley, Marion I. - Bell
Menting, Sandra L. - Allen Field
Midthun, Christine A. - Riley
Miller, Carol - Hayes
Miller, Larry F. - Day-to-Day
Molbeck, William R. - Community Rec & Ed Services
Moldenhauer, Laura K. - Grant
Mueller, Susan A. - Community Rec & Ed Services
Muscavitch, Frederick H. - Guidance
Newhauser, Mary M. - Mitchell
Newson, Grace C. - Sarah Scott
Nunn, Connie C. - Comprehensive Support Ct.
Ortiz, Maira Z. - Multilingual/Cultural
Osinski, Terry A. - Hawley
Parey, Taimi L. - Mitchell
Payne, Julie - Kagel
Pecunia, Melissa A. - McNair
Peterson, Jeanine E. - Forest Home Ave.
Pluckhahn, Robert J. - Vincent
Polasky, Julie A. - Bell
Porter, Mary E. - Fulton
Post, Lonnie S. - Riverside
Reitman, Cherie L. - Washington
Rivas, Carmen - Community Rec. & Ed. Services, C.O.
Rogness, Geraldine R. - Manitoba
Roper, William C. - Comprehensive Support Ct.
Rosenfeld, Julie M. - Hawthorne
Rouiller, Terry J. - Lee
Ruppenthal, Christina M. - Bruce
Salvat, Graciela E. - Pierce
Sanchez, Ibis H. - Edison
Sanchez, Jesse - Forest Home Ave.
Schecher, Mary K. - Whitman
Schimpf, David P. - Goodrich
Shebu, Christine M. - 67th St.
Sinclair, Willie M. - Milw Tech
Smith, Alisia M. - Barton
Smith, Deborah A. - Hayes
Sojkowski, Heidi M. - 37th St.
Sosoff, Jacque L. - Granville
Steck, Noemi - Multilingual/Cultural
Stefanovich, Daniel - Walker
Stotmeister, Patricia M. - Bilingual Ed
Tarantino, Kristi A. - Fairview
Thomas-Berkley, Felecia - Forest Home Ave.
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 Ct.
Zarembka, Christine A. - Lancaster
Zastrow, Lori J. - Clement

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Adams, Susan M. - Fairview
Adesuyi, Gwendolyn B. - Edison
Adler, Susan M. - Burroughs
Allen, Kaye - 78th St.
Andersen, Elizabeth A. - Bell
Anderson, Julie - Fritsche
Anderson, Nancy L. - Wausau EE & SS Center
Andrzejewski, Kathleen - Forest Home Av.
Anich, Sharon M. - North Division
Armstrong, Reginald K. - Fulton
Babby, Sharon - 37th St.
Badzio, Heidi E. - 82nd St.
Bajurny, Mark R. - Bay View
Baldewicz-O'Malley, Constance - Lady Pitts
Baldwin, Melissa - Pierce
Baltzley, Renee C. - Wausau EE & SS Ctr.
Bankier, Phyllis M. - Lloyd
Barczak, Janet M. - Day-to-Day
Bare, Allen R. - Walker
Barnard, Deborah J. - 78th St.
Barnes, Mark A. - Craig
Bartee, Pamela L. - King Elementary
Bauer, Carla M. - 55th St.
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. - Wausau EE & SS Center
Betancourt, Linda L. - Brown
Bettine, Cynthia L. - 31st St.
Bevirt, Wayne H. - Burbank
Bialas, Terri - Humboldt Park
Biersack, Heidi - Bryant
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 Ave.
Bonds, Michelle R. - 67th St.
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 St.
Burns, Elizabeth K. - Kagel
Butler, Barbara D. - Allen Field
Byrd, Rocksand R. - Pierce
Caban-Quiles, Carmen M. - Allen Field
Calcaterra, Kristina L. - Bell
Calvin, Delphine M. - Bruce
Campbell, Mary L. - King
Campos, Ida I. - Morgandale
Cao, Jiying - Muir
Carew, Jennifer - 81st St.
Carter, Lisa D. - Clement
Carter, Mark A. - 55th St.
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

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Coleman, Annie - Robinson
Colloton-Walsh, Patricia L. - Fratney
Combs, Lisa D. - Gaenslen
Conrad, Nanette M. - Garden Homes
Copeland, Cathy A. - Sholes
Coriano, Isabel - Pierce
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 St.
Davis, Mary K. - Hopkins
Davis, Michelle P. - Auer
Debot, Margot E. - Franklin
Deemer, Lori A. - Riverside
Deighton, - Robyn N. - Morse
Delcuze, Suzanne K. - Robinson
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. - Wausau EE & SS 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 St.
Fendos, Janet R. - Garden Homes
Fenwick, Rachel - Alternative & Vocational Ed.
Ferrer, Marise - Holmes
Feyen, Andrea P. - Lee
Fisher, Henryette - Wausau EE & SS 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 School
French, Christine M. - Vieau
French, Deborah J. - Washington
Garber, Jonathan A. - Waldorf
Gardner, Thomas D. - Wisconsin Ave.
Gau, Teresa R. - Burdick
Gaytan, Francisco T. - Fratney
George, Barbara J. - North Division
George, Carol - Sherman
Gilman, Rosanne - Grand Ave.
Glueckert, Jennifer L. - 31st St.
Gnatzig, Larry P. - Parkman
Goll, Laura A. - Palmer
Gomez-Cohn, Betzaida - Lincoln Middle School
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 St.
Hamilton, Eileen - Riley
Hankwitz, Holly - 37th St.
Hardy, Alexander - Wausau EE & SS Ctr.
Harebo, Patti J. - Morgandale
Harmon, Carolyn - Mitchell
Harmon, Donna J. - Wright
Harris, Billy J. - Multilingual/Cultural

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Harris, Carol - Wright
Haupt, Joseph C. - Mitchell
Hayes, Linda M. - Morgandale
Heinen, Rosemary A. - Hartford
Heller, Bonnie L. - Gaenslen
Helminiak, Karen C. - Forest Home Ave.
Hendricks, Cynthia A. - Siefert
Herrera, Alicia M. - Wisconsin Ave.
Hettinger, Kimberly - Townsend
Hetzer, David - Clarke
Hevey, Robynn D. - 55th St.
Hill, John R. - Edison
Hill, Kenneth C. - Craig
Hillebrand, Eric S. - Roosevelt
Hmielewski, Sara - Marshall
Hohl, Donna - 55th St.
Holbach, Lizabeth A. - Phillis Wheatley
Holland, Michelle M. - Gaenslen
Holman, Paula K. - Greenfield
Holzman, Christine M. - Philipp
Hopman, Judy - Muir
Horn, Kathleen E. - Madison
Howe, Jane - Riley
Howell, Steven W. - Lee
Hucke, Michelle M. - Fairview
Hudson, Stanley J. - Bell
Huffer, Jill C. - Wausau EE & SS Center
Hull, Rebecca S. - Burroughs
Huth, Carol S. - Burroughs
Hynst, Barbara A. - Wausau EE & SS 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 St.
Kartz, Michelle M. - Burroughs
Karwowski, Patricia A. - Muir
Keck, Kathleen L. - Kilmer
Kiernan, Sharon A. - 21st St.
Kirby, William F. - Milw Tech
Kirkwood, Doris L. - Fulton
Kitzke, Susan - Green Bay Ave.
Klammer, Raymond H. - 82nd St.
Klawon, Louise M. - Steuben
Klemm, Pamela A. - Wausau EE & SS Ctr.
Kluck, Kathleen - 31st St.
Klug, Donna M. - Steuben
Knackert, Anne F. - Webster
Knox, Valerie L. - 31st St.
Kobelsky, Ann M. - Philipp
Kolberg, Patricia A. - Allen Field
Kolek, Susan L. - Humboldt Park
Koltz, Elaine C. - Pierce
Kondich, Tania - Pierce
Konigsfeld, Mary M. - Wausau EE & SS Center
Koopmann, Kristine A. - Siefert
Koos, Christina A. - Keefe
Kopp, Karla L. - Bay View
Kosmider, Allison L. - 31st St.
Kowalkowski, Julie A. - Wausau EE & SS Center
Krause, Barbara A. - Clarke
Krawczyk, Laura - Steuben
Kroncke, Robert N. - King
Krueger, Tammi S. - Maple Tree
Kruser, Theresa - Grantosa
Krysiak, Karen M. - Story
Kulas, Diane M. - 27th St.
Kulich, Teresa A. - Granville
Kunkel, Amy E. - 82nd St.
Kurth, Edmund E. - Sholes
Kutner, Mary E. - Burdick
Kyle, Janie G. - Fritsche
Labonte, Peter G. - 88th St.
Lahr, Cary P. - Grant
Lama, Elizabeth - Pleasant View
Lamping, Mary L. - Victory
Landmark, Kari K. - Wausau EE & SS Center
Lange, Ann Marie - LaFollette
Laufer, Dona H. - Sherman
Laufer, Michael F. - Bell
Lawrence, Marla - Morgandale

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Leal, Sylvia - Forest Home Ave.
Lee, Robert S. - Steuben
Leonard, Dennis L. - Roosevelt
Lepkowski, Mary M. - Parkman
Lester, Margaret R. - Custer
Leverence, Michelle - Custer
Lex, Christine M. - Maryland
Lincoln, Mary - Maple Tree
Lindert, Hannah - 88th St.
Loeschmann, Dawn M. - Burbank
Lopresti, Joan M. - Comprehensive Support Ct.
Lorenzana, Nydia M. - Wausau EE & SS Center
Loss, Andrea M. - Custer
Louis, Maureen T. - Audubon
Loyda, Peter H. - Burroughs
Lozada, Abida - Milw 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 St.
Marquardt, Colleen E. - Milw 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 Ave.
McMahon, Veronica A. - 31st St.
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 Ave.
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. - Wausau EE & SS Center
Newcomb, Jonathan - Riley
Nichols, Carol T. - Stuart
Nielsen, Julia K. - Townsend
Niemczyk, Elizabeth M. - Lincoln Ave.
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 Ave.
Oldenburg, Karen S. - Steuben
Oliva, Jacalyn - Clarke
Oliver, Cynthia L. - Walker
O'Neill, Julie G. - Wausau EE & SS 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
Palmer, Dona R. - Multilingual/Cultural
Paprocki, Anne-Marie - Audubon
Parker, Joel M. - LaFollette
Pastors, Maureen A. - Steuben

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Patterson, Jane M. - Fritsche
Patton, Tresha L. - Multilingual/Cultural
Paul, Joseph F. - Golda Meir
Pawlak, Vera M. - Forest Home Ave.
Pechauer, Catherine A. - Sholes
Pera, Lois E. - Fulton
Peterson, Jeralynn - Clemens
Phipps, Michelle L. - Sholes
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 St.
Purpora, Nancy L. - Sholes
Quigley, Maggie - Phillis Wheatley
Quillin, Michelle - 78th St.
Radowicz, Jodi - Audubon
Ragonese-Martin, Tina M. - Cass
Rahn, Paula J. - Webster
Redmond, Jacquelyn A. - Wausau EE & SS Center
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. - Day-to-Day
Rivera, Maria A. - Lincoln Middle School
Robbins, Lisa G. - Webster
Roberts, Tracy A. - Webster
Robertson, Scott S. - Neeskara
Rodabaugh, Heather L. - Wright
Rodriguez, Elizabeth A. - King Elementary
Rodriguez, Margaret A. - Wausau EE & SS 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 Ave.
Scaffidi, Jason T. - Sholes
Scaglione, Corrine M. - Victory
Schacht, Darren V. - Lee
Scharf, Colleen M. - Lee
Schaugg, Susan E. - 55th St.
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 St.
Shultis, Susan J. - Bell
Silbernagel, Thomas - Milw HS of the Arts
Skaleski, Megan S. - Gaenslen
Skonecki, David R. - Burdick
Slawson, Christine M. - Alcott
Sliwinski, Ei1een R. - Burdick
Smith, Karen E. - Pierce
Smith, Wendell J. - 27th St.
Sojkowski, Paul D. - Edison
Spoerk, Lucille R. - 88th St.
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

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Stokman, Cynthia - Fritsche
Stout, Mary K. - LaFollette
Studer, Kathleen R. - 27th St.
Stueckroth, Amy N. - Mitchell
Sullivan, Colleen B. - Hamilton
Suderland, Elizabeth M. - Hampton
Suprise, Karina L. - Fernwood
Swick, April M. - Clement
Sylvester, James D. - Multilingual/Cultural
Talcott, Karl R. - Audubon
Tambellini, Paulette H. - Palmer
Taylor-Evans, Michele - MacDowell
Thao, Koua F. - Wausau EE & SSCenter
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 St.
Vandwalle, Elizabeth - Wausau EE & SS Center
Vang, Nou S. - Milw Tech
Van Ryzin, Michelle G. - Hartford
Vargas, Romina H. - 55th St
Vartanian, Ashod - Gaenslen
Vavra, Jane L. - Granville
Vian, Janet M. - Kosciuszko
Vinson, Dollie M. - Palmer
Vogel, Ben A. - Custer
Vogel, Elizabeth - 81st St.
Wagner, John D. - Parkman
Wahlstrom, Pamela - Lancaster
Waldera, Peggy A. - Bryant
Walker, Adam B. - Craig
Walker, Denise M. - Story
Walkner, Douglas J. - Milw Tech
Wallander, Cheryl A. - Fratney
Walsh, Carol L. - Sholes
Walsh, Joseph R. - Riverside
Wargin, Mary M. - Bryant
Warltier, Betty L. - Wausau EE & SSCenter
Warren, Jeffrey W. - Sholes
Washington, Robert L. - 53rd St.
Watson, Richard L. - Comprehensive Support Ct.
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/Cultural
Winfield, Mary P. - 31st St.
Winter, Christine - Phillis Wheatley
Winterkorn, Lisa - Elm Creative Arts
Wiskerchen, Lori A. - 37th St.
Wisniewski, James A. - Cass
Wittig, Jane E. - 27th St.
Wolak, Gregory G. - Wausau EE & SS Center
Wolf, Timothy W. - Day-to-Day
Wolters, Ginet - Grand
Wroblewski, Amy - Bay View
Xiong, William J. - Story
Yach, Linda A. - Morse
Young, Jennifer L. - Day-to-Day
Yule, Mary Beth - Gaenslen
Zaffiro, Debra M. - 55th St.
Zager, Mark R. - Audubon
Zaks, Judith - Sherman
Zastrow, Valerie M. - Manitoba
Zbichorski, Joseph B. - Story
Zerger, Judith L. - Phillis Wheatley
Zimney, Michelle M. - 95th St.

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

Baldewicz, Merrie, L. - Wausau EE & SS Center
Beitzel, Nancy E. - Story
Ben-Shalom, Miriam - Riverside
Bottoni, Grace - Hi-Mount
Boucher, Linda A. - 38th St.
Boz-Stolcers, Shannon M. - 95th St.
Burns, Amy L. - Garfield
Campbell, Tongenell L. - Parkview
Carter, Geoffrey M. - Day-to-Day
Childs, Gary - Recreation Division
Christenson, Jennifer R. - Alcott
Damask, Cynthia - Pierce
Draxler, Jaclyn A. - 8th St.
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. - Wausau EE & SS Center
Fogel, Brenda K. - Marshall
Freeman, Mary A. - Congress
Garrison, Eugene G. - Forest Home Ave.
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. - Wausau EE& SSCenter
Heilman, Victoria A. - Phillis Wheatley
Herbst, Denis J. - Browning
Hernandez, Elvia - Vieau
Hilmarsdottir, Hildur - Burdick
Jensen, Linda R. - Philipp
Kenitzer, Jane L. - Wausau EE & SSCenter
Kerznar, Gayle E. - Lincoln Middle School
Klemp, Amy N. - Wausau EE & SSCenter
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 St.
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
Mohr, Steven A. - Stuart
Molter, Jeffrey W. - Wausau EE & SS 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. - Wausau EE & SS 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 Five Semesters)

Abraham, Irma M. - 65th St.
Adams, JoElla - Auer
Aizen, Fred - Alternative & Vocational Ed.
Alcorta, Robert A. - Wausau EE & SS Center
Amukele, Rosaline 0. - Forest Home Ave.
Araujo, Bridget - Douglass
Axline, Sandra L. - Silver Spring
Barkow, Elizabeth K. - Bryant
Barnard, Denis G. - Auer
Bartelt, Susan J. - Goodrich
Baumhardt, Beth E. - Roosevelt
Beckers, James R. - North Division
Berg, Guenther W. - North Division
Bersch, Jeffrey T. - Edison
Beste, Deborah J. - 82nd St.
Biermann, Deanna E. - River Trail
Bolanos, Catherine - Morse
Braxton, Jerrell J. - Wausau EE& SSCenter
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. - Wausau EE & SSCenter
Campbell, Colleen - Wright
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. - Wausau EE & SSCenter
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 St.
Ebert, Ruth E. - Engleburg
Egan, Kathryn A. - Sarah Scott
Ehlinger, Nancy M. - King
Ergen, Gregory C. - Wausau EE & SSCenter
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 Ave.
Fernandez, Emily M. - Wausau EE & SS Center
Ferschl, Donna B. - Maple Tree
Fischer, Heidi A. - Bryant
Fischer, Karen E. - 37th St.
Fisher, Joel A. - Kilmer
Flom, LuAnn F. - Franklin
Fox, Kathryn M. - 37th St.
French, David J. - Clement
Gaudynski, Susan - Keefe
Gesell, Susan M. - Wausau EE & SSCenter
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 St.
Gutierrez, Marisol - Wisconsin Ave.
Hanick, Angie M. - Happy Hill
Harrington, Patrick J. - Wausau EE & SS Center
Harris, Ijoister - Robinson
Harrison, Colleen M. - Kilbourn
Harrison, Sheryl E. - Allen Field
Hasbrook, Kristin G. - Siefert
Heimbold, Nancy L. - Wausau EE & SSCenter
Hernandez, Yolanda - Holmes
Herold, Laura C. - Siefert
Herriges, Kristen A. - Fritsche
Herro, Janelle H. - Clarke
Hibben, Michael R. - Fritsche
Himden, Joseph A. - 27th St.
Hoffman, Deborah A. - Robinson

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

Hoffmann, Ann M. - Siefert
Hokenson, Michelle K. - Starms Elem.
Holinka, Kathy M. - Hopkins
Holland, Mark E. - Golda Meir
Hollinger, Rosann L. - Fritsche
Horvath, Wendy A. - Washington
Howland, Jean H. - 37th St.
Hren, Michele J. - Cooper
Hubbard, Gloria J. - Kosciuszko
Hudrick-Tracy, Tracy A. - Roosevelt
Huenink, Heidi L. - 67th St.
Hugin, Kathie S. - Webster
Ijomah, Adlena A. - Gaenslen
Immel, Valerie V. - Brown
Ingram, Barbara J. - Wausau EE & SS 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. - Wausau EE & SSCenter
Joys, Kathryn A. - Lancaster
Kadera, Mary L. - Sarah Scott
Kallies, Susan J. - Custer
Kanning, Ruth E. - Sherman
Karls, Ann M. - 31st St.
Kettner, Sharon E. - 67th St.
Kitscha, Patricia M. - Congress
Klabunde, Michelle D. - Fritsche
Klandrud, Lisa J. - Irving
Knoespel, Christine L. - Victory
Korducki, Richard A. - Wausau EE & SS 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 Rec. & Ed. Services.
Lalko, Mary E. - Edison
Layer, Linda L. - Roosevelt
LeClair, Melissa K. - Bryant
Leonard, Michelle A. - Zablocki
Lewis, Kimberly - Steuben
Li, Chieh - Wausau EE & SS Center
Lieber, Mary M. - Goodrich
Lietz, Priscilla Y. - Auer
Lieven, Susan L. - Edison
Loesl, Susan D. - Elem. & Sec. Ed.
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 St.
Marks, Dana E. - 37th St.
Marquez, Sara - Vieau
Martin, Helen L. - Parkman
Martin, Mary A. - Audubon
Martin, Teresa G. - Curtin
Mattmiller, Thomas M. - Bell
Mazzie, Amy M. - 81st St.
McElvain, Katrice - Audubon
McFaden, Beth A. - Stuart
McSherry, Sharon L. - Burdick
Middleton-Imperl, Lisa M. - Trowbridge
Miles, David M. - Grand
Miller, Karen C. - Holmes
Miller, Lisa G. - Wausau EE & SSCenter
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
Moran, Jane M. - 21st St.
Moritz, Kay L. - 35th St.
Moses, Steven A. - Maple Tree
Mueller, Eric M. - 37th St.
Muhonen, Debra S. - Bruce
Nennig, Therese M. - Holmes
Nesmith, Karen J. - King Elementary
Neubert, James B. - Wausau EE & SSCenter
Nichols, Julie A. - Pierce

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

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
Palmer, Mary Beth - Burroughs
Palmieri, Susan - Riley
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 St.
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. - Wausau EE & SS 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
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 St.
Scherbert, Therese M. - 67th St.
Schlicht, James R. - Siefert
Schmahl, Stephanie H. - Wausau EE & SS Center
Schnell, Christopher H. - Vincent
Schroeder, Sandra J. - Bell
Schulte, Clara A. - Douglass
Schumacher, Elizabeth M. - Burroughs
Schwaller, Mary E. - 27th St.
Scicero, Mari Jo - Wausau EE & SS 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. - St. Albert
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 St.
Tillman, Catherine G. - King
Timm, Heidi S. - Kilbourn
Usinger, Nicki H. - Walker
VanDerLoop, Christine - Alternative & Vocational Ed.
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 - Wausau EE & SS Ctr.
Wells, Peter M. - LaFollette
Westley, Allison K. - 31st St.

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

Wetzel, Deena R. - Wausau EE & SSCenter
Whalen, Donna A. - Allen Field
White, Dennis L. - Sholes
White-Johnson, Nanette D. - 27th St.
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 St.
Zizzo, Nick - Fulton

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

Audi, Joanne - Steuben
Balzer, Jody - North Division
Barlow, Linda R. - Kagel
Barrera, Elizabeth G. - Kosciuszko
Baumgardner, Charles P. - Brown
Bauter, Susan M. - Washington
Bearskin, Benjamin - Bilingual Ed
Belton, Sam E. - Mitchell
Bensman, Melinda A. - Story
Bishop, Anne - Multilingual/Cultural
Black, Burdean - Douglass
Blackston, Carol J. - Granville
Bosch, Michelle L. - Burdick
Bullock, Wanda L. - Berger
Burns, Kathy M. - Audubon
Caceres, Maritza - Edison
Caflisch, Susan D. - Muir
Cretser, Linda - Engleburg
Cronce, Christine E. - Kluge
Danko, Michael J. - Muir
Delaney, Mark E. - Grantosa
Dreyfus, Deborah A. - Bryant
Ehlert, Patricia A. - Lee
Frederick, Christlyn A. - Emerson
Gard, Elaine L. - Maple Tree
Gray, Denise - Silver Spring
Green, Ann M. - Wausau EE & SSCenter
Griego, Santa - Longfellow
Gruba, Joseph A. - Kilbourn
Gueny, Lorena C. - Forest Home Ave.
Guerin, Margaret E. - Burdick
Hackbarth, Carol A. - Garden Homes
Hinkfuss, Mary B. - 35th St.
Hoehnke, Valerie J. - Wausau EE & SS Center
Hubbell, Richard J. - Milw Tech
Hudson, Sandra J. - Grand
Itzin, William J. - 37th St.
Jensen, Robert J. - Hayes
Jorgenson, Joel D. - Kilbourn
Justin, Carol - Holmes
Klatt, Betty - 81st St.
Kropf, Judith A. - Alternative & Vocational Ed
Kuepper, Debra - Sholes
McClellan, Laurie A. - Craig
Milbrath, Gail M. - Lincoln Ave.
Miller, Linda C. - Bell
Miller, Robert J. - 82nd St.
Mitchell, Lora K. - Fernwood
Moulds, Cheryl C. - Maryland
Neeb, Juliana R. - Silver Spring
Olli, Tamera J. - Burbank
Olson, Catherine R. - Wausau EE & SS Center
Olszewski, Kimberly K. - Palmer
Parchia, Cheryl V. - Forest Home Ave.
Prodehl, Barbara A. - Garfield
Pumphrey, Roger M. - Lapham Park
Rajkovic, Miodrag - Garland
Reid, Judy N. - Lancaster
Riester, Margaret T. - Morgandale
Rinderle, Lynn T. - Grand
Roberson, Lorraine - Maryland
Rogers, Laura Lee - 67th St.
Roy, Michele L. - Story
Sack, Susan E. - Berger
Schroeder, Claire D. - Marshall
Schuh, Mary E. - Carleton
Schutz, Barbara J. - 81st St.
Siebers, Sherry A. - Neeskara
Skroch, Cheryl J. - Hamilton
Smart, Debra A. - Wisconsin Ave.
Stroud, Joanne - Auer
Tongpalad, Saadia M. - Kosciuszko
Traindl, Dawnmarie - Muir
Wartman, Sheryl L. - Lincoln Ave.
Weisrock, Michelle A. - Franklin
Willis, Gregg R. - Roosevelt
Wright, Eula M. - Lee

PRINCIPALS AND ASSISTANT PRINCIPALS

PRINCIPALS

(Completing One Semester)

Virginia K. Cullen
Ora L. Ewing
Kathleen C. Gomez
Rosalie Greco
Robert L. Griffin
Renee M. Hampton
Helen Harris
Saul Herrera
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)

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

(Completing Two Semesters)

ASSISTANT PRINCIPALS

(Completing Two Semesters)

Nancy Conner
Mary H. Kmiotek
Joseph Nemoir
Phyllis K. Spence
Andrew Ward

PRINCIPALS AND ASSISTANT PRINCIPALS

PRINCIPALS

(Completing Three Semesters)

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

PRINCIPALS

(Completing Four Semesters)

Susan K. Buss
Harry Oden

ASSISTANT PRINCIPALS

(Completing Three 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
Alice M. Somers-Walton
Barbara J. Stewart
Deborah A. Thompson

ASSISTANT PRINCIPALS

(Completing Four Semesters)

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

PRINCIPALS AND ASSISTANT PRINCIPALS

PRINCIPALS

(Completing Five 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 Five Semesters)

Erma J. Cannon
Cora O. Coleman
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

PRINCIPALS

(Completing Six Semesters)

ASSISTANT PRINCIPALS

(Completing Six Semesters)

SUPPORT STAFF

(Completing One Semester)

James Gother

(Completing Four Semesters)

Coy W. Davis, Jr.
Dorothy J. Placide

(Completing Two Semesters)

Roger Dobrick
Leon Ivory
Donna Littlehale
Gail Sanders

(Completing Five Semesters)

Barbara A. Rodriguez-Graf
Carol R. Topinka

(Completing Three Semesters)

Joanne M. Colombo
Jody A. Jedlicka

(Completing Six Semesters)

Derek Brewer

* * * * *

(ITEM 6) Your Committee recommends that the following leaves of absence, be and they hereby are, granted as follows:

LEAVES OF ABSENCE

Illness leave, To January 1, 1992:

Geraldine Moore	Wisconsin Ave.	September 30, 1991

Illness leave, to January, 1993:

Andrew Douglas	Student Services	July 18, 1991

Illness leave, to June, 1992:

Eugene Persohn	Ex . Ed.	November 27, 1991
Jean Jackson	Gaenslen	August 30, 1991
Paul O'Brien	Bay View	December 1, 1991

Maternity Leave, to June, 1992:

Cynthia Kane	On leave (Special Teaching Assignment	October 1, 1991
Stephanie Rubnitz	Forest Home	November 20, 1991
Lorraine Truss	Stuart	January 13, 1992

Personal Leave, to June, 1992:

Pamela Burns	Sherman	January 2, 1992

Study leave, to June, 1992:

Mary Bluhm	On leave (Sabbatical)	January 27, 1992

Extension of leave for illness, to June, 1992:

Ellen McCarter	On leave	January 27, 1992

Extension of leave for maternity, to June, 1992:

Janet Clapper	On leave	January 27, 1992
Nadine Kupfer	On leave	January 27, 1992
Diane LaVelle	On leave	January 27, 1992
Ann Molzahn	On leave	January 27, 1992
Karen Servin-Banach	On leave	January 27, 1992
Laureen Sherman	On leave	January 27, 1992
Janice Smith-Jorjorian	On leave	January 27, 1992

Extension of leave for maternity, to January, 1993:

Karen Barrows	On leave	January 27, 1992

* * * * *

(ITEM 7) Your Committee recommends that the following action taken by the Board granting an unpaid personal leave be, and it hereby is, rescinded:

RESCINDING OF LEAVE

Lynn O'Connor	—Was granted a Temporary Disability/ child rearing leave of absence from August 30, 1991 to January 27, 1992. Rescinded as of December 2, 1991.

* * * * *

(ITEM 8) The following resignations have been received and accepted by the Superintendent, effective as of the dates indicated:

RESIGNATIONS

Barrett D. Alexander	On Leave	11-24-91
Sonya Alexander-Key	On Leave	08-23-91
Rose M. Buser	On Leave	08-30-91
Todd Bugnacki	Fulton	11-13-91
Martha Dixon	Community Rec Spec	12-06-91
Rita Farwell	On Leave	11-01-91
Marian F. Graeven	Cass	01-24-92
Joyce A. Katzung	Wausau EE & SS Center	12-20-91
Kathleen M. Kluck	31st St.	12-20-91
Linda M. Kulasiewicz	Burroughs	11-18-91
Heike Logic	McNair	12-20-91
Anthony J. Mensah	Lapham Park	12-20-91
Julio Moreno	Pierce	12-20-91
Laura L. Ryan	Custer	12-04-91
Harriet Schefrin	Lloyd St.	12-20-91
Deborah L. Thomas	On Leave	12-05-91
Deborah Voskuil	Douglass	12-20-91
Kathleen A. Walsh	On Leave	08-08-91

* * * * *

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

1. For each of the past two years, the Board has authorized MPS participation in the United Performing Arts Fund Drive (UPAF) under the following conditions:

   a. Participation in the campaign will be voluntary on the part of each school. If no staff volunteer is found to conduct the fund raising effort, the school is not obliged to participate.

   b. The campaign will be conducted through written materials. Presentations to staff members can be made at the request of the staff, but these are not required.

c. Payroll deduction will not be used. MPS will collect contributions and forward them to UPAF, and employees will also have the option of mailing their contribution directly to UPAF. No record of individual contributions will be kept by MPS.

d. Member groups of UPAF will make free performances available to participating schools according to terms to be agreed upon with the administration.

e. MPS participation in the campaign will be on an experimental basis for one year.

2. UPAF is again requesting permission to conduct a fund drive in MPS. UPAF has also requested that MPS make the payroll deduction option available. Since this can be done easily with no cost to the district, we are recommending that this option be made available to our employees. Paycheck deduction frequencies have been negotiated with the various bargaining units for the fall Combined Campaign, and these agreements would be observed for the UPAF campaign.

3. We are also recommending that the Board authorize participation in the campaign for three years.

4. Representatives from UPAF will be present at the Committee meeting to discuss the campaign and respond to questions from Committee members.

Your Committee recommends that MPS participate in the United Performing Arts Fund Drive according to the above conditions as modified in paragraphs 2 and 3.

* * * * *

(ITEM 10) The Superintendent advised your Committee that:

1. At its meeting on September 25, 1991, the Board of School Directors unanimously passed an amendment that the Milwaukee Public Schools petition the WIAA to have a permanent seat on the Board of Control representing the Milwaukee Public Schools.

2. MPS is part of District #7 and as such is represented only as part of the district and usually by an elected non-MPS representative.

3. While MPS has had elected representation on the Board of Control for the district that includes MPS, most recently Jerome Kopecky who served from 1977 to 1983, the current district representative is not from MPS.

4. At its meeting on December 12, 1991, the Board of Control was requested to consider a permanent seat for an MPS representative. Discussion at that meeting focused on the following issues:

    a. A voting position on the Board would require a constitutional amendment passed by a majority of WIAA member schools.
    b. Other interest organizations have advisory seats on the Board of control. These do not require a constitutional amendment.
    c. The member organization pays expenses for the advisory member.

5. As the largest school system in Wisconsin, MPS needs to have input to, and representation on, the Board of Control, either elected, advisory, or both.

6. The WIAA recognizes the special concerns of MPS as a major urban school district and would welcome additional input on issues as they affect our schools.

Your Committee recommends:

1. That the Milwaukee Public Schools petition the WIAA Board of Control for an allocation of permanent seats reflective of student population; and

2. That the Milwaukee Public Schools aggressively seek a permanent seat on the WIAA Board of Control.

* * * * *

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

1. At its meeting on December 18, 1991 (Proc., p. 402), the Board referred a communication from Webster Harris, Jr. regarding the Declaration of Dr. Martin Luther King, Jr.'s Birthday as a Legal Holiday, to the Personnel and Negotiations Committee. A copy of the communication is attached.

2. Mr. Harris is requesting the opportunity to appear before the Committee to discuss his request.

Your Committee reports having given hearing to Webster Harris, Jr. and other interested parties.

* * * * *

(ITEM 12) The Superintendent advised your Committee that:

1. At its meeting on December 18, 1991 (Proc., p. 422), the Board received a communication from Bob Young, Jr. regarding Access to Reports and the Licensing Status of Exceptional Education Professionals. Because of the question of licensing status, it has been determined that the matter would be most appropriately considered by the Personnel and Negotiations Committee.

2. He is requesting the opportunity to appear before the Committee to discuss his concerns.

Your Committee reports having given hearing to Bob Young, Jr. and other interested parties.

* * * * *

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

1. At its meeting of August, 1976 (Proc., pp. 34-325), the Board adopted the recommendation that :"The Board President be empowered to enter into interdistrict pupil transfer agreements with other school districts on behalf of the Board."

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

3. A summary of the agreement is provided:

MILWAUKEE PUBLIC SCHOOLS
INTERDISTRICT TRANSFER AGREEMENT
SEATS TO BE MADE AVAILABLE
COMPARISON OF AGREEMENT GOALS TO CONTRACTS
SCHOOL YEAR 1990-1991

Districts to Annually Contract Goals:

District	1990-1991 Goal	1990-1991 Seats Made Available Per Contract
Germantown	22 (1)	22

(1) According to the 1987 Settlement Agreement, the Germantown school district agreed to make available a number of seats "…equal to or greater than the number of seats made available by the District during the previous year." This 1990-1991 interdistrict pupil transfer agreement is the first transfer agreement completed between the Germantown school district and MPS.

Your Committee recommends that the 1990-1991 Chapter 220 interdistrict pupil transfer agreement for the school district of Germantown be approved.

* * * * *

(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 meeting of January 13, 1992:

A. Report on Non-Renewal of Probationary Personnel

B. Affirmative Action Report for the Month of December, 1991

C. Report on the Use of Hand Held Metal Detectors at Boys' High School Basketball Games

D. Report on Disability Insurance

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

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

Noes—None.

Item 2 of the report relating to the appointment of teachers having been set aside for separate consideration, Director Johnson 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.

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:

1. River Trail School has requested that it be allowed to establish a voluntary uniform dress code. It is clear from the proposal that the idea is supported by a majority of parents.

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

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

* * * * *

(ITEM 2) The Superintendent advised your Committee that:

1. The administration has received a request from the Lloyd Street School staff and the parent organization to change its focus description from IGE to multiunit/global education.

2. The current focus description (IGE) does not accurately describe the philosophy, instructional groupings and program initiatives in place at Lloyd Street School.

3. The guiding philosophy of IGE is individual child-centered that allows students to work independently at his/her own pace. Students are grouped homogeneously with a team of teachers having a common planning time.

4. Currently in place at Lloyd Street School are heterogeneous cooperative learning groups. Many of the program initiatives including heterogeneous grouping are not related to the concept of IGE.

5. The multiunit organization provides the cornerstone that enables Lloyd Street School to provide innovative programs for its students.

6. The components of holistic and sociopolitical education will provide the basis for the global education focus.

Your Committee recommends:

1. That the Board approve the Lloyd Street School proposal to change its focus description from IGE to Global Education.

2. That the Board tentatively approve the Multiunit structure, with final approval contingent upon the status of all multiunit schools after the budget adoption.

* * * * *

(ITEM 3) The Superintendent advised your Committee that:

1. In past years the Recreation Department operated summer after school programs from 11:45 AM to 5:30 PM at 30 elementary summer school sites.

2. There is a need for structured all day enrichment programs for elementary school children.

3. These services need to be provided at a low cost to ensure equity to all residents.

4. In order for program planning, parent notification and enrollment, a commitment to program operation and funding must be made in January, 1992.

5. Due to the fiscal year ending in June, budget and program planning involves two fiscal years.

6. The Recreation Department will make program adjustments to expand needed playground service at sites with high priority need.

7. Specifics related to providing a noon lunch will be worked out with MPS Nutritional Services.

8. The Department reviewed several options. All except the one presented required more funds than are available in the 1991-1992 budget and would have also required additional new funding for 1992-1993.

9. The following program is proposed:

Recreation Enrichment Camps at 12-15 Sites

Program Outline

1. **When**: Approximately June 17th through July 29th (6 weeks).
2. **For:** Children ages 5-12 years.
3. **Where:** 12-15 MPS schools (75 to 100 per site).
4. **Days/Time**: Monday through Friday, 8:00 AM - 6:00 PM.
5. **Program**: Recreation and Education

    a. Aquatics, sports, arts, crafts, games, educational field trips, outdoor activities, music, drama, safety education, computer classes.

    b. Each day Reading and Math skills will be taught. Also included will be "Dare to Dream" and other programs emphasizing living in a multicultural community.

    c. Each week will have a theme (A Healthy Body, Mind & Spirit; My Animal; Friends; The Joy of Liberty; Our Solar System & Beyond; People and Their Environment;

Cultural Unity; The Thrill of Victory; A Look at Wisconsin; Going for the Gold; and Splash and Dash).

6. **Lunch** will be provided.

7. **Fees:** $20 per week per child (50% off to families eligible for free or reduced lunch).

8. **Registration**:

   a. Begins March, 1992; first-come-first-serve basis.
   b. One time registration fee of $10 required to reserve space and will be applied toward first week's fees.
   c. Fees due at least one week prior to beginning of each camp session.
   d. Parents may register for any session or all 10 weeks.
   e. Register and pay for five sessions on or before June 1st and receive a 10% discount.

Cost: $175,000

June, 1992	$ 58,000 Currently in 1991-1992 budget
July, 1992	$117,000 Department will allocate this amount out of its 1992-1993 budget

Estimated Revenue: $54,000 - $90,000

Each site costs approximately $2,000 per week. More sites and or weeks would require additional funds.

NOTE: Exceptional Education students will be served by after school programs for six weeks in conjunction with summer school the same as in previous years.

Your Committee recommends that the Board approve the operation of all day Summer Recreation Enrichment Camps for children 5-12 years of age.

* * * * *

(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 January 15, 1992:

A. Pupil Accounting Reports

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

B. Report on the Career Connections Program at South Division

C. Report on Planning for Minowaki - A Native American School

D. Report on Planning for the African American Immersion Program at Fulton Middle School

E. Report on Tracking as it Relates to the K-12 Teaching and Learning Goals

F. Report on the Restructured Middle and High School Reading Program

G. Report on the Comprehensive Support Center Transition Plan

H. Report on Expo '91

I. Report on the MPS Class of 1990 Follow-up Study

J. Report on Time Spent on Various Activities by High School Counselors

* * * * *

Separate consideration having been requested for Items 2, 3, and 4C, the balance of the report was adopted, the vote being the same as that preceding.

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

Noes—None.

Item 2 of the report relating to changing the focus of the Lloyd Street School from Individually Guided Education to Multi-Unit/Global education having been set aside for separate consideration, Director Mallory moved for concurrence.

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 3 of the report relating to the 1992 Summer Recreation enrichment Camps having been set aside for separate consideration, Director Small moved for adoption.

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 4C of the report relating to the report for a Minowaki-A Native American School having been set aside for separate consideration, the Superintendent requested that discussion be delayed until next month.

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 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:

Pool Bulkhead Replacement

North Division High School

Whitten Products Division . . . . . .$ 71,800.00

* * * * *

(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:

PIPE INSULATION MATERIAL

Bay Insulation of Milwaukee; low bidder . . . . . .$ 701.86 net
30 days

1 ea. Laser Typesetter and 1 ea. Photo Typesetting Processor (Milw. Tech)

AGFA; second-lowest bidder . . . . . .$ 46,145.00
less 1% 10 days

Intercommunications Equipment (Facilities & Maintenance for 14 Schools)

Advanced Communication Services, Inc.; low bidder . . . . . .$ 99,909.40
less 2% 10 days

* * * * *

(ITEM 3) Your Committee recommends the following sole source purchase:

APPLE COMPUTER: Sixty-eighth Street School - 12 ea. Macintosh computers, two printers, 4 LCD projection panels, and several peripheral items for a net total of . . . . $ 44,733.00

* * * * *

(ITEM 4) The Secretary-Business Manager advised your Committee that:

1. The Learning Enterprise of Wisconsin has been providing instruction to fifteen Learnfare Sanctioned students since September. These fifteen Learnfare Sanctioned students are eligible for reimbursement at a rate of $4,750 per student, or $71,250, from the Department of Health and Social Services and the Department of Public Instruction under the Learnfare Agreement.

2. The reassignment of the fifteen Learnfare Sanctioned students to another Alternative Education program would disrupt the education process of the students.

3. The Learning Enterprise of Wisconsin has the program capacity to enroll fifteen students.

Your Committee recommends that a contract of $71,250.00 be awarded to the Learning Enterprise of Wisconsin.

* * * * *

(ITEM 5) The Secretary-Business Manager advised your Committee that:

1. In order to determine the adequate level of funding required for the Supplemental Early Retirement Benefit Plan for Teachers (the "Plan"), an annual actuarial evaluation of the liabilities incurred by the plan is required. This study reviews the compensation of current employees, benefits paid to retired employees, and estimates the future requirements of the fund based upon these costs and the returns experienced by the investments.

2. These studies have been conducted by William M. Mercer, Inc. since the Plan's inception in May, 1982 (formerly A.S. Hansen and Mercer Meidinger). It is the intention of the Department of Financial Services to solicit bids for these services beginning with Fiscal 1993 to ensure that competitive pricing for these services is obtained.

3. In order to determine the funding level needed for Fiscal 1992, we are in the process of preparing the necessary data for the actuarial study with Mercer, thereby continuing the current relationship.

4. Costs relative to the current study for which a contract is to be awarded are as follows:

Data collection and processing	$ 8,058
Actuarial valuation report	8,820
Benefit certification at $128 per benefit calculation	20,000
Total	$36,878

Your Committee recommends that the contract with Mercer be approved and the cost be charged to the 1991-1992 teacher pension supplement budget.

* * * * *

(ITEM 6) The Superintendent advised your Committee that:

1. The Science, Mathematics and Technology Education Grant Proposal entitled *Infusion of Environmental Science in High School Curricula* submitted by MPS has been approved. The grant award is for $15,490.

2. The proposal provides for an Environmental-Scientist-In-Residence and requires that grant and matching funds be used to pay the salary of the environmental scientist for the 18 month grant period. The scientist will serve as a consultant to the district to assist teachers and pupils in applying science, mathematics, and technology education to community environmental projects through demonstrations and inservice training. The matching funds are available through Eisenhower mini-grants.

Your Committee recommends that a consultant contract for $30,000 for an Environmental-Scientist-In-Residence be awarded to Dr. Else Ankel .

* * * * *

(ITEM 7) The Superintendent advised your Committee that the following donations have been offered:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Sixty-fifth Street	George Miller	$25	Classroom Materials
Townsend	Dee Anderson	500	Computer System
Lee	Lee PTO	500	Breakfast for Honor Roll Students
Trowbridge	Manager, Alladins Castle	40	Incentive prizes (stuffed animals)
Rufus King	W. H. Brady Co.	500	Academic enrichment
MPS Special Olympics/ (Dept. of EESS)	Carol Ann Wunderer	90	Entertainment books
Early Childhood Center	Carlos Roderiguez	3,000	Computer
Silver Spring	W. H. Brady Co.	500	T.A.P. Award
Tippecanoe	Tippecanoe PTA	1,300	Ethnic Performers/ Graduation/Decorations
Manitoba	Klaus Reiss	2,500	Power wheelchair, tires, adapted bike seat
Milwaukee Tech	Dupont Imaging Systems	6,000	Howson-Algraphy Plate/ Processor Machine
Milwaukee Tech	Tom Teschendorf	2,500	Aircraft Fuselage & control surfaces/wings/plans
Elm Creative Arts	Marquette Electronics	2,500	Money for Stained Glass Window Project
Ninty-fifth Street	Ninty-fifth Street PTC	1,085	Laminator
Cass Street	Cass Street PTO	359	Snow Blower
Lady Pitts	Peter Brusky & Family	100	Toys
Lady Pitts	Pewaukee Kiwanis Club	460	Honor Luncheon/Toys
Hamilton	McDonald's	150	Academic Motivation
Hawthorn	Hawthorne PTO	300	Money for student incentives
Grant	Grant PTO	1,400	Book Give-away Printing Supplies
MPS Special Olympics/ Dept. of EESS	Wisc. Special Olympics/Area 8	410	Memorials for John Sullivan
McNair	McNair PTA	1,000	School Use
McNair	Northwest Industrial Council	289	Book Binder

McNair	Northwest General Hospital	100 Supplies	Book Binding Machine

North Division	Wisc. Energy Corp. Foundation	2,000	Computer Equipment/Software
Whittier	Mr. James Merk	250	Materials for Boy Scout Troop #159
Walker	Johnson' Sporting Goods	1,080	Athletic Shoes
Morse	All Glass Aquarium Company	750	Aquarium
Auer Avenue	Kimberly Clark	300	Purchase Books
Greenfield	Richard Boyum	25	School use
	TOTAL	**$30,013**	

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

* * * * *

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

1. The SBM council, staff, parent-teacher organization, and school community of Site 154 request that the Board approve the name Thurston Woods Campus for their school. The word campus was selected because of the multiple buildings on the property. The school is located within the boundaries of Thurston Woods, a unique neighborhood with dense, beautiful trees, unusual homes, and curbless streets.

2. 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 Site 154 be named Thurston Woods Campus.

* * * * *

(ITEM 9) The Superintendent advised your Committee that:

1. Since 1986 over 100 public recreation agencies in Wisconsin have participated in a reduced ticket sales program coordinated by the Wisconsin Park and Recreation Association.

2. The program offers reduced tickets during the prime summer season to participating agencies below the traditional gate price and below that offered in the Milwaukee area through banking, lending, grocery, and other operations. Tickets are ordered on a consignment basis.

3. Participating family attractions include GREAT AMERICA, NOAH'S ARK, FAMILY LAND, and CIRCUS WORLD. The Department of Community Recreation and Educational Services annually takes summer field trips to these locations busing approximately 2,000 youth and adults.

4. The program was initiated by the marketing and sales departments of the attractions recognizing that many of the youth and families attending were there as a result of park and recreation agency field trips.

5. The program provides the participating agency the option of selling tickets at the designated reduced price or building in a 25 cent ticket surcharge to offset handling or generate a surplus. Additionally, a special Park and Recreation Association Week at Great America enables participants to receive an extra $3.25 off the already discounted prices.

6. As a public service to residents, we believe the Milwaukee Public Schools - Department of Community Recreation and Educational Services should provide this opportunity to enable city residents to purchase tickets to these family oriented attractions at a reduced rate. The Recreation Department has the ability to inform every city household through its Summer Recreation Guide mailing.

7. The Recreation Department, if permitted to participate in the ticket sales program and increase the price by 25 cents, would designate the net profit to create summer activity camperships (scholarships) for children unable to participate due to family hardship. Estimated proceeds $1,200 - $1,500.

8. At the present time, the Wisconsin Park and Recreation Association is drawing up an indemnification agreement with the attractions protecting selling agencies from liability.

9. The Recreation Department will work with Insurance and Risk Management Services to assure that the indemnification agreements protect Milwaukee Public Schools.

Your Committee recommends that the Board authorize the Department of Community Recreation and Educational Services to participate in the reduced ticket sales program.

* * * * *

(ITEM 10) The Superintendent advised your Committee that:

1. Student enrollments within Programs for Students with Learning Disabilities have exceeded the Program's capacity to serve the identified students with current staff allocations. In order to provide appropriate opportunities for the placement/programming of students identified as having a learning disability, it is necessary to open five more classes.

2. One of these expansions will be covered by closing an early childhood class for learning disabilities which has a limited enrollment and transferring those students to a cross categorical early childhood class in the same building where space is available.

3. One expansion will be covered by transferring a position from another exceptional education program where student enrollments are lower than anticipated.

4. It will be requested through the Department of Public Instruction to cover one expansion position with Federal funds.

5. Monies are needed from the funding set aside for exceptional education expansions for the remaining two positions.

Your Committee recommends that $50,355 be transferred from funding set aside for exceptional education expansions to the appropriate account for expansion of LD classes.

* * * * *

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

1. In 1981 at the direction of the Board, the administration began the practice of tracking costs for the various projects within the Construction Fund on a project basis, in addition to the annual budget basis. This practice was started due to the fact that funds are available on a calendar year basis, while the Construction Fund budget was changed to a project basis within the total Construction Fund in order to provide maximum flexibility to fund costs associated with individual projects. In addition, it provided the Board with additional information relative to the entire project since most projects had become multi-year efforts.

2. As part of the annual review of the project accounts prior to the development of the 1992-93 budget, 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 transfers are only to balance individual accounts and to provide sufficient funds to continue ongoing or anticipated projects as follows:

		REQUIRED TRANSFER	REVISED BUDGET	REQUIRED ESTIMATED FISCAL BUDGET	TOTAL ESTIMATED PROJECT BUDGET
Transfer funds to:					
902	Scott School	$1,139,774	17,053,000	18,192,774	18,382,774
905	82nd Street	66,869	2,250,000	2,316,869	2,316,869
907	55th Street	237,395	2,132,000	2,369,395	2,369,395
908	Elm Creative Arts	1,988,060	5,394,000	7,382,060	7,382,060
919	Pulaski Pole Bldg.	941	45,000	45,941	45,941
929	Hazardous Waste	846,892	4,795,513	5,642,405	5,642,405
938	Site 154	520,482	1,905,000	2,425,482	2,425,482
Total	$4,800,413	33,574,513	38,374,926	38,564,926	
Transfer funds from:					
901	Pluto	$2,610,066	9,088,000	6,477,934	6,477,934
914	Brown Street	123,418	5,110,367	4,986,949	4,986,949
920	Unallotted Funds	351,880	2,167,587	1,815,707	1,815,707
939	Old 8th Street	127,845	170,000	42,155	2,330,000
940	Early Childhood	1,285,623	2,050,000	764,377	1,154,377
941	Wausau	29,437	1,000,000	970,563	970,563
942	Lincoln Downtown	272,144	832,955	560,811	6,360,000
Total	$4,800,413	20,418,909	15,618,496	24,095,530	

Your Committee recommends that authorization be granted to transfer funds within the Construction Fund to balance the individual project accounts as indicated above.

* * * * *

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

1. At the January 30, 1991, Board meeting, the Board, as part of a reorganization of business support functions, approved the establishment of the Department of Labor Relations.

2. At the time of the reorganization, the intent was to utilize an in-house negotiator to negotiate the teacher contract; previously, the contract had been negotiated by Quarles and Brady. Accordingly, $70,000 was transferred from contracted services to fund the position Director of Labor Relations.

To date, the position, Director of Labor Relations, remains vacant; thus, (1) a need exists to contract out for negotiation services and (2) funds are available for transfer.

3. At the December 18, 1991, Board meeting, the Board of School Directors approved an extension of Quarles and Brady contract to perform negotiation services for the 1991-1992 school year.

4. At the January 13, 1992, special Board meeting, the Board of School Directors authorized the District to enter into a contract with Barkin, Paulsen, Meissner and Kimball, Inc. The aforementioned firm will provide public relation services for the District for a total cost not to exceed $30,000.

5. A recent budget analysis of the Unemployment Compensation Account indicates that a probable year-end surplus will exist. Accordingly, funds are available for transfer.

Your Committee recommends that $59,000 be transferred from the Director of Labor Relations Account to the Labor Relations Contract Services - Negotiation Account and that $30,000 be transferred from the Unemployment Compensation Account to the Board of School Directors Consultant Account.

* * * * *

(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 January 16, 1992:

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

B. Statement of Operating Revenues

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$ 541,632,538	$ 10,235,067	$ 551,867,605	$ 110,523,626	$ 441,343,980	20.0%
Categorically Aided	31,485,309	19,258,754	50,744,063	13,053,854	37,690,209	25.7%
School Nutrition	22,075,595	75,150	22,150,745	6,081,894	16,068,851	27.5%
Construction	8,863,368	9,525,304	18,388,672	10,094,954	8,293,718	54.9%
Extension	5,857,258	177,439	6,034,697	286,475	5,748,222	4.7%

C. Statement of Expenses

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Expenditures (2)	Unexpended Balance	Percent Expended
School Operations	$ 541,632,538	$ 10,235,067	$ 551,867,605	$ 220,495,299	$ 331,372,306	40.0%
Categorically Aided	31,485,309	19,258,754	50,744,063	17,667,998	33,076,065	34.8%
School Nutrition	22,075,595	75,150	22,150,745	9,927,981	12,222,764	44.8%
Construction	8,863,368	9,525,304	18,388,672	15,592,445	2,796,227	84.8%
Extension	5,857,258	177,439	6,034,697	2,632,261	3,402,436	43.6%

(1) Represents 1990-91 appropriations carried over to the 1991-1992 fiscal year and board approved transfers during the 1991-1992 fiscal year.

(2) Expenditures included through October 31, 1991 and payrolls through October 25, 1991.

D. Monthly Expenditure Control Report

E. Report on the Chapter 2 Budget

F. Additional Information Regarding Chapter 1

G. Quarterly Report on Professional Service Contracts

H. Vandalism Cost Report

Separate consideration having been requested for Item 10, the balance of the report was adopted, the vote being the same as that preceding:

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

Noes—None.

Item 10 of the report relating to the transfer of funds for the expansion of LD Classes having been set aside for separate consideration, Director Sinicki moved to adopt the recommendation.

Director Johnson moved to amend the recommendation that the Administration be directed to come up with a clear plan on how it intends to address the expansion of LD classes and the reduction of students who need to be referred. The amendment was adopted by concensus.

The recommendation as amended was approved, the vote being as follows:

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

Noes—Director Lucey—1.

REPORTS OF SPECIAL COMMITTEES

Secretary-Business Manager presented eleven expulsion orders from the Independent Hearing Panel.

Director Mallory moved to accept all the recommendations of the hearing examiners.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Directors Bills and Mallory—2.

NEW BUSINESS

Director Sinicki presented the following motion:

BE IT RESOLVED: That the Board approve the following legislative proposal for submission to the Governor and the Legislature for the January legislative session with the understanding that it may be modified based on discussions with the MTEA and the Administrators and Supervisors Council:

Authorize the Milwaukee Board of School Directors to establish not more than 10 charter schools by contracting with groups or individuals to operate said schools. Every contract to operate a charter school must include: (1) specific academic outcomes by which the school will be measured; (2) a plan for staffing, governance, administration and parent involvement at the school; (3) a financial plan, including provisions for financial audit, liability insurance and other insurances required by the Board; (4) provisions for timely notice, liquidation of assets and assumption of obligations in event of termination; and (5) provisions for periodic and annual reports to the Board.

Each charter school shall: (1) provide an educational program that is innovative, an alternative to, or otherwise different from, programs available at any MPS-operated school; (2) provide the contracted programs free and without charge for tuition; (3) comply with applicable state laws on pupil records, pupil discrimination and all health and safety laws and rules that apply to public schools; (4) comply with all applicable federal laws on confidentiality of pupil records; drug abuse education; and discrimination based on race, color, national origin, sex, age, or handicapping condition; and (5) be nonsectarian in its programs, admission policies, employment practices and all other operations.

If an existing MPS-operated school were to become a charter school, then staffing of the charter school would be from qualified applicants previously at the MPS-operated school, and from other qualified applicants, without regard to seniority of tenure.

Existing schools cannot be candidates for a charter school unless (1) the school already has been designated as a failing school per the Milwaukee Board of School Directors criteria or (2) the majority of parents and staff agree upon the charter program.

A charter school's contract may be terminated for failure to meet academic outcomes, violation of state or federal law, failure to abide by MPS Board policy and/or failure to meet generally accepted standards of fiscal management.

Pupils attending a charter school shall be enrolled at MPS and treated as MPS pupils for state aid, school selection, transportation and general administrative purposes. MPS may grant leave to any employee who will work at a charter school.

Director Mallory moved to suspend the Board rule 1.06 to act on Director Sinicki's resolution.

The motion prevailed, the vote being as follows:

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

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

Director Mallory moved to adopt the resolution with the words “not more than 10” deleted.

Director O'Connell moved the item be referred to the Legislation and Rules Committee.

The motion to refer to Committee failed, the vote being as follows.

Ayes—Directors Johnson, O'Connell, O'Neil and Small—4.

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

The question being on adoption of the resolution with the words “not more than 10” deleted, the motion prevailed, the vote being as follows:

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

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

COMMUNICATIONS AND PETITIONS

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

Communication from Mr. McDonald Wales, President of Wisconsin Association of School Bus Drivers requesting a hearing relative to the wages contractors pay school bus drivers.

Referred to Committee on Finance and Facilities.

Communication from Rev. Walter Smith, Pastor of Newport Missionary Baptist Church, requesting the use of Keefe Avenue School for worship service.

Referred to the Committee on Finance and Facilities

Communication from Mrs. Kathleen Canfield relative to transportation issues.

Referred to the Committee on Finance and Facilities.

The Board adjourned at 10:16 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of January 31, 1992

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	330	342		5	542	6	56	54	9		672
K3	353	268		6	322	46	37	190	20		621
PK	114	68			139	4	12	25	2		182
K4	1984	1888		39	1997	140	369	1247	80		3872
K5	4112	4014		93	4614	308	820	2192	99		8126
01	4834	4443		106	8801	331	957	2280	102		9277
02	4218	4054		97	4650	321	833	2081	90		8272
03	3951	3872		77	4538	317	823	1995	83		7823
04	3855	3742		85	4327	289	779	2023	94		7597
05	3830	3636		85	4345	267	743	1953	73		7466
06	3858	3730		94	4551	244	739	1880	80		7588
07	3411	3451		88	4099	207	710	1686	72		6862
08	3153	3079		83	3653	172	631	1636	57		6232
09	3879	3774		99	4398	196	760	2128	72		7653
10	3279	3213		74	3512	205	622	1998	81		6492
11	2492	2627		51	2650	157	467	1741	53		5119
12	1789	2118		45	1877	142	331	1472	40		3907
13	4							4			4
Invalid	4	1			3			1	1		5
TOTAL	49450	48320		1127	55918	3352	9689	26576	1108		97770

Total Active Detached..... 68 (Included above) Total Suburban Transfers—5607

Total Inactive..... 472 (Not included above)

Brown Deer	175	Glendale-River Hills	122	Mequon-	219	St. Francis	116
Cudahy	238	Greendale	246	New Berlin	92	Wauwatosa	830
Elmbrook	228	Greenfield	316	Nicolet	149	West Allis	353
Fox Point	146	Hamilton	57	Oak Creek	317	Whitefish Bay	332
Franklin	340	MapleDale-Indian Hills	82	Shorewood	307	Whitnall	270
Germantown	36	Menomonee Falls	301	South Milwaukee	335		

School	Enrollment	% of Atten	Author Staff	Adm Team	School	Enrollment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1486	78.6	103.0	5.0	Milwaukee Tech	1849	87.7	131.0	4.0
Custer	1110	72.8	78.0	4.0	North Division	945	71.9	99.0	6.0
Hamilton	1690	84.3	111.0	5.0	Pulaski	1543	71.5	102.0	5.0
Juneau	788	81.2	60.0	3.0	Riverside	1434	88.7	106.0	5.0
King	1178	92.5	73.0	3.0	South Division	1688	73.3	125.0	5.0
Madison	1253	70.3	77.0	5.0	Vincent	1340	73.4	95.0	5.0
Marshall	1178	69.8	80.0	5.0	Washington	1566	79.6	114.0	5.0
MHS of the Arts	757	92.0	60.0	3.0	TOTAL	19805	79.0	642.0	33.0
MIDDLE SCHOOLS									

Audubon	893	85.9	63.0	3.0	Parkman	479	86.5	47.0	3.0
Bell	875	84.1	64.0	3.0	Robinson	505	90.8	39.0	2.0
Burroughs	919	88.0	63.0	3.0	Roosevelt	671	91.8	49.0	2.0
Edison	853	84.8	67.0	3.0	Sarah Scott	633	85.4	52.0	3.0
Fritsche	962	88.0	66.0	3.0	Sholes	812	84.3	59.0	3.0
Fulton	610	79.3	47.0	3.0	Steuben	875	87.8	60.0	3.0
Grand Ave.	689	86.4	52.0	3.0	Walker	818	83.9	58.0	3.0
Kosciuszko	733	82.6	58.0	3.0	Webster	917	88.4	63.0	3.0
Lincoln	520	83.3	43.0	2.0	Wright	764	91.5	60.0	3.0
Morse	1133	92.8	67.0	3.0					
Muir	915	84.8	67.0	3.0	TOTAL	15576	86.7	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	375		18.2	1.0	Kagel	389	90.3	24.4	1.0
Allen Field	1003		53.5	2.0	Keefe Av.	590	84.9	38.3	2.0
Auer	591		39.0	1.5	Kilbourn	397	86.4	23.0	1.0
Barton	580		27.0	1.5	Kluge	530	91.6	31.5	1.5
Brown St.	546		33.8	1.5	LaFollette	619	87.5	40.3	2.0
Browning	444		36.0	2.0	Lancaster	582	92.6	29.0	1.5
Bruce	548		23.3	1.0	Lee	594	87.0	36.2	2.0
Bryant	570		28.1	1.5	Lincoln Av.	664	89.2	30.5	1.5
Burbank	548		30.5	1.5	Lloyd St.	565	91.3	33.0	1.5
Burdick	511		23.8	1.5	Longfellow	633	90.7	32.0	1.5
Carleton	493		30.0	1.5	Lowell	294	87.6	11.9	1.0
Cass	562		23.6	1.0	MacDowell	510	92.1	26.0	1.5
Clarke	464		37.1	2.0	Manitoba	368	93.6	31.5	2.0
Clemens	427		30.4	1.5	Maple Tree	528	90.6	24.0	1.5
Clement	447		23.2	1.0	Maryland Av.	331	89.6	20.2	1.0
Congress	464		21.5	1.0	McNair	309	90.2	17.0	1.0
Cooper	388		22.9	1.5	Golda Meir	239	95.3	14.7	1.0
Curtain	331		24.5	1.0	Mitchell	751	97.7	34.5	2.0
Doerfler	667		18.2	1.0	Morgandale	584	91.6	26.8	1.5
Douglass	264		31.5	1.5	Multilingual	313	82.3	21.0	1.0
Dover	629		14.4	1.0	Neeskara	405	92.9	29.0	1.0
Early Childhood	510		29.0	1.5	Ninety-fifth	325	91.3	17.1	1.0
Eighty-eighth	364		17.1	1.0	Palmer	583	85.9	42.1	2.0
Eighty-first	452		18.2	1.0	Parkview	373	89.9	19.5	1.0
Eighty-second	493		20.8	1.0	Phillip	327	88.6	18.7	1.0
Elm	550		25.5	1.0	Pierce	550	86.4	35.5	2.0
Emerson	254		31.5	1.0	Riley	619	92.3	33.6	1.5
Engleburg	493		15.7	1.0	River Trail	328	90.1	20.5	1.0
Fairview	528		27.6	1.5	Seventy-eighth	583	87.3	29.0	1.5
Fernwood	452		32.0	1.5	Sherman	561	94.0	27.6	1.5
Fifth-fifth	498		28.0	1.5	Siefert	573	89.2	36.2	1.5
Fifty-third	385		23.8	1.0	Silver Spring	343	85.7	19.2	1.0
Forest Home	931		20.2	1.0	Sixty-fifth	360	90.9	17.5	1.0
Franklin	553		47.5	2.0	Sixty-seventh	299	90.8	15.9	1.0
Fratney	353		41.0	1.5	Story	310	84.5	33.9	2.0
Gaenslen	651		18.7	1.0	Stuart	502	92.1	18.0	1.0
Garden Homes	487		55.0	2.0	Thirty-eighth	323	92.6	26.7	1.5
Garfield	422		29.1	1.5	Thirty-fifth	555	86.9	14.4	1.0
Garland	360		26.3	1.0	Thirty-first	329	91.4	28.8	1.5
Goodrich	424		14.4	1.0	Thirty-seventh	481	87.2	31.1	1.5
Grant	591		22.0	1.0	Thoreau	519	89.9	33.0	1.5
Grantosa	586		27.3	1.5	Tippecanoe	715	84.2	13.5	1.0
Granville	443		34.5	1.5	Townsend	290	91.6	21.5	1.0
Green Bay Av.	552		26.5	1.0	Trowbridge	224	94.2	19.2	1.0
Greenfield	401		30.3	1.5	Twenty-first	509	88.9	39.0	1.5
Hampton	600		18.0	1.0	Twenty-seventh	343	92.2	39.0	2.0
Happy Hill	504		30.0	1.5	Ungraded	588	86.8	12.9	1.0
Hartford	579		24.3	1.5	Urban Waldorf	637	87.2	20.0	1.0
Hawley	315		31.7	2.0	Victory	310	93.8	28.5	2.0
Hawthorne	386		16.4	1.0	Vieau	462	89.1	36.0	2.0
Hi-Mount	444		18.0	1.0	Wheatley	685	86.2	40.5	2.0
Holmes	700		24.5	1.0	Whitman	433	87.6	23.5	1.0
Hopkins	791		46.9	2.0	Whittier	202	92.6	8.4	1.0
Humboldt Park	570		48.5	2.0	Wisconsin Av.	670	90.4	31.0	2.0
Irving	682		30.0	1.5	Zablocki	604	88.5	31.0	1.5
			38.5	2.0	TOTAL	54458	89.9	3033.4	151.5

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
					OTHER SCHOOLS				
Craig	94	62.3	13.0	1.0	Manitoba Ortho.	91	89.2	.0	.0
Demmer	68	58.4	6.0	1.0	Mitchell Alt HS	96	51.5	11.0	1.0
Hayes	90	61.6	15.5	1.0	Pleasant View	132	76.6	16.0	1.0
Kilmer	226	81.7	17.5	1.0	Sixty-eighth	210	67.2	15.0	1.0
Lady Pitts	192	58.9	15.5	1.0	Stay	73	73.2	4.0	1.0
Lapham Park	165	80.5	10.0	1.0	Commun. Based	840		22.0	.0
Lavarnway	47	93.3	3.0	1.0	TOTAL	2324	70.1	148.5	11.0
					MPS TOTAL	92163	86.6	5739.9	287.5

SUPERINTENDENT'S MONTHLY REPORT as of January 31, 1992
EXCEPTIONAL EDUCATION PROGRAM
ETHNIC SUMMARY

System Totals	Amer. Indian Prim	Amer. Indian Sec	Black Prim	Black Sec	Asian Prim	Asian Sec	Hispanic Prim	Hispanic Sec	White Prim	White Sec	Other Prim	Other Sec	Total Prim	Total Sec	Program Total
Learning Disab.	43	1	2001	11	20	0	303	3	893	10	31	0	3291	25	3316
Emotion. Dist.	23	0	1291	41	3	0	107	2	490	27	23	1	1937	71	2008
Autistic	0	0	72	6	1	0	4	1	44	2	1	0	122	9	131
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	1	35	37	1	0	6	8	16	33	0	1	59	80	139
Physically Hdcp.	5	0	236	114	13	4	54	10	170	121	7	7	485	256	741
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	3	0	77	25	12	3	17	3	79	18	12	0	200	49	249
Mentally Ret.	11	3	1197	206	16	8	127	30	376	99	11	6	1738	352	2090
Speech/Languag	38	21	1889	1271	52	34	240	210	1048	653	40	38	3307	2227	5534
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par. Disability Total	124	26	6798	1711	118	49	858	267	3116	963	125	53	11139	3069	14208
Ethnic Totals	150		8509		167		1125		4079		178		14208		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 5, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 6:42 PM.

Present—Directors Bills, Mallory (6:45 PM), O'Connell, O'Neil, Sinicki (6:45 PM), Small, and President Mitchell—7.

Absent and excused—Directors Johnson and Lucey—2.

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

January 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 on Wednesday, February 5, 1992, at 6:30 P.M. in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing litigation in which the Board is likely to become involved in with the Menomonee Falls School District.

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)(f), Wisconsin Statutes.

The Board may also convene a subsequent special meeting to consider the matters specified in the notice for that meeting.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director O'Connell moved that the Board retire to executive session for the purpose of discussing litigation which the Board is likely to become involved in with the Menomonee Falls School District.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 6:44 PM.

The Board adjourned from executive session at 7:10 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 5, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 7:23 PM.

Present—Directors Bills, Johnson (8:25 PM), Mallory, O'Connell (left at 8:30 PM), O'Neil (left at 9:03 PM), Sinicki, Small, and President Mitchell—8.

Absent and excused—Director Lucey—1.

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

January 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 7:00 PM, Wednesday, February 5, 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:

1 . Letter from the Secretary-Business Manager recommending the disallowance of three claims.

2. Communication from the Superintendent and the Secretary-Business Manager recommending the adoption of a one-year contract between the Board of School Directors and the Psychologist' Association in the Milwaukee Public Schools (PAMPS).

3 Joint Communication from the Superintendent and the Secretary-Business Manager recommending award of contract for AODA services to Sober and Seeking Social Independence (S.A.S.S.I.).

4. Communication from the Superintendent regarding recommended adoption of the Implementation Plan of the Report of the Discipline Work Team.

5. Communication from the Superintendent recommending a revision to the Board's student expulsion policy to allow student expulsions to be heard by an independent hearing officer.

SUZANNE M. LUNDIN
Secretary-Business Manager

SECRETARY-BUSINESS MANAGER'S COMMUNICATION

TO THE BOARD OF SCHOOL DIRECTORS:

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

I . Notice of Claim for Damages served by Lynn M. Zuehlsdorf-Mack, Attorney, on behalf of DuWayne Carr, a minor, and his mother, Valerie Harris for injuries allegedly sustained by DuWayne Carr at the Fulton Middle School on April 27, 1989.

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

2. Notices of Injury and Claim against the Milwaukee School Board served by the Law Office of Hiller & Frank, S. C. on behalf of Jeremiah Lewis, a minor, and his mother, Betty Lewis, for in juries allegedly sustained by Jeremiah Lewis at the Washington High School on September 10, 1991.

Claim is made in the sum of $50,000 for Jeremiah Lewis and in the sum of $4,909.44 for his mother Betty Lewis in addition to any future medical expenses for ongoing medical treatment.

3. Claim against the Board of School Directors for the City of Milwaukee served by Sidney Spector, Attorney, on behalf of Julie Patterson for injuries allegedly sustained by Julie Patterson at the Wheatley Elementary School on September 3, 1991.

   Claim is made in the sum of $3,500.

CNA Insurance Companies which carries the Board's general comprehensive liability insurance coverage has requested that the Board disallow these claims.

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)

COMMUNICATIONS FROM THE SUPERINTENDENT AND SECRETARY-BUSINESS MANAGER

(Item 1)

TO THE BOARD OF SCHOOL DIRECTORS:

Negotiations have been completed between the Board of School Directors and the Psychologists' Association in the Milwaukee Public Schools (PAMPS). The contract has been ratified by PAMPS.

It is the recommendation of the Superintendent and the Secretary-Business Manager that the Board approve and adopt the one-year contract (July 1, 1991, through June 30, 1992). Highlights of the contract are attached.

Respectfully submitted

HOWARD FULLER, PH.D.
Superintendent of Schools

SUZANNE LUNDIN
Secretary-Business Manager

(attachment)

(Item 2)

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

In December of 1991 competitive requests for proposal were solicited to hire an agency to conduct an alcohol and drug abuse awareness and prevention program at Sixty-eighth Street School. Because only one response was received at the time of the original bid opening on December 2, 1991, the proposal was readvertised with a new bid opening date of December 27, 1991.

Five complete proposals were received. A committee of MPS personnel from Sixty-eighth Street, Kilmer, and South Division, as well as representatives from Fighting Back-Milwaukee County AOD

Office, and the County District Attorney's Office-Drug Enforcement Unit, conducted an in-depth evaluation of all proposals based upon six factors including cost.

Based upon that evaluation, the committee recommended that a contract be awarded to the agency which scored the highest number of points in the rating, Sober and Seeking Social Independence (S.A.S.S.I.). Cost of the program beginning February 1, 1992, through June 15, 1992, is $43,756.

As a part of its contract with MPS, S.A.S.S.I. must provide by June 30, 1992, a written report evaluating the effectiveness of the program as well as detailing the extent of student. staff, and parent contacts throughout its course.

At the advice of the City Attorney, the administration pulled the recommendation for the award of contract from the January Finance and Facilities Committee agenda. After conferring with the City Attorney, the Board instructed the administration to proceed with the contract award. Accordingly, the administration recommends that the Board concur with the original decision and award the contract for AODA services to S.A.S.S.I.

Respectfully submitted

HOWARD FULLER, PH.D.
Superintendent of Schools

SUZANNE LUNDIN
Secretary-Business Manager

COMMUNICATIONS FROM THE SUPERINTENDENT

(Item 1)

TO THE BOARD OF SCHOOL DIRECTORS:

RE: Discipline Plan Implementation

In November, 1991, the Milwaukee Board of School Directors adopted the report and recommendations of a Discipline Work Team made up of parents, students, teachers, and principals. Based on the report approved by the Board, the attached plan was developed to implement the recommendations of the Discipline Work Team. Three public hearings were held on the Discipline Plan in October and hearing was given to interested individuals at the November Personnel and Negotiations Committee meeting.

We received input from members of the Discipline Work Team and representatives of the City Attorney's Office in developing the implementation plan. The major change to current policy is that we expanded the reasons students can be expelled from school. Now, students are only expelled when they are involved in weapons violations or other criminal activities. The new policy expands those reasons to include:

Gang activity
Fighting
Verbal abuse
Repeated classroom disruption, and/or
Chronic violation of any combination of school rules.

The revised discipline policy offers a balance between continuing to give students due process while still protecting the rights of students who come to school to learn.

We are serious about ensuring safe and orderly schools and we will not tolerate students who abuse the rights of others and continually violate school rules. It is critical that we move forward with implementing the discipline plan approved earlier by the Board. I do not want to delay this action another month to allow it to go through the regular committee process.

The superintendent recommends that the Board adopt the attached Implementation Plan for the Report of the Discipline Work Team at its meeting on February 5, 1992.

Respectfully submitted

HOWARD FULLER, PH.D.
Superintendent of Schools

Attachment

(Item 2)

TO THE BOARD OF SCHOOL DIRECTORS:

REQUEST FOR AUTHORIZATION FOR A HEARING OFFICER TO CONDUCT EXPULSION CASES

Wisconsin Statutes Section 119.25 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.

At its meeting on August 28, 1991 (Proc., p. 210-211, 212-213), the Board adopted a resolution authorizing the administration to conduct expulsion hearings using a three-member independent hearing panel.

The administration is experiencing an increase in the number of expulsion cases being brought to the independent hearing panel. It is projected that the number of expulsion cases will continue to increase as a result of implementing the target list of unacceptable behaviors.

To handle the projected increase, the administration is requesting approval to conduct expulsion sessions before the Independent Hearing Panel with one hearing officer. The number of expulsion cases and the need to meet statutory time limits will dictate if the administration will need to implement the one hearing officer option. There would be no change in the practice of having an ombudsperson present for all hearings.

I am recommending that the Board amend its action of August 29, 1991, to allow expulsions to be conducted by a hearing officer or by a three-member independent hearing panel.

Respectfully submitted

HOWARD FULLER, PH.D.
Superintendent of Schools

Director Bills moved for suspension of Board rules and adoption of

a. the communication from the Secretary-Business Manager recommending the disallowance of three claims (agenda item 1), and

b. the joint communication from the Superintendent and Secretary-Business Manager recommending adoption of the one-year contract between the Board of School Directors and the Psychologist' Association in the Milwaukee Public Schools (PAMPS) (agenda item 2).

The motion prevailed, the vote being as follows:

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

Noes—None.

Director Mallory moved that the Board resolve itself into a Committee of the Whole for the purpose of considering and taking action on agenda items 3, 4, and 5.

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

Ayes—7; Noes—0.

The Board resolved itself into a Committee of the Whole at 7:25 PM.

The Board was in recess from 9:03 to 9:12 PM.

The Board rose from the Committee of the Whole at 9:44 PM.

President Mitchell, who chaired the Committee of the Whole, reported that the Committee had given hearing to interested persons on agenda items 3, 4, and 5.

Director Mallory moved to adopt the following report of the Committee of the Whole:

Award of contract for AODA Services (agenda item 3):
Your Committee recommends that the Board adopt the recommendation.

Discipline Work Team Implementation Plan (agenda item 4):
Your Committee recommends that:
The document will apply only to middle and high schools with the following amendments:
a. the first referral step will include a parent conference.
b. the plan will be implemented on March 1, after the staff has received inservice training and parents and students have been informed about the new policy.
c. the Board will receive a review of the policy in June, 1993.
The administration will bring back a plan for applying the plan in elementary schools.
The administration will develop a discipline plan including staff development, curriculum, and school planing for consideration in the current budget cycle.

Student expulsion hearing by an independent hearing officer (agenda item 5):
Your Committee reports that this matter failed of adoption.

The motion prevailed, the vote being as follows:

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

Noes—Director Johnson—1.

The Board adjourned at 9:45 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 5, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 9:45 PM.

Present—Directors Bills, Johnson, Mallory, Sinicki, Small, and President Mitchell—6.

Absent and excused—Directors Lucey, O'Connell, and O'Neil—3.

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

January 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 8:30 PM, Wednesday, February 5, 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 the following legislative issues:

(1) Assembly Bill 897, Kids First
(2) Assembly Bill 898 at Risk Aid
(3) MPS/MATC Collaboration
(4) MPS Organizational Meeting Date
(5) Governor's Educational Summit Reform Package
(6) Governor's 1992-1993 Budget Proposal.

SUZANNE M. LUNDIN
Secretary-Business Manager

COMMUNICATIONS FROM THE SUPERINTENDENT AND SECRETARY-BUSINESS MANAGER

February 5, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

The following reports and recommendations are submitted for your consideration and determination.

Respectfully submitted

HOWARD FULLER, PH.D.
Superintendent of Schools

SUZANNE LUNDIN
Secretary-Business Manager

(ITEM 1) ASSEMBLY BILL 897, KIDS FIRST

A. Pertinent Facts:

1. The KIDS FIRST Coalition is an advocate for interagency partnerships designed to be responsive to complex needs, ensuring a better future for children, families and the community.

The KIDS FIRST Coalition has proposed AB 897 to encourage collaboration among youth serving agencies.

2. AB 897 allows a school board, in conjunction with one or more public agencies or private, nonprofit, community-based organizations, to apply to the state superintendent for a 3-year grant to develop and implement a coordinated service program for preschool and elementary grade pupils and their families. A coordinated service program means a program designed to improve the academic achievement of pupils, to increase efficiency in the delivery of services and to foster cooperation among schools, service providers, families and pupils.

   The bill directs the state superintendent and the secretary of health and social services to review the applications and jointly determine the grant recipients and the amount of each grant. A grant may not be awarded unless the percentage of the participating school district's enrollment in the previous school year for whom aid to families with dependent children was being received was greater than 5%. In addition, a grant may constitute no more than 80% of the costs of the program.

   The grant recipient must use the funds to provide pupils and their families with greater access to community-based support services, such as health and mental health services, counseling, alcohol and other drug abuse prevention and intervention programs, extracurricular enrichment programs, before-school and after-school day care, tutoring, recreation, parent education and involvement activities and job training and placement

B. Recommendation: Support AB 897.

(ITEM 2) ASSEMBLY BILL 898, AT RISK AID

A. Pertinent Facts:

1 . Current law requires MPS to provide an alternative educational program for any child who resides in the city and:

- Is at least 13 years old but not more than 18 years old;
- Is receiving aid to families with dependent children; and
- Has been or is being sanctioned under learnfare or is subject to the learnfare monthly attendance requirement.

2 . Current law also directs the state to pay MPS $504,100 in the 1991-1992 school year for the alternative education program. The program serves about 200 pupils.

3 . Currently any child whose attendance is monitored for learnfare purposes is not counted for at risk aid. As a result, approximately 1700 pupils are not counted for at risk aid purposes.

4 . Beginning in the 1991-1992 school year, this bill allows children enrolled in alternative educational programs who are also children at risk to be counted as enrolled in children-at-risk programs for the purpose of computing children-at-risk aid to MPS, if the programs meet the criteria specified under current law for such aid.

B. Recommendation:

Support AB 898.

(ITEM 3) MPS/MATC COLLABORATION

A. Pertinent Facts:

I . The Board may wish to develop an educational program in collaboration with MATC.

2. Section 120.13(3) of the statutes authorizes other school boards to: "Enter into agreements, including leases for a term not exceeding 50 years, with a school board, vocational, technical and adult education district board, city, village, town, county or the state or any department or agency thereof for the purchase, operation and maintenance of land, buildings and equipment for educational purposes, including, without limitation because of enumeration, contracts for the construction or repair of school driveways, roadways and parking areas or for the operation of any school program authorized by law."

B. Recommendation:

The Board should seek legislation which would provide MPS with the same authority as other school districts in 120.13(3) so that the Board may develop an educational program in collaboration with MATC.

(ITEM 4) MPS ORGANIZATIONAL MEETING DATE

A. Pertinent Facts:

1. Currently the Board is required by law to hold its organizational meeting on the 4th Monday in April.

2. The Board may wish to have the organizational meeting after the regular School Board meeting on the preceding Wednesday or at some other time.

B. Recommendation:

The Board should seek legislation to allow it to set the date of its organizational meeting, but not later than the 4th Monday in April.

(ITEM 5) GOVERNOR'S EDUCATIONAL SUMMIT REFORM PACKAGE

A. Pertinent Facts:

After several meetings, the Governor, Superintendent Grover, WEAC, WFI, WASDA/AWSA and WASB negotiated an agreement for educational reform. The consensus document will come before the Legislature this Spring.

1. STATEWIDE GOALS AND ASSESSMENT

A. Broad state education goals will be established by a committee consisting of the Governor, State Superintendent, Speaker, Senate Majority Leader, Assembly Minority Leader and Senate Minority Leader. The Governor and the State Superintendent will co-chair the committee. The goals will be coordinated with the six education goals established by the nation's Governors and the President for attainment by the year 2000. These goals focus attention on student readiness for school, high school graduation rates, student achievement in core subjects, excellence in science and mathematics achievement, adult literacy and safe and drugfree schools.

B. Measurable learner outcomes will be established by DPI. At the national and state levels, education reform is focusing on outcomes, i.e., on the level of attainment relative to clear predefined goals. DPI will be working with educational professionals, parents and other interested groups in the formulation of concise learner outcomes which will serve as the basis for test construction and measurement of student performance.

C . One of the key aspects of the national education goals, and the subsequent report on progress toward the goals, is a comprehensive and uniform assessment system. Tests will be developed for implementation in the 1992-1993 school year in grades 8 and 10 which will assess important concepts, knowledge and skills which enable students to succeed in various areas of study. In addition, work will begin on a state-of-the-art performance-based assessment and pupil portfolio system in grades 4, 8 and 10 for implementation by the 1996-97 school year. The cost of developing, printing, distributing and scoring the tests will be fully-funded by the state. (FY93 Cost: $1,580,000)

D. In addition to improving the quality of assessment, this statewide program will replace, and in fact reduce, the current number of state-mandated tests. The current competency-based testing program will also be repealed in order to allocate more resources to an improved statewide assessment process. (FY93 Savings: $301,200)

E. DPI will develop procedures for districts to improve the performance of students and schools not meeting the minimum standards established by the learner outcomes and state education goals. DPI will also have more resources, through school improvement teams, to provide technical assistance to low-performing schools by decreasing the required audits of school districts from one every 5 years to one every 10 years.

F. DPI will be authorized to include up to 10 financial and staffing data items on the school report cards in addition to the performance-related data items that can be currently included. Information used may only be that which is already collected by DPI. The first report cards will be issued in January, 1993.

G. In order to increase the usefulness of student performance data to institutions of higher education and employers, uniform student transcripts will be created for all school districts.

II. SCHOOL-BASED MANAGEMENT/STAFF DEVELOPMENT/LONGER SCHOOL YEAR

A. School-Based Management will be implemented as follows:

I . Direct that school districts (boards, administrators and faculty) participate in statewide training sessions regarding school-based management. SBM training workshops will be provided by DPI and funded at $100,000. Training sessions will take place between July 1, 1992, and June 30, 1993, and will include representatives of each of the three parties.

2. During the 1993-1994 school year, require that school board members, administrators (district and/or building) and school faculty (teachers), as chosen by their respective groups, and representatives of other groups, at the request of school board members, administrators and teachers, by mutual agreement, meet as an individual school (or groups of schools supervised by one principal), to discuss proposals for school-based management plans.

3 . If a plan is mutually agreed on, districts (and buildings) would begin implementation during the 1994-1995 school year, or later if so determined.

4 . If all parties mutually agree, any alternative procedure for implementing site-based management plans will be followed.

5 . A $1 million grant program to support school-based management initiatives will be created. Grants will be awarded by a 12-member panel appointed by DPI. The panel shall include representatives of the Governor's office, school boards, administrators, teachers and other groups at the discretion of the State Superintendent.

6 . The school-based management plan will not consider issues bargained under s. 111.70 (collective bargaining).

B. DPI programs for administrator and staff development (LEAD Academy, Administrator Assessment Center, Teacher World, Science World and other projects which focus on tech-prep and student assessment practices) will receive funding. The LEAD Academy provides midcareer training to school district administrators. The Assessment Center enables new administrators to receive critical feedback on leadership styles and practices. Teacher and Science Worlds provide summer enrichment opportunities for professionals and students who have demonstrated excellence in the classroom. (FY93 Cost $300,00)

C . State funded grants to promote elementary math and science instruction will be established at a level of $250,000.

D. Grants totaling $450,000 will be awarded directly to school districts and CESAs for staff development projects. School districts will not be able to supplant current local spending on staff development.

E. A staff development matching grant program for districts with equalized value per member below 75% of the state average will be established. Preference will be given to proposals which support on-going staff development efforts and utilize DPI-approved programs. Grant monies cannot supplant current local spending on staff development and districts will have to provide a 25% match. (FY93 Cost: $500,000)

F. Beginning in the 1993-1994 school year, enhanced equation aid will be offered to districts which add up to 20 additional days. The first 10 days over 180 will be aided at an average equalized level of 60% and the second 10 days will be aided at an average equalized level of 75%. Districts which currently offer more than 180 days will also be eligible. School district, teacher and student participation would be voluntary, and at least 50% of the additional days must be for instruction. School districts shall make application for funding in the 1992-1993 school year, by December 31, 1992, for funding in the 1993-1994 school year. School districts shall be funded in the order the applications are received. At least $7.5 million will be committed to this program in FY94.

III. EARLY CHILDHOOD EDUCATION

A. Additional funding for Head Start of $2.9 million will be provided in FY93. Full funding will be provided beginning with those districts which have the highest percentage of students eligible for free and reduced-price lunch. School districts will have first opportunity (over private nonprofits) for the new funding.

B. A committee, jointly appointed by the Governor and the Legislature, will be created to study the relationship between social service programs and student readiness.

C . Three state funded pilot projects (urban, rural and suburban) will be established to coordinate the work of social services agencies and schools. (FY93 Cost: $300,000)

IV. FUNDING AND IMPLEMENTATION ISSUES

A. State school funding (program operations funding and school aid) will increased by a total of $91 million in FY93.

B. Of the $92 million increase, $7.8 million will be provided for the elements of the education reform package.

C . Of the $91 million increase, $4.2 million will be provided for categorical aid appropriations for Aid to MPS, Tuition Aid (CWC Payments) and County Handicapped Children's Education Board Aid. Aid for Post-Secondary Options Transportation needs will be maintained at $50,000.

D. Of the $91 million increase, $79 million (a 5.1% increase) will be provided for general equalization aid.

V. OTHER ITEMS

A. The following provisions specifically related to Milwaukee will be included-

1 . Borrowing authority of $35 million for facilities and educational programming, subject to approval by the Mayor.

2. Funding of $335,000 for teacher mentoring and peer coaching programs.

3. .Funding of $165,000 for administrator assessment and development

4. The $1 million increase in the 1992-1993 Aid to MPS appropriation will be used to provide increased support for early childhood education.

B. The postsecondary enrollment options program will be modified to delete the requirement that school boards pay for comparable courses and to require that school districts offer a course if the postsecondary enrollment exceeds the district minimum for that course in the current year and is expected to exceed it in the following year.

C . School boards will be authorized to require community service programs as a prerequisite to high school graduation.

D. School districts will be required to pay the cost of Advanced Placement exams for all students. The costs will be aided through the equalization formula.

E. Full funding for DPI vocational organization support positions will be provided. (FY93 Cost: $172,300)

F. Bonus aid for districts which receive transfers under the Chapter 220 program will be reduced from 20% to 15%.

G. School district consolidation incentives will be increased from the current 5% enhancement in the equalization aid formula for 3 years to a 10% enhancement over a 5 year period.

H. School principals will be authorized to revoke a student's work permit if the grade point average, disciplinary record or any other indicator of school performance is unsatisfactory.

B.Recommendations:

(These are in addition to actions already taken by the Board on these matters)

1. Oppose a new or expanded testing program.

2. Amend the School Based Management proposal to make it voluntary at the school level and allow flexibility in structure.

3. Amend the longer school year provision to provide advance state funding.

4. Support restoration of vetoed aid levels for handicapped, bilingual and TIF aid.

5. Support deletion of requirement that school boards pay for comparable courses in the postsecondary option program.

(ITEM 6) Governor's 1992-1993 Budget Proposal

A. Pertinent Facts:

1. The Governor's budget proposal includes his educational summit reform package and the following provisions:

- School district cost controls at the inflation rate (CPI) and 50% of the enrollment increase;
- No increase in handicapped aid, bilingual aid, or TIF aid;
- Restoration of minimum aid; and
- $25 ($50 to $75) increase in driver education aid.

2. The Governor's proposed budget will not provide sufficient non property tax revenues to maintain existing service levels at MPS without a significant increase in the property tax levy.

B. Recommendation:

Support increases in state equalization aids, handicapped aids, bilingual aid, and TIF aid.

Director Small moved that the Board resolve itself into a Committee of the Whole for the purpose of considering and taking action on certain legislative issues.

The motion prevailed by unanimous consent.

The Board resolved itself into a Committee of the Whole at 9:46 PM.

The Board rose from the Committee of the Whole at 10:22 PM.

President Mitchell, who acted as Chairman of the Committee of the Whole, reported that the Committee had given hearing in the matter of various legislative proposals.

Director Mallory moved for adoption of the following report of the Committee of the Whole:

1. AB 897. Kids First
   Adopt the recommendation.

2. AB 898, At Risk Aid
   Adopt the recommendation.

3. MPS/MATC Collaboration
   Adopt the recommendation.

4. MPS Organizational meeting—Date

Adopt the recommendation.

5. Governor's Educational Summit Reform Package"
   Adopt the recommendation with the following amendments:
   (a) Item I. "Statewide Goals and Assessment", Item A., amended to include school board members, teachers, and parents as members of the committee.
   (b) Item III. "Early Childhood Education" amended to clarify that if additional Head Start funds become available, MPS would not be required to operate the expanded program but could assign it to CBOs.

6. Governor's 1992-1993 Budget Proposal
   Adopt the recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, Sinicki, Small, and President Mitchell—6.

Noes—None.

The Board adjourned at 10:23 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 10, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 6:10 PM.

Present—Directors Johnson (6:33 PM), Lucey, O'Connell (6:55 PM), Sinicki, and President Mitchell—5.

Absent and excused—Directors Bills, Mallory, O'Neil, and Small—4.

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

February 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 on Monday, February 10, 1992, at 6:00 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering negotiation matters.

The Committee 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 Personnel and Negotiations Committee meeting scheduled at 7:00 PM this same evening.

SUZANNE M. LUNDIN
Secretary-Business Manager

The Board adjourned at 7:03 PM.

RONALD J. VAVRIK
Acting Assistant Secretary-
Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 15, 1992

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

Present—Directors Bills, Johnson, Lucey, Mallory (10:45 AM), O'Neil, Sinicki (11:30 AM), and President Mitchell—7.

Absent and excused—Directors O'Connell and Small—2.

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

January 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 5:30 PM, Friday, February 14, 1992, and at 8:30 AM, Saturday, February 15, 1992, in the Garden Room of the University of Wisconsin-Milwaukee Alumni House, 3230 East Kenwood Blvd., Milwaukee, Wisconsin, for the purpose of considering and establishing performance evaluation criteria for the Superintendent.

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.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director O'Neil 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, Johnson, O'Neil, and President Mitchell—4.

Noes—None.

Voting "Present"—Director Lucey—1.

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

The Board adjourned from executive session at 3:35 PM.

RONALD J. VAVRIK

Acting Assistant Secretary-
Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 26, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 6:07 PM.

Present—Directors O'Connell, O'Neil, Sinicki, Small, and President Mitchell—5.

Absent and excused—Directors Bills, Johnson, Lucey, and Mallory—4.

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

February 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 originally scheduled to be held on Wednesday, February 26, 1992, at 6:15 PM has been rescheduled to meet on Wednesday, February 26, 1992, at 6:00 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing negotiation matters.

The Committee 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 at 6:15 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 discussing negotiation matters.

The motion prevailed by unanimous consent.

The Board retired to executive session at 6:09 PM.

The Board adjourned from executive session at 6:34 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 26, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 6:36 PM.

Present—Directors Lucey, O'Connell, O'Neil, Sinicki, and President Mitchell—5.

Absent and excused—Directors Bills, Johnson, Mallory, and Small—4.

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

February 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, February 26, 1992, at 6:15 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of:

1) considering the performance evaluation of the Superintendent and the Secretary-Business Manager and
2) discussing the power, duties, and the reporting relationship of the Secretary-Business Manager position.

The Board may retire to executive session pursuant to Section 19.85 (1)(c), Wisconsin Statutes to deliberate the matter of the Superintendent's and Secretary-Business Manager's evaluation and may reconvene in open session for possible discussion and action on other matters noticed.

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'Neil moved that the Board retire to executive session for the purpose of:

1) considering the performance evaluation of the Superintendent and the Secretary Business Manager and
2) discussing the power, duties, and the reporting relationship of the Secretary-Business Manager position.

The motion prevailed, the vote being as follows:

Ayes—Directors O'Connell, O'Neil, Sinicki, and President Mitchell—4.

Noes—None.

Voting "Present"—Director Lucey—1.

The Board retired to executive session at 6:38 PM.

The Board adjourned in executive session at 8:05 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 26, 1992

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:12 PM.

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

Absent and excused—Director Johnson—1.

SUPERINTENDENT'S COMMUNICATIONS

February 26, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

Re: Elementary School Discipline Plan Implementation

At its meeting on February 5, 1992, the Milwaukee Board of School Directors approved a discipline implementation plan for middle and high school students to be effective after staff has been trained and parents adequately notified. The Board also requested that the administration develop for the February 26 Board meeting, a modified implementation plan for elementary school students which would emphasize and focus on preventing student discipline problems and intervention strategies when they occur.

Input on developing the elementary school plan was received from the Discipline Work Team and additional elementary principal representatives. Prevention and intervention strategies are the primary components of implementing the elementary discipline plan. The intent of the plan is not to expel students from school, but to modify student behavior so that learning takes place. Each school will be required to establish and implement a program related to conflict resolution or violence reduction. A combination of in-classroom strategies and school-wide programs should be used.

More serious possible consequences have been outlined for students demonstrating certain unacceptable behavior. However, school administrators have a great deal of flexibility determining what disciplinary action to take using their professional judgment as to what is best for all students in their schools.

Except for cases of misconduct involving weapons, the minimum disciplinary action is intervention on the target list of unacceptable behavior. The maximum disciplinary action is removal from current school or expulsion for cases of severe, chronic misbehavior and violation of school rules. Schools must have documented proof that a high level of prevention and intervention were used before any maximum actions could be taken.

The superintendent recommends that the Board adopt the attached discipline implementation plan for elementary schools at its meeting on February 26, 1992.

Respectfully submitted,

HOWARD FULLER, PH. D.
Superintendent of Schools

Attachment

Director Bills moved for suspension of Board Rules and adoption of the Superintendent's plan.

Director Sinicki moved to amend under Gang Activity C, that teachers should contact the parent or guardian about gang activity.

The amendment and the motion were adopted, the vote being as follows:

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

Noes—None.

SECRETARY-BUSINESS MANAGER'S COMMUNICATIONS

February 26, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Notice of Injury served by Mr. Jerry Wild, 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.

   No monetary claim has been made at this time. However, the claimant did not file a timely notice of claim within 120 days of the event as stated in Wis. Statute 893.80.

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

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)

Director Lucey moved to concur with the recommendation.

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.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of January 2, 1992, through January 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. 16542 to 20790, inc.

Payrolls (net withholdings)	$24,481,805.09	
Accounts	54,957,237.50	
		$79,439,042.59

CONSTRUCTION FUND

Accounts, Voucher nos. 1219 to 1322, inc.	$ 424,574.91

EXTENSION FUND

Payrolls and Accounts, Voucher nos. 621 to 764, inc.

Payrolls (net withholdings)	$ 275,655.19	
Accounts	451,984.62	
		$ 727,639.81
TOTAL		$80,591,257.31

The accounts marked with an asterisk are final payments on building contracts, which will be paid after they have been approved by the Board.

The accounts were allowed, the vote being as follows

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

Noes—None.

Director Mallory arrived at 8:20 P.M.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

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

February 26, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM 1) In accordance with action taken by the Board on August 1, 1971 (Proc., pp. 82-83), concerning the approval of personnel transactions relating to full-time classified employees,

the Superintendent and the Secretary-Business Manager presented a joint report to your Committee recommending the following appointments, promotions, changes in status, and a reinstatement, effective as of the dates indicated:

APPOINTMENTS

Name and Assignment	Date	Position and Salary	Increment Date
Michael Brown School Safety	01-28-92	School Safety Aide $7.45/hr.($10,966.40/yr.) (Replacement for resignation)	01-28
Felicia Christensen Edison	01-27-92	School Secretary I $14,356.89/yr. (Replacement for transfer)	01-27
Lynn DeRango 21st	01-27-92	Clerk Typist I $12,551.33/yr. (Replacement for transfer)	01-27
Fontella Dye School Safety	01-28-92	School Safety Aide $7.45/hr.($10,966.40/yr.) (Replacement for resignation)	01-28
Janice Ferrill 27th	01-27-92	School Secretary I $18,240.44/yr. (Replacement for transfer)	07-01
Michael Harris School Safety	01-28-92	School Safety Aide $7.45/hr.($10,966.40/yr.) (Replacement for resignation)	01-28
Janice Lamping Garfield	01-20-92	Clerk Typist I $12,574.22/yr. (Replacement for transfer)	01-20
Michelle Mitten Kluge	01-06-92	School Secretary I $14,944.00/yr. (Replacement for transfer)	01-06
Phyllis Moorer Keefe	01-02-92	Clerk Typist I $12,551.33/yr. (Replacement for resignation)	01-02
Albert Phillips II Dover	01-13-92	Food Service Manager Trainee $7.05/hr.($10,772.40/yr.) (Replacement for promotion)	01-13
Corwin Wilson School Safety	01-28-92	School Safety Aide $7.45/hr.($10,966.40/yr.) (Replacement for resignation)	01-28

PROMOTIONS

Lolita Davis Sec.Bus.Mgr.'s Office	01-06-92	School Secretary II $22,809.80/yr.	01-06
LeCrystal Griffin Milw. Tech.	01-13-92	Food Service Mgr. Trainee $7.05/hr.($10,772.40/yr.)	01-13
Sandra Hudy Wheatley	01-20-92	School Engineer II $28,677.74/yr.	08-08
Sandra Jones MacDowell	01-02-92	Food Service Manager I $12,822.04/yr.	01-02
Althea Matlock 82nd	01-02-92	Food Service Manager I $11,806.56/yr.	01-02
Zelma Ragland Community Relations	01-06-92	School Secretary II $22,809.80/yr.	01-06
Linda Robertson EESSC	01-27-92	School Secretary II $22,809.80/yr.	01-27
Robert Stutzer Gaenslen	01-13-92	Food Service Mgr. Trainee $7.05/hr.($10,772.40/yr.)	01-13
Rebecca Woods Clement	01-13-92	Food Service Mgr. Trainee $7.05/hr.($10,772.40/yr.)	01-13

CHANGES IN STATUS

Tracy Adams ** School Safety	01-28-92	School Safety Aide $7.45/hr.($10,966.40/yr.)	01-28
Paula Bell # EESSC	01-15-92	Handicapped Children's Asst. $10,168.20/yr.	01-15
Lena Franklin # EESSC	01-15-92	Handicapped Children's Asst. $10,524.95/yr.	01-15
Angelous Gill * C & I - Chapter I	01-27-92	School Secretary I $18,240.44/yr.	07-01
Janice Gill # Manitoba	01-15-92	Handicapped Children's Asst. $10,524.95/yr.	01-15
Keren Gonzalez # Kagel	01-13-92	Clerk Typist I $12,551.33/yr.	01-13
Barbara Killebrew # 21st	01-28-92	Handicapped Children's Asst. $10,168.20/yr.	01-28
Janet Morrow # 82nd	01-15-92	Handicapped Children's Asst. $10,168.20/yr.	01-15

** From Food Service Assistant
# From substitute to regular appointment
* From a 12 month to a 10 month position

REINSTATEMENT

Eileen Belling Carleton	01-27-92	School Secretary I $16,122.97/yr.	01-27

* * * * *

(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 August 30, 1991, and September 11, 1991, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)(b)	Helen A. Reed Bilingual Elementary	BB	38,830	12.0	08-30-91
	Effective between November 16, 1991, and November 28, 1991, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr)	Cindy A. Burleson Upper Elementary	B	23,113	0	11-18-91
	Effective between November 29, 1991, and December 11, 1991, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Julie A. Draeger Elementary	B	23,113	0	12-09-91
(nr)	Natasha M. Hulsizer Elementary	B	23,113	0	12-02-91
	Effective between December 12, 1991, and December 24, 1991, payroll:				
(r)	Lisa S. Karau Elementary	B	25,424	2	12-19-91

Effective between January 20, 1992, and February 1, 1992, payroll:

(nr)	Vicki D. Bennett Upper Elementary	B	23,113	0	01-27-92
(r)	Judith F. Collier-Thompson Gr 8/Algebra	B	23,113	0	01-27-92
(r)	Traci L. Diener E.D.	B	23,113	0	01-27-92
(r)	Valerie E. Erby Elementary	B	23,113	0	01-27-92
(r)	Melanie M. Hadley Elementary	B	23,113	0	01-27-92
(nr)	Rose M. Knezic Bilingual Elementary	B	23,113	0	01-27-92
(r)	Anthony T. Long E.D./L.D.	B	23,113	0	01-27-92
(r)	Jack A. Marchese Upper Elementary	B	23,113	0	01-27-92
(r)	Laura J. Nohr Spanish	B	23,113	0	01-27-92
(r)	Leea N. Power Elementary	B	23,113	0	01-27-92
(r)	Gilbert A. Rodriguez Theatre Arts	B	23,113	0	01-27-92
(r)	Tanya D. Taylor Upper Elementary	B	23,113	0	01-27-92
(r)	Yvonne D. Thomas Elementary	B	23,113	0	01-27-92
(r)	Jane M. Wishowski Math	B	23,113	0	01-27-92

Effective between February 2, 1992, and February 14, 1992, payroll:

(nr)	Judith A. Holmes Orientation & Mobility	B	31,200	7	02-03-92

School Psychologist - Schedule 05

Effective between January 20, 1992, and February 1, 1992, payroll:

(nr)	Cindy M. Schmahl	29,841	0	01-28-92

(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 classification indicated, effective upon assignment following approval by the Board:

ADMINISTRATIVE APPOINTMENTS AND PROMOTIONS

(r)	M. Ann Griffiths	Principal Marshall High School	Schedule III, Range 15C $66,185
(r)	Erma Cannon	Principal Alcott Elementary School	Schedule III, Range 13D $59,118
(r)	Gary Lasch	Assistant Principal Pulaski High School	Schedule III, Range 12C $54,357
(r)	Alystine Calloway	Assistant Principal Brown Street Academy	Schedule III, Range 10D $49,982
(r)	Betty Nicholas	Coordinator Chapter 220 Program	Schedule III, Range 10A $62,416
(r)	Maria Sanchez	Student Services Specialist	Schedule III, Range 8A $51,925
(r)	Larry Reed	Recreation Supervisor District	Schedule III, Range 7A $50,000

(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 January 27, 1992:

Patricia Barth	Sholes	November 5, 1991
Marcia Clark	Webster	January 2, 1992

Terry Malone	Sherman	November 13, 1991
James Van Liere	78th Street	December 6, 1991

Maternity Leave, to June 15, 1992:

Carrie Jester	Congress	January 3, 1992

Personal Leave, to June 15, 1992:

Gretchen Pearson	Grand Ave.	December 30, 1991
Kathryn Woitecki	Grand Ave.	January 28, 1992

Personal Leave, to January, 1993:

Cathy Lepkowski	78th Street	February 27, 1992

Sabbatical, to January, 1993:

Sandra Swietlik	Sarah Scott	January 27, 1992
Patricia Swanson	Barton	January 27, 1992

Extension of leave for illness, to June 15, 1992:

Jean Jackson	On leave	January 27, 1992
Paul O'Brien	On leave	January 27, 1992
Laura Steininger	On leave	January 27, 1992

Extension of leave for maternity, to June 15, 1992:

Margaret Scanlan	On leave	January 27, 1992

* * * * *

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

RESIGNATIONS

Grace Bottoni	Hi-Mount	01-27-92
Shukti Chaudhuri	On Leave	01-10-92
Judith Christensen	On Leave	01-16-92
Ralph Clardy	Wausau EE & SS Center	01-31-92
Elizabeth A. CroswhiteOn Leave	06-15-91	
Catherine C. Gawlik	Siefert	01-31-92
Lynn A. Gordon	Wausau EE & SS Center	01-31-92
Leo B. Guild	Fritsche	01-31-92
Jeffrey A. Kannel	Wausau EE & SS Center	01-24-92
Richard D. Mansfield	Dover	06-15-92
Annette Maynard	On Leave	01-03-90
Steven A. Mohr	Stuart	02-07-92
Alicia Moses	On Leave	01-18-92
Carole R. Mukai	On Leave	01-10-92
Michelle Phipps	Sholes	01-31-92

Liane W. Ripatte Irving 01-28-92

John T. Rupel	On Leave	01-24-92
Linda A. Schmidt	Marshall	01-24-92
Christine Slawson	Alcott	01-15-92
Dawn R. Speich	78th St.	01-24-92
Joann M. Stanton	On Leave	01-10-92
George A. Zacher	Day-to-Day	06-15-92
Gail Zander	Wausau EE & SS Center	01-27-92

* * * * *

(Item 6) 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 meeting of February 10, 1992:

A. Affirmative Action Report for the Month of January, 1992.

B. Reports Regarding Safety and Security Needs in the District.

C. Report on Professional Development Activities and the Leadership Academy.

D. Report on Award of Administrative Service Contract for MPS Dependent Care Program.

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, 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 Timothy Wolf, a teacher.

Your Committee reports having determined that there existed cause to discipline Timothy Wolf based on inappropriate teacher behavior while a substitute teacher at North Division High School.

Your Committee recommends that the disciplinary action of the Superintendent in the form of a three day suspension without pay be sustained and that the disciplinary letter which is placed in Mr. Wolf's personnel file be removed after 2 years if there are no further incidents of misconduct.

Separate consideration having been requested for Items 2, 3, and 6C, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—Directors Bills, Lucey, Mallory, 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 O'Connell moved for suspension of Board Rules and adoption of the report.

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.

Item 3 of the report relating to Administrative Appointments and Promotions, having been set aside for separate consideration, Director Small moved for concurrence.

The motion prevailed, the vote being as follows:

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

Temporarily Absent—Director O'Connell—1.

Item 6C of the report relating to Professional Development Activities and the Leadership Academy having been set aside for separate consideration, Director Small had several questions. No vote was taken as this was an informational item.

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:

1. The Board of School Directors approved the creation of the Council on Vocational & Technical Education on September 25, 1991. The Council was to review policies, procedures and proposals for vocational-technical education programs and make recommendations to the Board regarding those programs.

2. Since its inception the Council has worked to develop recommendations which the Board could use in developing the 1992-1993 budget and to develop a planning model for vocational technical education programs which could be used in the future.

3. The Council has met regularly since November 18 to prepare its report, which has been sent to Board members under separate cover. The Council views this report as the first in a series of reports to the Board regarding vocational and technical education.

Your Committee recommends:

1. That the Board accept the report of the Council on Vocational & Technical Education.

2. That the Board consider the specific recommendations in the report for funding vocational and technical education programs during the 1992-1993 budget deliberations.

* * * * *

(ITEM 2) The Superintendent advised your Committee that:

1. At its meeting on November 13, 1991, the Instruction and Community Relations Committee instructed the administration to establish monitoring and evaluation standards for Section 118.153 contracted educational services. The Board further instructed that the report include a performance review of Partnership Schools and revised performance standards which were consistent with existing Board approved educational goals and objectives.

2. Background:

   In recognition of the diverse population that schools serve, Section 118.153 (2), requires that the Milwaukee Public Schools identify and develop a Children At-Risk Plan for pupils who have been absent from school for more than 15% of the number of hours of direct instruction required during that semester, pupils who are parents, or who have been adjudicated delinquent and who are one or more years behind in basic skills or credits earned. Inherent in the programming options available to MPS is the authority to establish compensatory and alternative education programs, including contracted services, for students who have been unable or unwilling to respond to traditional school interventions. Once determined eligible, parents have the option to request that pupils be placed in an Alternative Education Program.

   In the context noted above, MPS Alternative School interventions are but one of many available for at-risk students and is considered only after regular school remedies have been exhausted.

   In this regard, although there are approximately 12,974 at-risk students attending Milwaukee Public Schools, the majority of at-risk students participated in regular school activities. However, during the last academic year approximately 1,424 students were enrolled in alternative education programs, 896 in MPS Administered Alternative Schools and 528 in private and Community Based Partnership Schools. This report will focus on the MPS Partnership School component.

3. Population Profile

   As noted in the national literature, at-risk students are increasingly lacking in material, social and educational resources. This is especially true for at-risk students who are placed in MPS Alternative Education Programs. A rough profile of the student population served by MPS Alternative Schools last academic year reveals that:

   - Sixty percent were male and 40% female, mean age is 17.0
   - Approximately 52% were black, 38% were white; 6% Hispanic and 4% other;
   - Over 81% had fewer than 8 credits, while almost 65% had fewer than 4 credits
   - Approximately 85% of alternative programs for high school students have program entry requirements (e.g., age, credits, sex, reading level, behavior) other than "at-risk."
   - Between 10-15% of the students seeking alternative placements have multiple problems which interfere with successful completion (e.g., independent living single parents, need to generate income, gang related activity.)

4. Partnership Schools Performance Indicators:

Pursuant to Section 118.153 provision, MPS contracts with various community based organizations for the provision of educational services for at-risk students. According to the

1990-1991 MPS annual report on Youth Initiative Programs submitted to the Department of Public Instruction, MPS Partnership school performance is measured on six general indicators (1) Attendance Rate (2) Enrollments (3) Transferred to Other Educational(Positive Outcomes) Programs (4) Retention (Continuing Enrollment) (5) Received Diploma and (6) Negative Termination. Individual Programs were measured against Section 118.153 standards of:

The average daily attendance rate of project participants shall be 70%: All programs met the minimum requirement.

At the end of two (2) semesters of project participation, at least 70% of the students will continue in the project or in school or shall have graduated. All Programs met the minimum requirement.

At least 70% of the participating high school seniors shall earn a high school diploma. Insufficient data to validate senior status.

At the end of two (2) semesters of project participation, at least 70% of the students will have earned at least three high school credits. All programs met minimum requirement.

At least 70% of the participants will show significant achievement gains in reading and mathematics in each semester of the program. Students must make one month gain in reading and math for each month in program.

The average daily attendance of participating students in grades 5-8 will be 90%. One program, Silver Spring (81%) failed to meet the minimum requirement.

At least 80% of the participating students in grades 5-8 will advance to the next grade level.

At least 70% of the parents of participating students in grades 5-6 will participate in parental involvement activities related to the project. Insufficient data to validate.

Table 1
1990-91 EDUCATIONAL PERFORMANCE INDICATORS

PARTNERSHIP PROGRAMS	%Cum. Atten.	# En-Roll.	Trans. MPS	Trans. MATC	Trans. Other	Empl. F.Time	Empl. P.Time	Other Pos.	Other Neg.	Contin uing	Rec'd Diploma
AURORA	*77%	77	0	14	4	0	0	0	53	2	
WEIER				2							
SPECTRUM	85%	67	2	0	0	1	0	5	31	18	
URBAN	78%	50	3	11	2	3	0	2	12	24	2
LEAGUE				2							
CORNERSTONE	81%	53	4	1	1	1	1	3	42	0	
SHALOM	82%	98	1	0	3	1	0	1	5	52	33
SEEDS HEALTH	85%	52	1	2	6	3	0	0	4	32	4
SER-JOBS	81%	64	2	2	5	3	0	1	11	36	5
SILVER SPR.	81%	36	7	1	0	0	0	0	1	28	0
UCC	93%	31	1	0	0	0	0	0	3	27	3
				0							
PARTNERSHIP											67
TOTALS	82.5%	528	21		31	15	2	5	44	325	13%
PERCENTAGES	82.5%	100%	4%	20	6%	3%	4%	9%	8%	62%	
				4%							

Table 2
ACADEMIC ACHIEVEMENT INDICATORS
Percent of Students meeting Academic Goals
(Gains in math and reading equal to the monthly gain for each month enrolled)

PARTNERSHIP PROGRAMS	Reading	Math
AURORA WEIER	*	*
SPECTRUM	84%	84%
URBAN LEAGUE	80%	70%
CORNERSTONE	74%	74%
SHALOM	89%	85%
SEEDS HEALTH	84%	86%
SER-JOBS	75%	75%
SILVER SPRING	71%	75%
UCC	81%	81%

*Not Available

5. RECOMMENDED STANDARDS:

Pursuant to Board directive, MPS Alternative Education Partnership Programs will be measured against revised performance goals and administrative standards. The revised goals will be the same as the system goals adopted by the MPS Board of School Directors for 1990-1995. The following revisions will be incorporated into all future Section 118.153 contracts:

A. Goals

MPS Partnership school performance will be measured on six general indicators (1) Attendance Rate (2) Enrollments (3) Transferred to Other Educational(Positive Outcomes) Programs (4) Retention (Continuing Enrollment) (5) Received Diploma and (6) Negative Termination.

The average daily attendance goal for project participants shall be 90% for High School, 95% for Middle School, and 95% for Elementary School programs.

At the end of two (2) semesters of project participation, at least 90% of the students will continue in the project or in school or shall have graduated. Students in the program must earn enough credits to advance to the next grade level.

At least 90% of the participating high school seniors shall earn a high school diploma.

At the end of two (2) semesters of project participation, at least 90% of the students will have earned at least three high school credits.

At least 90% of the participants will show significant achievement gains in reading and mathematics in each semester of the program. Students must make one month gain in reading and math for each month in the program.

At least 90% of the parents of participating students will participate in parental involvement activities related to the project.

B. Administrative Standards:

Each agency requesting consideration to participate cooperatively with the Milwaukee Public Schools relative to PI 25.05 will meet requirements noted:

1. Partnership Schools must be private, non-profit, non-sectarian agencies located in the school district (s.PI 25.05 (1) (a)).

2. Provide a facility adequate to accommodate a minimum of 25 students and appropriate in structure to meet building code requirements;

3. Ensure that all instruction and pupil support services provided to at-risk students will be staffed by one or more of these methods;

a. Licensed teachers or other licensed school staff personnel certified by the Wisconsin Department of Public Instruction;

b. Persons otherwise licensed to provide the instruction or services;

c. Licensed teachers or other licensed staff personnel who will supervise the instructional program and pupil support services.

4. Describe the alternative program to be offered to at-risk students which will allow them to meet the high school graduation requirements;

5. Provide documentation supporting the fact that the agency has a past history of successfully providing services to at risk youth;

6. Provide documentation supporting the fact that the agency has a past history of successfully working cooperatively with other agencies within the community;

7. Provide documentation supporting the fact that the agency has adequate administrative, program and accounting systems and controls, personnel standards, evaluation procedures and other policies necessary to assure the effective use of funds;

•have an advisory board/committee which represents the interests of program participants;

•comply with all applicable local, state and federal non-discrimination laws.

8. Curriculum modifications and alternative programs to be provided: Each contracting agency will be required to provide full day curriculums. A description of the curriculum modifications and alternative programs to be offered to at-risk students as a part of the process to determine eligibility for participation in the district plan. It should be noted that it will be required that each program be designed to allow students to meet high school diploma graduation requirements.

9. Pupil Evaluation: pupil performance including grading criteria, procedures for granting academic credit, and testing for progress in reading and mathematics skills areas will comply with the district standards relative to grading criteria and granting academic credit. Contracting agencies providing programs which conform to graduation requirements other than those of the Milwaukee Public Schools will be required to submit to the district the set of standards used by that agency to grant academic credit and the grading criteria used to evaluate students performance. These standards for granting credit and the criteria for evaluating student performance will need to be approved by the district.

10. The testing procedures for evaluating progress in reading and mathematics skills areas will be standardized for all contracting agencies with the assistance of the Milwaukee Public

Schools' Department of Educational Research and Program Assessment. Any necessary standardized reading and mathematics achievement tests will be provided to agencies for

administration to each student participating in the program. The resulting data will be submitted to the Milwaukee Public Schools administration to be summarized and reported to the Milwaukee Board of School Directors.

11. Record and report pupil attendance and retention rates: Contracting agencies will be provided with district attendance cards. These cards will enable agencies to keep a daily individual attendance record for each student participant. Additionally, each agency will be required to complete a monthly enrollment and attendance report. Enrollment and attendance information will be sent on a monthly basis to the Milwaukee Public Schools' evaluator who will summarize and report to the Milwaukee Board of School Directors on a monthly basis.

C. Program Records

The Milwaukee Public Schools, through the Department of Alternative Program Monitoring and Development, will provide project coordination, staff inservice and supervision of classes taught by MPS teachers in Partnership Schools. Project evaluation will be conducted with assistance from the Department of Educational Research and Program Assessment.

1. Intake Process

The Milwaukee Public Schools and each service provider will have a clearly stated project participant's application procedure.

The Milwaukee Public Schools will make every attempt to provide program staff with available student records as soon as possible after the student has officially enrolled.

There will be an Individualized Educational Training Plan (IETP) developed by the service provider staff for each participant. A common form will be used by all service providers.

A common testing instrument will be used by all service providers for pre-and post-testing student skills in reading and mathematics.

2. Continuity

The Milwaukee Public Schools will coordinate the intake/certification procedures for the project.

Daily student attendance will be taken and recorded on the standard Milwaukee Public Schools' attendance card.

In high school programs, credit will be awarded to students in the project outposts on the same basis as in the regular Milwaukee Public Schools' high school (72 hours = 1/2 unit).

At each project site, course content provided by MPS teachers (which includes curriculum and materials) will be reviewed by the Department of Curriculum and Instruction, Milwaukee Public Schools' curriculum specialists, along with the Department of Alternative Program Monitoring and Development.

The Milwaukee Public Schools' teacher shall provide direction to non-licensed staff members providing instruction and support services to pupils in the program. Such direction shall include observing the activities of the staff and providing any necessary assistance to ensure that staff services are consistent with MPS' educational standards and policies for the program. The teacher shall also provide instruction to pupils and work cooperatively with other staff members within the guidelines of the approved curricula and under the general supervision of the agency administrator. In addition to providing instruction to meet high school graduation requirements each Partnership School will provide instruction in one or

more of the following

Career exploration and planning, Job shadowing, Instruction designed to prepare a student for a job, Supervised work experience and Occupational training.

3. Fiscal Requirements and Assurances:

a. Reports: Provide reports as required by MPS to fulfill its obligations as a public school district, as well as academic, financial and other program records and reports as requested by MPS for program accreditation, monitoring, payment, and auditing. Reports shall include monthly attendance and academic progress reports to be provided to the staff of the Department of Alternative Program Monitoring and Development.

b. Submit timely request for reimbursement of program costs, as set forth in Appendix C which is attached hereto and incorporated herein by reference, based on a pro-rated annual per pupil cost of $ for middle school pupils and (80% of per pupil cost) for elementary school students. Agency shall not charge any additional tuition or fees to any student or parent for any student enrolled in Agency program under this agreement.

c. Provide a Fidelity Bond to MPS which meets the following qualifications:

i. Employee Dishonesty Coverage - Blanket, with an approved corporate surety, covering any and all officers and employees involved in the handling of funds for this grant, including the direct responsibility for the handling and/or access to funds.

ii. The amount of the bond shall be a minimum of the highest advance planned for the present grant year.

iii. The period of coverage shall be no less than one year, with a discovery period of not less than one year subsequent to cancellation or other termination of the Bond.

iv. The Bond must stipulate that MPS be given 30 days advance notice by the surety prior to making any material change in, or cancellation of the Bond. The advance notice shall be by certified mail.

d. Indemnify and hold MPS, its agents and employees, harmless against any and all claims and demands, actions, and causes of action, damages and claims for injuries or damages of any kind, except those caused by the negligence of MPS employees. This indemnification obligation shall not be reduced in any way by the existence or nonexistence, limitation, amount or type of damages, compensation or benefits payable under worker's compensation laws or other insurance provisions.

e. Assume liability for any costs disallowed to MPS because of violations of provisions in applicable federal and state laws, regulations, and rules. MPS reserves the right to withhold payment under this agreement and/or to terminate this agreement if the subgrantee fails to comply with the provisions of this agreement.

f. Obtain insurance coverage as described below:

Workers Compensation	**Statutory**	
Employers Liability		
Bodily Injury by Accident	each accident	$100,000
Bodily Injury by Disease	each employee	100,000
	policy limit	500,000
General Liability		
Bodily Injury/Property	each occurrence	1,000,000
Damage	general aggregate	2,000,000
	products/completed	

operations aggregated	1,000,000

Personal/Advertising Injury	aggregate	1,000,000
Medical Expense	per person	5,000
Fire Damage	per fire	50,000

To Include

Commercial general liability form
Occurrence coverage
Premises/operations coverage
Products/completed operations coverage
Independent contractors coverage
Contractual coverage which protect the risks assumed in this agreement
Personal injury coverage

g. Provide a certificate of insurance to MPS as evidence thereof, naming MPS as an additional insured with respect to this particular contract except under Agency's workers compensation policy, and provide for a thirty day notice to MPS prior to any change, termination, or cancellation.

h. Expend and account for funds in a manner consistent with the provisions of this agreement. Agency shall account for funds by completing the mutually agree upon annual budget set forth in Appendix A, attached hereto and incorporated herein by reference. Funds shall be expended in accordance with the aforementioned budget.

i. Provide MPS with semi-annual reports reporting budgeted expenses v. actual expenses in the format set forth in Appendix B. A six month report shall be delivered to MPS no later than the last day of the month following the sixth month. The final report shall be submitted within 30 days of the end of the fiscal year. Failure to submit a final report in a timely manner may void any contracts between MPS and Agency for the subsequent school year.

j. Grant MPS or any authorized MPS representative the right to audit Agency's financial records, for a period up to three years following the expiration of this agreement. Agency shall maintain adequate source records, including, but not limited to, invoices, payroll records, time sheets, and receipts. Agency shall use appropriate cash management procedures, so that the public funds dispersed under this agreement are discernible from other funds.

4. Comply with the following assurances:

   a. 42 U.S.C. 2000d et seq., Title IV of the Civil Rights Act of 1964 (prohibiting discrimination on the basis of race, national origin, and color).
   b. All health and safety laws or codes that apply to public schools.
   c. Sec. 118.13, Wis. Stats., Pupil Nondiscrimination.
   d. Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1618 et seq. (prohibiting discrimination on the basis of sex).
   e. The Age Discrimination Act of 1985, 42 U.S.C. §§ 6101 et seq. (prohibiting discrimination on the basis of age).
   f. Sec. 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794 (prohibiting discrimination on the basis of handicap).
   g. Family Education Rights and Privacy Act, 20 U.S.C. § 1232g and Sec. 118.125, Wis. Stats., (regarding protection of pupil records).
   h. The Drug-Free School and Communities Act of 1986, 20 U.S.C. §§ 3171 et seq.
   i. All federal and state constitutional guarantees protecting the rights and liberties of individuals, including freedom of religion, expression, association, against unreasonable search and seizure, equal protection, and due process.

j. Asbestos Hazard Emergency Response Act (A.H.E.R.A.)
k. Americans with Disabilities Act (A.D.A.)

5. In conjunction with MPS, comply with the standards set forth in Sec. 121.02, Wis. Stats. In no event shall Agency receive payment for students not placed by MPS in accordance with this agreement, nor for costs not specifically authorized herein.

Your Committee recommends that MPS Alternative Education Partnership Programs be measured against revised performance goals and administrative standards; that the revised goals be the same as the system goals adopted by the MPS Board of School Directors for 1990-1995; and that the revisions identified above be incorporated into all future Section 118.153 contracts.

Your Committee also recommends that the administrative standards be modified as follows:

B. Administrative Standards:

5. Add "3 years experience as a non-profit organization"

7. Add "Provide a budget which identifies other funding sources."

10. Add "Evaluation will be conducted by an independent outside evaluator every 2 years."

Your Committee further recommends that the following be added to the contract language:

"Failure to make progress on performance outcomes over 2 semesters will result in contract termination."

* * * * *

(ITEM 3) The Superintendent advised your Committee that:

1. The Multi-Unit/IGE School, developed as an innovation in the 1960's, has evolved in MPS to a model that supports and encourages current educational practices. As schools reacted to current research, components of the model evolved to reflect state of the art educational practices. All seven Multi-Unit/IGE schools use the model as a structure which provides for meeting pupil needs, allows for staff collaboration, and supports local initiatives.

2. Although all schools are multi-unit/IGE in structure, each school has developed a focus that reflects the initiatives of that school's staff and community.

Franklin	Multi-Unit/IGE	P-5 Reading and Mathematics
Granville	Multi-Unit/IGE	Multi-Cultural
Lloyd	Multi-Unit	Global Education *(approved in January, 1992)*
Palmer	Multi-Unit/IGE	Early Childhood - High/Scope - P-5
River Trail	Multi-Unit/IGE	Whole Language - Environmental Education Process Science
Thoreau	Multi-Unit/IGE	Comprehensive Health Science Education
Victory	Multi-Unit/IGE	Whole Language - Ungraded K-Primary

3. Through the IGE Council, and also through individual school efforts, the components of IGE have been updated to reflect current educational practices. At the time IGE was developed, behavioral objectives and programmed learning were much in use. As a result, learning was viewed in a linear manner, with students progressing through a set sequence of skills or objectives. This kind of instruction was very orderly, and content was covered in an organized manner. The social interaction of heterogeneous groups was not utilized as much as it is now.

4. Each school has moved toward a more student-centered model, and students are grouped in a variety of ways. Each school is concerned with the effects of labeling and tracking and has

addressed that within the units. The attachment, *New Directions for IGE*, reflects the schools' efforts to update the model.

5. The "above-formula" staffing in the Multi-Unit/IGE schools has allowed the schools to fulfill local school and district initiatives. The teachers serving as unit leaders have facilitated team planning and school planning through the *Instructional Improvement Committee* (IIC). The teachers serving as librarians or media center teachers function in a dual role. They work with students in an instructional role and make it possible for the unit teachers to have common planning time. This collaborative model has brought to fruition many promising practices and initiatives. It has also been a support system for teachers, especially new teachers.

Your Committee recommends:

1. That the Board approve the above changes in focus description.

2. That the Board tentatively approve the staffing structure, with final approval contingent upon the status of all multiunit schools after the budget adoption.

* * * * *

(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 February 12, 1992:

A. Pupil Accounting Reports

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

B. Report on the Lighted Schoolhouse Program - Grand Avenue Middle School

C. Report on the K-12 Teaching and Learning Initiative

D. Report on Planning for Summer School 1992

E. Report on Planning for Adult/Evening High School

F. Progress Report on Project Pivot

Separate consideration having been requested for Items 1, 3, and 4, the balance of the report was adopted,. the voted being as follows:

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

Noes—None.

Item 1 of the report relating to the recommendations regarding 1992-1993 funding of Vocational & Technical Education Programs, having been set aside for separate consideration, Director Lucey moved for concurrence.

The motion prevailed, the vote being as follows:

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

Noes—Director Bills—1.

Temporarily Absent—Director O'Connell—1.

Item 3 of the report relating to the recommendation for approval of changes in the focus description and the staffing structure of Multi-Unit/ IGE schools, having been set aside for separate consideration, Director Mallory moved for concurrence.

Director Lucey made a substitute motion that the Board not make any tentative approval of the staffing, and that this be deferred to the 1992-1993 budget deliberation process.

The substitute motion prevailed, the vote being as follows:

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

Noes—None.

Item 4 F of the report relating to the progress of the PIVOT Project, having been set aside for separate consideration, Director Small had several questions concerning the report.

No vote was needed for the information item.

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 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:

Site 154 addition - bid package three

Concrete

Guenther-Wagner-Johnson; fourth low bidder..... $ 33,971.00

Carpentry

B & D Contractors, Inc.; third low bidder ..... $ 40,960.00

Roofing

F.J.A. Christiansen Roofing Co., Inc.; fourth low bidder ..... $ 35,193.00

Electrical & Telecommunications

Magaw Electric, Inc.; low bidder ..... $ 44,427.00

Installation of Gas Burners

Division 1 - Bell Middle School

Butters-Fetting Co., Inc.; low bidder ..... $ 31,464.00

Locker Replacement Work

Washington High School

Penco Products; second low bidder ..... $ 220,400.00

Boiler Replacement Work

Marshall High School

Wenninger Company, Inc.; low bidder ..... $ 68,150.00

Window Replacement Work

Twenty -Seventh Street School

J.F. Cook, Co., Inc.; low bidder ..... $ 43,959.00

* * * * *

(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:

4 Each Riding Mowers (Facilities & Maintenance)

Reinders Brothers, Inc.; second-low bidder ..... $ 51,416.00

* * * * *

(ITEM 3) Your Committee recommends the following sole source purchases:

Classroom Computers and Software for Auer Avenue School

Apple Computer; 12 Macintosh student learning stations, 1 teacher station,
several peripheral items ..... $ 56,070.00

Computer Specialty Lab for Washington High School

Apple Computer; **1**2 Macintosh classic student stations, 2 Macintosh file servers,
and 2 printers ..... $ 25,287.00

* * * * *

(ITEM 4) The Superintendent and Secretary-Business Manager advised your Committee that:

1. Whereas MPS is required by sec. 119.72, Stats., to contract with private, nonprofit, 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;

2. Learning Enterprise of Wisconsin shall provide:

   Day care facility, licensed under sec. 48.65. Stats., or certified under sec. 48.651, Stats., to serve __11_ FTE children** who are four-years-old by September 1, and/or children who are five-years-old by September 1, who are residents of the City of Milwaukee—75 percent of whom fall into one or more of the following categories:

   A. Children with a parent eligible for day care funds under s. 46.98 (4) (a) 1 to 3, Stats.

   B. Children with a parent in need of child care services under s. 46.98 (4) (a) 4, Stats.

   C. Children with a parent who is a school age parent, as defined under s. 115.91 (1), Stats.

D. Children who have language, psychomotor development, social, behavioral, or educational problems that warrant intervention, as determined by the board, other than children with exceptional educational needs, as defined under s. 115.76 (3), Stats.

Sub-grantee shall be responsible for any recruitment and/or promotion of the program necessary to ensure that the required number of eligible students, as set forth in sec. I above, are enrolled.

Developmental child day care and early childhood education through age 6, at least 10 hours each day for at least 250 days each year. (Children enrolled in the four-year-old kindergarten must be four years old on or before September 1, 1991. Children enrolled in the five-year-old kindergarten program must be five years old on or before September 1, 1991.)

3. The Milwaukee Public Schools will provide a qualified and certificated teacher at the Sub-grantee's site for purposes of providing instructional services to pupils in attendance under this program.

** It should be noted that this number represents slots and some turnover can be expected. Number of students served applies to school year (September-June).

4. The Sub-grantee will reimburse MPS for the total cost of the MPS teacher assigned to the Sub-grantee's site. Such reimbursement shall be in the amount of $38,000.00 and one-half of said amount for .5 teacher ($19,000.00). Payment shall be made to MPS on the following basis:

_X__ Monthly installments in the amount of $1,900.00 will be deducted from monthly payments

5. At no time shall sub-grantee receive payment for seats which were not filled by eligible Milwaukee resident students.

Your Committee recommends that a contract of $37,950.00 be awarded to Learning Enterprise to provide and fill 11 FTE (11 K5's or 22 K4's or a combination thereof).

* * * * *

(ITEM 5) The Secretary-Business Manager advised your Committee that:

1. In the 1990 labor negotiations, the Board and Local 1053 agreed to establish a dependent care assistance program under Section 125 of the Internal Revenue Service code. The Board agreed to pay related start-up and administrative costs which will be more than offset by the savings from the Board's reduced FICA contributions on employees' pre-tax contributions to the program.

2. Under Section 125 of the IRS code, eligible employees are permitted to direct pre-tax dollars to purchase work-related dependent care. The Board is required to adopt a Section 125 Plan Document prior to the implementation of the program May 1, 1992.

3. The savings to MPS from this program increase along with the increase in participation levels. In addition, the program's positive social and financial benefits from the employee's perspective make this an attractive benefit to offer to all MPS employee groups. Thus, the administrative costs were analyzed for vendor selection purposes based on the projected enrollment of 30 employees from Local 1053 AND an anticipated enrollment of 500 employees from all MPS employee groups.

4. Bids were received from four vendors and were narrowed down to two finalists following a review of the proposals. The two finalists are: an affiliated company of Emjay (Milwaukee,

WI) and Voucher Corp. (Lakewood, CA). Their annual fees based on projected enrollment of 30 versus 500 employees as previously explained are as follows:

	LOCAL 1053	ALL MPS GROUPS
	==========	==========
Estimated Participation	30 employees	500 employees
Emjay	$6,496/yr.	$34,370/yr.
Voucher Corp.	$7,404/yr.	$71,240/yr.

Your Committee recommends that the Board sponsor a Section 125 Dependent Care Assistance Plan for Local #1053 and that Emjay be awarded the contract to serve as the administration of the Plan for Local #1053.

* * * * *

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

1. 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.

2. 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 1991-1992 school year indicated that "a study of the provision of health services of students in the Milwaukee Public Schools should be undertaken."

3. 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.

4. 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.

Your Committee recommends that the Board authorize the payment of $40,000 from the I.D.E.A. Health Services Grant (EEN) to cover the services of the nurse consultant from January 2, 1992 through June 30, 1992.

* * * * *

(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 Funds	$523	VCR/Television
Allen-Field	Wisconsin Bell	375	Martin Luther King, Jr. Program
	Wisconsin Bell	1,200	Parent-Teacher Hotline service/set-up
Auer Avenue	School Funds	7,513	Funds for field trips/awards/programs, incentives
Clement Ave.	School Funds	4,000	Copy machine
Doerfler	Doerfler PTO	138	Computer security wrapper
	Doerfler PTO	66	Macintosh computer table
	Doerfler PTO	2,007	Macintosh computer/printer
	Doerfler PTO	123	Computer Card
	Doerfler PTO	230	Apple Drive
Fairview	Fairview School	3,000	6 Used Computers
Fernwood	Fernwood PTA	70	Bookcase
Fritsche	Fritsche PTSA	400	Musical instruments
Hawthorne	Student Reading Program & World Book	382	Books
Kosciuszko	Ms. L.L. Todd	170	VCR Player
Lady Pitts	Peter Brusky & Family	80	Toy Lending Library
Lee	Lee PTO	155	Incentives for Honor Roll Students
	Warner Cable	250	Donation to Head Start Program/Field Trips
Madison	Johnson Controls, Inc.	100	Donation to Close-up Club
Maryland Avenue	Annette Hirsh (artist)	350	Picture (framed)
Middle Schools	Milw. Bucks & Kiwanis Club of Milw.	5,400	Award for most improved attendance
Milwaukee Tech	Fred Jones Pontiac, Inc.	13,989	1991, Pontiac Grant Am
MPS Special Olympics	Wisc. Special Olympics	85	Memorials for John Sullivan
	U.S. Chemical	50	
Pulaski	1941 Pulaski Class Reunion Comm.	350	Scholarship Fund
Pulaski H.S.	Michael Sherman	400	Motorcycle, 1971, Honda
River Trail	River Trail PTO	104	3 Overhead Calculators
	Garth Construction Inc.	75	Calculators
	Wal-Mart Stores, Inc.	250	Rainforest/Science
Siefert School	Apple Works	1,750	Cases of apples/pumpkins/wreaths
Sixty-fifth Street	Miles S. Capron	100	RIF Program
Thoreau	Thoreau PTC	342	Micro Convection oven
	Thoreau PTC	286	Machine to Bind Papers
	Thoreau PTC	200	Buy Incentives
Townsend	Friends of Townsend	500	Support educational efforts for children
Washington	Bill & Maureen Hyman	10,000	Student Awards
Whitman	Mrs. Hess	50	Field Trip Fund
Whittier	Whittier PTO	478	PA AMP, Speaker, Mike
	TOTAL	**$55,541**	

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

* * * * *

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

1. On January 29, 1992, (Proc., p. 483), the Board received a communication from Rev. Walter L. Smith, Pastor of the Newport Missionary Baptist Church requesting the use of Keefe Avenue School for weekly worship services and weekly meetings.

2. Weekly worship services and meetings would be held from 9:00 a.m. to 1:00 p.m. on Sunday; 7:00 to 8:30 p.m. on Tuesday; and 7:00 p.m. to 9:00 p.m. on Friday.

3. Wisconsin Statutes 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."

4. 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 religious groups.

5. Since school facilities are normally not used for school activities on Sundays, there is no conflict for Sunday usage, however the usage of the building on Tuesday and Friday evenings could possibly interfere with school events such as Parent/Teacher conferences and various other school activities.

Your Committee reports having given hearing to a representative of the Newport Missionary Baptist Church.

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

* * * * *

(ITEM 9) The Secretary-Business Manager advised your Committee that on January 29, 1992, the Board of School Directors received a communication from Mr. Donald E. Wales, President of the Wisconsin Association of School Bus Drivers requesting the Board to give hearing to the Association relative to school bus drivers wages paid by bus contractors.

Your Committee reports having given hearing to the members of the Wisconsin Association of School Bus Drivers.

* * * * *

(ITEM 10) The Secretary-Business Manager advised your Committee that on January 29, 1992, the Board received communications from Mrs. Canfield and Ms. Vilums requesting the Board to provide concerned citizens the opportunity to express concerns relative to transportation issues.

Your Committee reports having given hearing to those citizens with transportation issue concerns.

* * * * *

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

1. On January 29, 1992, the Board received a communication from the Community Relations-Social Development Commission requesting that the Milwaukee Public Schools funding for the Community Relations-Social Development Commission be increased from $100,000 to $138,920 for the budget year 1991-1992 and that MPS provide $157,180 funding for the 1992-1993 year.

2. 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, 1991, at the rate of $34,730 and the fourth quarter billing for the three months ended December 31, 1991, at the rate of $34,730 per quarter respectively.

3. During the 1991-1992 budget deliberations, the Board reduced funding for the Social Development Commission from $138,920 to $100,000. Continued payments to the Social Development Commission at a quarterly rate of $34,730 will result in a budget deficit of $38,920.

Recommendation:

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

Your Committee reports having given hearing to representations from the Social Development Commission.

Your Committee recommends that this item be forwarded to the Board out of Committee without a recommendation.

* * * * *

(ITEM 12) The Superintendent advised your Committee that:

1. For at least the last 25 years, MPS has offered boys' golf as an interscholastic sport. Since 1974, girls who have indicated an interest in golf have been allowed to compete on boys' golf teams.

2. Because of severe budget problems, boys' golf and girls' gymnastics were dropped from the interscholastic athletic program for 1991-1992.

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

4. On January 23, Gorden Kress, president of the GMO sent a letter to MPS offering $40,000 to help fund the golf program. This offer is contingent upon MPS funding the remaining $16,000 for the 1992 season and upon permanent reinstatement of golf as an interscholastic sport in MPS.

5. The donation would be for 1992 only and would not be an ongoing subsidy.

Recommendation:

That consideration be given to the offer from the Greater Milwaukee Open.

Your Committee recommends that this item be forwarded to the Board out of Committee without a recommendation.

* * * * *

(ITEM 13) The Superintendent advised your Committee that:

1. Over the past several months, several funds transfers have been effected administratively in order to continue authorized operations, pending approval by the Finance and Facilities Committee:

Transfer from	**Transfer to**	**Justification**
Department of Bilingual Multicultural Education Community Aide 12 months $15,000	Department of Bilingual Multicultural Education Contract Services $10,000 Additional Equipment $5,000	It was necessary to provide for Hmong and Lao translations.
Urban Waldorf School 1.00 teacher $35,000	Urban Waldorf School Consultant Service $35,000	Consultant services used temporarily until a certificated teacher could be found.
High Schools - Systemwide 1.00 teacher $50,765	Office of the Deputy Superintendent 1.00 Teacher - Human Relations Curriculum Develop. $50,765	The position is authorized, but funding for the incumbent was inadvertently omitted from the budget.
African American Immersion Fund - Unallotted $280,781	Martin Luther King, Jr. School .50 Assistant Principal $25,350 1.00 Teacher-Librarian $42,300 .50 Guidance Counselor $21,325 Part time certificated $11,700 Fringe benefits $33,481 Consultants, Field Trips, Car Allowance, Other Expenses, Prepared Materials $146,625	The Board established an unallotted fund in the budget, which the school was to allocate in accordance with its program goals.

2. In addition, the following two transfers are being requested at this time:

Financial Services Part-time Clerical $2,000 Overtime $7,000 Office Supplies $6,000	Financial Services Contracted Services $15,000	A currently vacant position will take until summer to fill through civil service procedures. Backlogs exist in vendor payments, bank reconciliations and various other areas. Savings from various areas will be used to provide temporary help.

Office of the Deputy Superintendent Consultant Services $6,000	Office of the Deputy Superintendent Office Supplies $6,000	The Deputy's budget is supporting three additional offices this year. The budget increase from $3,000 to $4,300 will not be sufficient to support all four offices.

Your Committee recommends that the funds transfers listed above be approved.

* * * * *

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

1. At its meeting of August 31, 1988 (Proc., p. 362), the Board of School Directors authorized the purchase of a Hewlett-Packard minicomputer system for the automation of the Physical Plant Division operations.

2. During the past three years, software has been developed and customized to enable the department to implement Maintenance Management. Maintenance Management software is an on-line system designed to decrease the cost of maintaining facilities and equipment. This interfaces with the Administration Building, sending employee, labor, purchasing, and inventory data required for efficient operation of this department. In addition, funding has been budgeted yearly to provide for this necessary development and any mandatory hardware expansion.

3. The existing system is currently at an operating capacity of 98% with the following applications still to be added or interfaced: hazardous material data sheets, HP Desk Manager (E-mail), connecting drawing and blueprint information to Maintenance Management, automation of repair requisitions from schools, automation of employee time sheet information, and automation of reporting labor to the work order. In addition, numerous problems are arising due to poor system performance. These include delays in entering information into the system; waiting up to 20 minutes; and an increase of report run time 2 to 3 minutes more than it should be. These functions should be performed in less than half the time. An ideal operating capacity for a system of this size is between 70-80%.

4. In anticipation of the need for upgrading of the system, the Department of Facilities and Maintenance Services included funds in its 1991-1992 budget in the amount of $50,000 to enter into a lease agreement for a Hewlett-Packard Series 3000, Model 947 computer. The four-year lease, which has been negotiated with Hewlett-Packard, calls for payments of $50,000 the first year, and $55,606.96 each of the remaining three years subject to annual appropriation of funds by the Board. The lease includes an option to purchase or continue the lease at the end of the four-year period.

5. On January 30, 1992, the proposed lease agreement was reviewed by the Technology Advisory Group (TAG). The group concurred in the need by unanimously recommending approval to enter into this agreement.

6. Approval of the lease agreement will permit continued implementation of the automation activities for the Department of Facilities and Maintenance Services, provide for increased productivity, and increase the ability of the department to respond to the needs of the schools.

Your Committee recommends that authorization be given to the Department of Facilities and Maintenance Services to enter into a four-year lease agreement with Hewlett-Packard Company to provide for continued automation activities subject to annual appropriation of funds by the Board.

* * * * *

(ITEM 15) The Superintendent advised your Committee that:

1. A report regarding safety and security needs in the district has been submitted to the Personnel and Negotiations Committee this month. The report includes the analyses of two consultants retained to review these needs. The administration will be developing a plan, based on these reports, to improve safety and security in our schools, including cost estimates, for consideration in the 1992-1993 budget.

2. While the analysis will not be completed for about a month, it is clear now that a need exists for ten additional safety aide positions. These positions need to be deployed this spring. The administration is therefore requesting that funds be transferred to provide for these ten positions.

3. This authorization is being requested only until the end of the current school year. When the plan is completed, the Board will have the opportunity to review all safety and security requests for next year in the light of a district-wide plan.

Your Committee recommends that $50,000 be transferred from the severance pay account and $50,000 from the sabbatical leave account to fund ten additional safety aide positions through the end of the 1991-1992 school year.

* * * * *

(ITEM 16) 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 13, 1992:

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

B. Statement of Operating Revenues

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$ 541,632,538	$ 10,235,067	$ 551,867,605	$332,389,738	$ 517,878,828	60.2%
Categorically Aided	31,485,309	21,833,420	53,318,729	4,445,095	16,633,901	31.2%
School Nutrition	22,075,595	75,150	22,150,745	2,677,856	9,637,519	43.5%
Construction	8,863,368	9,525,303	18,388,671	483	18,187,073	98.9%
Extension	5,857,258	177,439	6,034,697	201,041	4,834,336	80.1%

C. Statement of Expenses

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Expenditures (2)	Unexpended Balance	Percent Expended
School Operations	$ 541,632,538	$ 10,235,067	$ 551,867,605	$ 290,758,260	$ 261,109,345	52.7%
Categorically Aided	31,485,309	21,833,420	53,318,729	23,581,112	29,737,617	44.2%
School Nutrition	22,075,595	75,150	22,150,745	12,243,908	9,906,837	55.3%
Construction	8,863,368	9,525,303	18,388,671	15,833,842	2,554,829	86.1%
Extension	5,857,258	177,439	6,034,697	3,222,150	2,812,547	53.4%

(1) Represents 1990-91 appropriations carried over to the 1991-1992 fiscal year and board approved transfers during the 1991-1992 fiscal year.

(2) Expenditures included through October 31, 1991 and payrolls through October 25, 1991.

D. Monthly Expenditure Control Report

E. Report on the Status of Recycling Efforts within the District

F. Report on an Award Received by the Frederick J. Gaenslen School

G. Report on the AODA Budget

H. Report on Grants

J. Report on the Utilization of Minority/Women/Disadvantaged Business Enterprise Program for the Second Quarter, Fiscal Year 1991-1992

K. Disparity Study Update Report

Separate consideration having been requested for Items 8, 11 and 12, the balance of the report was adopted, the vote being the same as that preceding.

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

Noes—None.

Item 8 of the report relating to building use permits issued to religious organizations, having been set aside for separate consideration, Director Small moved for the suspension of Board Rules and concurrence. 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.

Item 11 of the report relating to hearing representatives of the Social Development Commission regarding 1991-1992 funding items, having been set aside for separate consideration, Director Small moved for concurrence.

Director Mallory moved to continue to pay the Social Development Commission at the rate previously paid, and that this be reviewed at budget time.

Director Mallory's amended motion prevailed, the vote being as follows:

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

Noes—None.

Item 12 of the report relating to the donation offer of the Greater Milwaukee Open, Having been set aside for separate consideration, Director O'Connell moved to accept the $40,000 and the Board contribute $16,000 to reinstate the 1992 golf program.

Director Sinicki moved a friendly amendment to move Boys' Golf from the title and encourage more girls to take part in golf.

The motion prevailed, the vote being as follows.

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

Noes—Directors Bills, O'Neil—2.

Director Lucey moved to take the contributions from gate receipts from other athletic events.

The motion prevailed, the vote being as follows.

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

Noes—Directors Bills, O'Neil—2.

Board meeting recessed from 10:02 to 10:08 PM.

SPECIAL COMMITTEES

The Secretary-Business Manager presented 13 expulsion orders of the Independent Hearing Panel. Director Small moved to accept the expulsion orders.

The motion prevailed, the voted being as follows:

Ayes—Directors Bills, 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 the Urban Waldorf School PTO regarding a proposal relative to the future of the Urban Waldorf School.

Referred to the Committee on Instruction and Community Relations.

Communication from Jonathan Garber, the SBE Council Member and Teacher, requesting that the Urban Waldorf Program be officially known as the Urban Waldorf Program School.

Referred to Committee on Finance and Facilities.

RESOLUTIONS

By Director Small:

WHEREAS, In the late 1970's, Milwaukee Public Schools developed and implemented several specialty school programs; and

WHEREAS, These specialty school programs are renowned both nationally and internationally; and

WHEREAS, It is perceived that children attending specialty schools are generally successful; and

WHEREAS, In part, traditionally, magnet funds have been obtained and used to supplement various specialty school programs; therefore be it,

RESOLVED, That administration establish and implement an evaluation process whereby a team of central office administrators and school staff would evaluate the school's specialty program to identify those specialty programs with the highest rate of success. Success of specialty programs would be based on various factors; such as, program objectives, enrollment, waiting lists, attendance rates, suspension rates, student retention factors, parental involvement, safety, neighborhood proximity, student GPA, and student results on the 2nd and 5th grade IOWA TEST. Upon identification of those highly successful specialty programs, but no later than October, 1992, Administration would develop a plan and the related timelines to replicate those specialty programs with the highest success rate and fund the specialty program replication initiative, as mush as possible, by making application for magnet funding.

Referred to the Committee on Instruction and Community Relations.

By Director Small:

WHEREAS, On June 26, 1985, the Board of School Directors took action to provide, without charge, high school pupils the use of Board-owned textbooks; and

WHEREAS, During the 1991-1992 budget process the Board of School Directors approved a provision for twenty-five dollar ($25.00) non-refundable textbook fee for all high school students; and

WHEREAS, Parents are expressing concerns relative to the District's decision to waive the nominal $25,00 fee for indigent students; and

WHEREAS, To date, only 25 percent of these parents have remitted the $25.00 fee and the related administrative cost to collect these fees if rising; and

WHEREAS, a nominal charge of $10.00 to all students would result in the same revenues, therefore, be it

RESOLVED, That as part of the current year budget deliberations, administration review the current textbook fee policy and develop alternatives to present to the Board of School Directors.

Referred to the Committee on Finance and Facilities.

By Director Small:

WHEREAS, Each time MPS reports test scores for the children of Milwaukee, it appears that the whole system is failing; and

WHEREAS, Student achievement seems to be particularly low amongst the district minority population; and

WHEREAS, An accurate definition of the problems associated with student achievement in MPS is essential to effectuate improved student achievement; and

WHEREAS, One educational hypothesis suggests the existence of a direct correlation between student achievement and student attendance; therefore, be it

RESOLVED, That the administration conduct a study to test this correlation hypothesis by taking the most recently reported test scores and reporting the accumulative city-wide scores for (1) all students city-wide that have an attendance rate of 95 percent or better as compared to all students city-wide with less than 95 percent attendance, (2) all elementary students city-wide that have an attendance rate of 95 percent or better that have attended their current elementary school since first grade as compared to all elementary students city-wide with an attendance area of 95 percent or better that have not attended their current elementary school since first grade, and (3) all elementary students city-wide that have less than a 95 percent attendance rate that have attended their current elementary school since first grade as compared to all elementary students city-wide with a less than 95 percent attendance rate that have not attended their current elementary school since first grade; and be it

FURTHER RESOLVED, That a report summarizing the results be brought back to the April or May Instruction and Community Relations Meeting.

Referred to the Committee on Instruction and Community Relations.

By Director Mitchell:

WHEREAS, The future will require that students be literate in various technological areas and educational technology has become an integral part of curriculum enhancement efforts; and

WHEREAS, There is an increased need for technology as part of the overall school district management systems; and

WHEREAS, School districts nationwide have developed detailed plans to address all of the various technological needs; and

WHEREAS, There are presently several Milwaukee Public Schools technology initiatives in both the educational and management areas; and

WHEREAS, The District does not currently have an overall plan which integrates these administrative and educational technology initiatives; therefore, be it

RESOLVED, That the administration do a needs assessment of the District's overall technology requirements and prepare a comprehensive educational and management plan to meet these needs.

Referred to the Committee on Finance and Facilities.

By Director Bills:

WHEREAS, Integration can no longer be the sole responsibility of the schools;

WHEREAS, School bussing was presumed to be an interim solution, while other governmental agencies worked for more integrated housing;

WHEREAS, Metropolitan Milwaukee continues to be one of the most segregated metropolitan areas in the country;

WHEREAS, The county board and some county municipalities still have not passed a fair housing policy;

WHEREAS, Only two communities responded to Mayor Norquist's request to consider low income housing several years ago;

WHEREAS, Milwaukee is facing an increase in enrollment and schools are not located where children live;

WHEREAS, Under the settlement agreement, the Center for Integrated Living, in three years, was able to move six Chapter 220 families with eleven children between them to the suburbs, and in doing so, generated $350,000 in revenue;

WHEREAS, Reduced taxpayer support for schools requires cooperation between school districts, other units of government and the private sector, to provide quality education for all children in the metropolitan Milwaukee community; therefore, be it

RESOLVED, That MPS work with the Metropolitan Fair Housing Council, the Board of Realtors, the city, county, state and U.S. Department of Housing and Urban Development, as well as lending institutions to develop a coordinated plan for integrating housing, racially and socio-economically, on a metropolitan basis, and be it

FURTHER RESOLVED, That the plan include a mix of rent assistant and home ownership, and include provisions for maintaining existing integrated neighborhoods, as well as creating new ones on a metropolitan basis.

Referred to the Committee on Instruction and Community Relations.

The Board adjourned at 10:12 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of February 29, 1992

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	349	364		6	577	6	60	55	9		712
K3	380	280		6	358	46	40	189	21		660
PK	127	75			153	4	14	28	3		202
K4	2001	1887		39	2005	139	371	1252	82		3888
K5	4256	4090		95	4745	317	841	2240	108		8346
01	4947	4505		109	5617	336	977	2309	104		9452
02	4309	4102		101	4950	325	838	2105	92		8411
03	4054	3924		78	4630	323	845	2018	84		7978
04	3959	3784		94	4425	289	792	2046	97		7743
05	3896	3666		86	4427	272	750	1956	71		7562
06	3921	3735		96	4590	244	757	1886	82	1	7656
07	3449	3475		90	4161	207	718	1675	73		6924
08	3215	3132		86	3728	171	640	1662	60		6347
09	3913	3772		102	4409	195	759	2148	72		7685
10	3299	3191		74	3518	205	614	2000	79		6490
11	2464	2630		49	2624	160	465	1744	52		5094
12	1762	2102		43	1860	137	331	1454	39		3864
13	4							4			4
Invalid	12	8			8		1	9	2		20
TOTAL	50317	48722		1154	56785	3376	9813	26780	1130	1	99039

Total Active Detached..... 72 (Included above) Total Suburban Transfers—5616

Total Inactive..... 378 (Not included above)

Brown Deer	178	Glendale-River Hills	125	Mequon-	218	St. Francis	120
Cudahy	238	Greendale	248	New Berlin	92	Wauwatosa	830
Elmbrook	228	Greenfield	313	Nicolet	150	West Allis	350
Fox Point	144	Hamilton	56	Oak Creek	314	Whitefish Bay	333
Franklin	346	MapleDale-Indian Hills	83	Shorewood	307	Whitnall	267
Germantown	36	Menomonee Falls	301	South Milwaukee	339		

School	Enrollment	% of Atten	Author Staff	Adm Team	School	Enrollment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1484	79.3	103.0	5.0	Milwaukee Tech	1840	88.1	131.0	4.0
Custer	1103	75.7	78.0	4.0	North Division	940	71.2	99.0	6.0
Hamilton	1691	83.2	111.0	5.0	Pulaski	1503	71.7	102.0	5.0
Juneau	785	82.9	60.0	3.0	Riverside	1419	86.3	106.0	5.0
King	1178	92.0	73.0	3.0	South Division	1660	72.3	125.0	5.0
Madison	1257	74.9	77.0	5.0	Vincent	1314	77.8	95.0	5.0
Marshall	1165	64.5	80.0	5.0	Washington	1546	80.7	114.0	5.0
MHS of the Arts	758	87.6	60.0	3.0	TOTAL	19643	79.3	642.0	33.0
MIDDLE SCHOOLS									

Audubon	900	88.9	63.0	3.0	Parkman	487	86.8	47.0	3.0
Bell	877	86.8	64.0	3.0	Robinson	517	92.9	39.0	2.0
Burroughs	924	89.0	63.0	3.0	Roosevelt	681	92.4	49.0	2.0
Edison	851	87.6	67.0	3.0	Sarah Scott	646	85.9	52.0	3.0
Fritsche	972	89.4	66.0	3.0	Sholes	827	86.2	59.0	3.0
Fulton	607	80.2	47.0	3.0	Steuben	886	91.0	60.0	3.0
Grand Ave.	694	88.1	52.0	3.0	Walker	830	86.3	58.0	3.0
Kosciuszko	739	85.2	58.0	3.0	Webster	938	90.2	63.0	3.0
Lincoln	525	85.6	43.0	2.0	Wright	767	90.7	60.0	
Morse	1140	94.0	67.0	3.0					
Muir	916	86.1	67.0	3.0	TOTAL	15724	88.4	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	389	91.7	18.2	1.0	Keefe Av.	609	90.1	38.3	2.0
Allen Field	1015	93.0	53.5	2.0	Kilbourn	414	89.4	23.0	1.0
Auer	612	93.0	39.0	1.5	Kluge	559	92.4	31.5	1.5
Barton	582	93.7	27.0	1.5	LaFollette	616	90.0	40.3	2.0
Brown St.	552	93.9	36.0	2.0	Lancaster	606	93.5	29.0	1.5
Browning	455	91.4	23.3	1.0	Lee	610	90.1	36.2	2.0
Bruce	541	91.5	28.1	1.5	Lincoln Av.	665	90.4	30.5	1.5
Bryant	580	90.7	30.5	1.5	Lloyd St.	568	92.9	33.0	1.5
Burbank	564	90.0	23.8	1.5	Longfellow	642	92.6	32.0	1.5
Burdick	522	88.0	30.0	1.5	Lowell	297	89.3	11.9	1.0
Carleton	502	91.3	23.6	1.0	MacDowell	523	93.1	26.0	1.5
Cass	574	90.0	37.1	2.0	Manitoba	370	95.3	31.5	2.0
Clarke	473	95.1	30.4	1.5	Maple Tree	530	93.1	24.0	1.5
Clemens	433	90.9	23.2	1.0	Maryland Av.	339	92.2	20.2	1.0
Clement	460	92.0	21.5	1.0	McNair	317	91.3	17.0	1.0
Congress	480	93.2	22.9	1.5	Golda Meir	239	95.8	14.7	1.0
Cooper	408	90.9	21.5	1.0	Mitchell	771	90.5	34.5	2.0
Curtain	335	93.0	18.2	1.0	Morgandale	592	93.5	26.8	1.5
Doerfler	674	92.5	31.5	1.5	Multilingual	323	90.5	21.0	1.0
Douglass	258	95.6	14.4	1.0	Neeskara	408	94.9	29.0	1.0
Dover	623	90.9	29.0	1.5	Ninety-fifth	333	91.1	17.1	1.0
Dr. King	515	91.4	33.8	1.5	Palmer	590	90.0	42.1	2.0
Eighty-eighth	368	92.8	18.2	1.0	Parkview	383	94.2	19.5	1.0
Eighty-first	461	91.7	20.8	1.0	Phillip	329	90.4	18.7	1.0
Eighty-second	501	95.0	25.5	1.0	Pierce	569	90.8	35.5	2.0
Elm	555	95.2	31.5	1.0	Riley	630	95.7	33.6	1.5
Emerson	265	90.7	15.7	1.0	River Trail	330	91.5	20.5	1.0
Engleburg	506	93.4	27.6	1.5	Seventy-eighth	594	90.0	29.0	1.5
Fairview	535	92.7	32.0	1.5	Sherman	569	94.7	27.6	1.5
Fernwood	451	89.5	28.0	1.5	Siefert	591	90.7	36.2	1.5
Fifth-fifth	499	93.8	23.8	1.0	Silver Spring	354	88.2	19.2	1.0
Fifty-third	389	91.3	20.2	1.0	Sixty-fifth	370	91.8	17.5	1.0
Forest Home	943	91.1	47.5	2.0	Sixty-seventh	324	92.3	15.9	1.0
Franklin	554	93.0	41.0	1.5	Starms	323	90.3	17.1	1.0
Fratney	356	93.0	18.7	1.0	Story	506	93.3	33.9	2.0
Gaenslen	679	88.3	55.0	2.0	Stuart	334	92.9	18.0	1.0
Garden Homes	494	92.5	29.1	1.5	Thirty-eighth	564	95.4	26.7	1.5
Garfield	433	93.2	26.3	1.0	Thirty-fifth	351	91.3	14.4	1.0
Garland	363	86.9	14.4	1.0	Thirty-first	490	93.5	28.8	1.5
Goodrich	425	92.6	22.0	1.0	Thirty-seventh	529	90.4	31.1	1.5
Grant	605	92.6	27.3	1.5	Thoreau	735	91.6	33.0	1.5
Grantosa	615	92.1	34.5	1.5	Thurston Woods	295	90.4	12.9	1.0
Granville	448	91.7	26.5	1.0	Tippecanoe	228	93.3	13.5	1.0
Green Bay Av.	562	92.8	30.3	1.5	Townsend	518	94.8	21.5	1.0
Greenfield	401	95.0	18.0	1.0	Trowbridge	361	91.0	19.2	1.0
Hampton	596	91.6	30.0	1.5	Twenty-first	603	95.9	39.0	1.5
Happy Hill	519	92.1	24.3	1.5	Twenty-seventh	653	91.8	39.0	2.0
Hartford	582	94.8	31.7	2.0	Urban Waldorf	315	89.8	20.0	1.0
Hawley	326	92.0	16.4	1.0	Victory	471	95.3	28.5	2.0
Hawthorne	393	91.6	18.0	1.0	Vieau	598	91.7	36.0	2.0
Hi-Mount	451	93.3	24.5	1.0	Wheatley	700	95.3	40.5	2.0
Holmes	708	88.2	46.9	2.0	Whitman	458	90.3	23.5	1.0
Hopkins	797	89.6	48.5	2.0	Whittier	203	96.2	8.4	1.0
Humboldt Park	573	93.0	30.0	1.5	Wisconsin Av.	684	92.5	31.0	2.0
Irving	694	90.1	38.5	2.0	Zablocki	616	91.8	31.0	1.5
Kagel	390	94.4	24.2	1.0	TOTAL	55493	92.1	3033.4	151.5

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
					OTHER SCHOOLS				
Craig	98	69.4	13.0	1.0	Manitoba Ortho.	100	91.0	.0	.0
Demmer	70	70.5	6.0	1.0	Mitchell Alt HS	107	55.7	11.0	1.0
Hayes	107	56.1	15.5	1.0	Pleasant View	147	82.3	16.0	1.0
Kilmer	234	86.2	17.5	1.0	Sixty-eighth	208	67.3	15.0	1.0
Lady Pitts	220	61.2	15.5	1.0	Stay	81	70.9	4.0	1.0
Lapham Park	179	74.7	10.0	1.0	Commun. Based	969		22.0	.0
Lavarnway	43	93.1	3.0	1.0	TOTAL	2563	73.0	148.5	11.0
					MPS TOTAL	93423	88.3	5739.9	287.5

SUPERINTENDENT'S MONTHLY REPORT as of February 29, 1992
EXCEPTIONAL EDUCATION PROGRAM
ETHNIC SUMMARY

System Totals	Amer. Indian Prim	Amer. Indian Sec	Black Prim	Black Sec	Asian Prim	Asian Sec	Hispanic Prim	Hispanic Sec	White Prim	White Sec	Other Prim	Other Sec	Total Prim	Total Sec	Program Total
Learning Disab.	44	2	2036	14	21	0	309	2	905	11	32	0	3347	29	3376
Emotion. Dist.	24	0	1325	44	2	0	109	2	492	26	25	1	1977	73	2050
Autistic	0	0	73	5	1	0	4	1	48	0	1	0	127	6	133
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	1	39	36	1	0	6	8	16	32	0	1	63	78	141
Physically Hdcp.	5	0	240	113	13	4	54	10	174	119	7	6	493	252	745
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	3	0	77	26	13	3	18	3	84	19	12	0	207	51	258
Mentally Ret.	10	3	1218	210	16	8	129	29	378	102	12	6	1763	358	2121
Speech/Languag	39	21	1952	1273	49	35	256	212	1086	663	40	40	3422	2244	5666
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par. Disability Total	126	27	6960	1721	116	50	885	267	3183	972	129	54	11399	3091	14490
Ethnic Totals	153		8681		166		1152		4155		183		14490		

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN MARCH 16, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 6:11 PM.

Present—Directors Lucey, O'Connell, O'Neil, Sinicki, and President Mitchell—5.

Absent and excused—Directors Bills, Johnson, Mallory, and Small—4.

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

March 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 on Monday, March 16, 1992, 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) 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.

SUZANNE M. LUNDIN
Secretary-Business Manager

REVISED MEETING PURPOSE

Director Lucey moved that the Board retire to executive session for the purpose of discussing litigation matters and considering negotiations 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 6:14 PM.

The Board adjourned from executive session at 7:35 PM.

RONALD J. VAVRIK

Acting Assistant Secretary-
Business Manager

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN MARCH 17, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 6:47 PM.

Present—Directors Johnson, Lucey, Mallory, O'Connell, Sinicki, and President Mitchell—6.

Absent and excused—Directors Bills, O'Neil and Small—3.

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

March 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 on Tuesday, March 17, 1992, at 6:30 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of the continued performance evaluation of the Superintendent and the Secretary-Business Manager.

The Board may retire to executive session pursuant to Section 19.85 (1)(c), Wisconsin Statutes to deliberate the matter of the Superintendent's and Secretary-Business Manager's evaluations and may reconvene in open session for possible discussion and action.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director Johnson moved that the Board retire to executive session for the purpose of the continued performance evaluation of the Superintendent and the Secretary-Business Manager.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Mallory, O'Connell, Sinicki, and President Mitchell—5.

Noes—None.

Voting "Present"-Director Lucey—1.

The Board retired to executive session at 6:49 PM.

The Board adjourned in executive session at 10:24 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS MILWAUKEE, WISCONSIN MARCH 23, 1992

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

Present—Directors Lucey, O'Connell, Sinicki, Small, and President Mitchell—5.

Absent and excused—Directors Bills, Johnson, Mallory, and O'Neil—4.

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

March 19,1992

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, March 23, 1992, at 6:00 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of 1) considering the performance evaluation of the Secretary-Business Manager and 2) discussing the power, duties and the reporting relationship of the Secretary-Business Manager position.

The Board may retire to executive session pursuant to Section 19.85 (1)(c), Wisconsin Statutes to deliberate the matter of the Secretary-Business Manager's evaluation and may reconvene in open session for possible discussion and action on other matters noticed.

This meeting immediately precedes a special 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 retire to executive session for the purpose of 1) considering the performance evaluation of the Secretary-Business Manager and 2) discussing the power, duties and the reporting relationship of the Secretary-Business Manager position.

The motion prevailed, the vote being as follows:

Ayes—Directors O'Connell, Sinicki, Small, and President Mitchell—4.

Noes—None.

Voting "Present"—Director Lucey—1.

The Board retired to executive session at 6:14 PM.

The Board adjourned from executive session at 8:25 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 25, 1992

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:12 PM.

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

Absent and excused—Director O'Neil—1.

Prior to the business of the meeting, Director O'Connell was presented a plaque for 20 years of service by the Wisconsin Association of School Boards.

SECRETARY-BUSINESS MANAGER'S COMMUNICATIONS

March 25, 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; City of Milwaukee Public Schools and Robert Fulton Middle School, filed by Nathaniel D. Rothstein, attorney, on behalf of Loucis Ray, a minor, and his mother, Clementine Hervey, for injuries allegedly sustained by Loucis Ray at the Robert Fulton Middle School on February 20, 1990.

   Claim is made in the sum of $31,809.

2. Notice of Injury and Claim for Damages against the City of Milwaukee Public School Board, filed by James C. Mentkowski, attorney, on behalf of Harold Pavleckovich, a minor, and his mother, Mary Pavleckovich, for injuries allegedly sustained by Harold Pavleckovich at the Mitchell Street Elementary School on September 5, 1991.

   Claim is made in the sum of $100,000, for Harold Pavleckovich and in the sum of $45,000, for Mary Pavleckovich.

3. Notice of Claim against the Office of the Secretary-Business Manager, Milwaukee Public Schools and the Board of School Directors, filed by Linda S. Quartaro, attorney, on behalf of Darryl Thomas who allegedly sustained personal injuries, reputational damages and other damages as an employee of the Milwaukee Public schools beginning March 13, 1991.

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

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

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)

Director Bills moved to concur with the recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of February 5, 1992, through February 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. 20791 to 24531, inc.

Payrolls (net withholdings).....	$17,500,357.53	
Accounts	38,875,456.93	
		$56,375,814.46

CONSTRUCTION FUND

Accounts, Voucher nos. 1323 to 1395, inc.	$ 324,395.25

EXTENSION FUND

Payrolls and Accounts, Voucher nos. 765 to 856, inc.

Payrolls (net withholdings).....	$ 252,946.79	
Accounts	486,213.23	
		$ 739,160.02
TOTAL		$ 57,439,369.73

The accounts marked with an asterisk are final payments on building contracts, which will be paid after they have been approved by the Board.

The accounts were allowed, the vote being as follows

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

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 employees, the Superintendent and the Secretary-Business Manager presented a joint report to your Committee recommending the following appointments, promotions, changes in status, and returns from leaves, effective as of the dates indicated:

APPOINTMENTS

Name and Assignment	Position and Salary	Increment Date
Nathaniel Berry School Safety	School Safety Aide $7.45/hr.($10,966.40/yr.) (Replacement for resignation)	02-10-92
Joe Games, Jr. School Safety	School Safety Aide $7.45/hr.($10,966.40/yr.) (Replacement for resignation)	02-10-92

PROMOTIONS

Jeffrey Brauch Fac. & Main.	School Engineer I $26,466.18/yr.	02-16-92
Sharon Cunningham Fac. & Main.	Sheet Metal Worker (from Apprentice) $19.37/hr.($38,740.00/yr.)	02-03-92
Janice Lesniewski Sarah Scott	Food Service Mgr. III $14,067.79/yr.	01-16-92
Angela Miller Bruce	Food Service Mgr. II $12,958.71/yr.	01-16-92
Perry Nelson	School Engineer I	02-16-92

Fac. & Main.	$24,254.62/yr.

Arlene Roberts Hawthorne	Food Service Mgr. I $12,669.24/yr.	02-11-92
Mary Sherwood Philipp	Food Service Manager II $12,666.91/yr.	01-16-92
Gerald Streng Fac. & Main.	School Engineer I $27,571.96/yr.	02-16-92
Bruce Widowski Fac. & Main.	Laborer Chargeman $15.93/hr.($31,860.00/yr.)	02-03-92

CHANGES IN STATUS

Linda Guajardo Purchasing Serv.	Clerk Typist I $15,138.50/yr.	02-10-92
Mary Matovich Fac.& Main.	School Secretary I $24,798.80/yr.	02-24-92

RETURNS FROM LEAVE

Teresa Brzezinski EESSC	School Secretary I $21,965.06/yr.	02-03-92
Kathleen Russell Keefe	School Secretary I $18,240.44/yr.	02-25-92

* * * * *

(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 September 12, 1991, and September 24, 1991, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Deborah A. Russ English	B	23,113	0	09-16-91
	Effective between November 29, 1991, and December 11, 1991, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Nancy A. Peterson Elementary	B	24,268	1	12-10-91
(r)	Douglas A. Smith Elementary	B	23,113	0	12-09-91

Effective between December 12, 1991, and December 24, 1991, inclusive under suspension of Section 3.12(4) of the Board's rules:

(nr)	Renee L. Dassow Elementary	B	23,113	0	12-16-91

Effective between December 25, 1991, and January 6, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:

(r)	Justine B. Clamor Kindergarten	B	25,424	2	01-02-92
(nr)	Mary C. Clark Kindergarten	B	28,891	5	01-02-92
(nr)	Rhona S. Schnoll Elementary	B	26,580	3.5	01-06-92

Effective between January 20, 1992, and February 1, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:

(r)	Raysa M. Castillo Bilingual Math	B	23,113	0	01-27-92
(nr)	Thomas F. Cavanaugh Upper Elementary	B	23,113	0	01-28-92
(r)	William B. Giese Elementary	B	23,113	0	01-27-92

Effective between January 20, 1992, and February 1, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:

(nr)	Peter J. Hirt Upper Elementary	B	23,113	0	01-27-92
(r)	Patricia A. Horigan Upper Elementary	B	23,113	0	01-27-92
(nr)	Cami L. Janzen Upper Elementary	B	23,113	0	01-27-92
(nr)	Peggy K. Lane M.R.	B	23,113	0	01-27-92
(nr)	Julie E. Larson Elementary	B	23,113	0	01-27-92
(nr)	Charon K. Lohman E.D.	B	24,268	1	01-21-92
(nr)	William R. Loss Science	B	23,113	0	01-27-92
(r)	William P. Mosiman BF Science/Biology	B	28,891	5	01-27-92

(r)	Kathleen L. Murphy Science	B	23,113	0	01-27-92
(nr)	Kristine A. O'Flyng L.D.	BB	24,268	0	01-27-92
(r)	Robin H. Rafaelidys Upper Elementary	B	23,113	0	01-28-92
(r)	Danielle J. Ramseur Upper Elementary	B	23,113	0	01-27-92
(r)	Larry Seigle Bilingual English/Reading	B	23,113	0	01-27-92
(r)	Martin H. Volk Science/Biology	B	23,113	0	01-27-92
(r)	Suzanne M. Wagner Upper Elementary	B	23,113	0	01-27-92
	Effective between January 20, 1992, and February 1, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	JoAnn H. Weizenicker Upper Elementary	B	23,113	0	01-31-92
(r)	John A. Welk Social Studies	B	23,113	0	01-27-92
	Effective between February 2, 1992, and February 14, 1992, payroll:				
(r)	Miriam R. Tangle EC:EEN	B	23,113	0	02-11-92
	Effective between February 15, 1992, and February 27, 1992 payroll:				
(r)	Vera N. Rogers Elementary	B	27,735	4	02-17-92
(nr)	Ines M. Smrz Spanish	B	23,113	0	02-17-92

(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 classification indicated, effective upon assignment following approval by the Board:

ADMINISTRATIVE APPOINTMENTS AND PROMOTIONS

(r) Kathleen Bloom	Curriculum Specialist Urban Youth Initiatives Department of Alternative Program Monitoring and Development	Schedule III, Range 11a $66,265
(r) Karen Salzbrenner	Writer/Editor Office of Public Information	Schedule III, Range 9a $43,343

(r) Resident

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(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:

Dona Palmer	Multilingual Academy	January 27, 1992

Maternity Leave, to June 15, 1992:

Sherry Siebers	Neeskara	February 28, 1992

Sabbatical Leave, to June, 1993:

Doris Hansen	Riverside	August, 1992
Gwendolyn Jackson	Thoreau	August, 1992
Katharyn Kominiarek	Fratney/Douglass	August, 1992
Benson Loomis	Palmer	August, 1992
Mary Moffett	Edison	August, 1992
Annie Oliver	Riverside	August, 1992
Rebecca Trayser	Fratney	August, 1992

Study Leave, to June 15, 1992:

Isabel Coriano	Multilingual Academy	January 29, 1992

Study Leave, to June, 1993:

Cynthia Dill	On leave	August, 1992

Extension of leave for illness, to June 15, 1992:

Patricia Barth	On leave	January 27, 1992

Extension of leave for personal, to January, 1993:

Bernice Towns	On leave	January 27, 1992

* * * * *

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

RESIGNATIONS

James G. Burk	Elm	06-15-92
Cheri L. Damkoehler	Lincoln M.S.	02-21-92
Lewis V. Frye	Morse	06-15-92
Anne E. Heinrich	South Division	02-14-92
Linda L. Johnson	On Leave	02-06-92
Fern E. Kiehm	Barton	06-15-92
Leroy G. Krotts	Vincent	06-15-92
Debra K. Kuepper	Sholes	01-28-92
Linda Mayer	Grantosa	02-28-92
Laura K. Moldenhauer	Grant	02-21-92
Jane M. Moran	21st St.	01-27-92
Susan J. Palmieri	Riley	02-14-92
Jacquelyn A. Redmond	Wausau EE & SS Ctr.	02-14-92
Jacquelyn M. U'Ren	Dover	06-15-92
Marga L. Vann	On Leave	01-06-92
Karen Wylie	On Leave	01-20-92
Susan B. Wucinski	On Leave	02-03-92

* * * * *

(ITEM 6) The Superintendent advised your Committee that:

1. 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.

2. 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 1991-1992 school year indicated that "a study of the provision of health services of students in the Milwaukee Public Schools should be undertaken."

3. As a result of the study, it was determined that a nurse supervisor and three nursing assistants should be identified to assist in providing health services to EEN students with special health care needs served in regular education settings within the Milwaukee Public Schools.

4. An I.D.E.A. grant was developed and funded. The nurse supervisor has been hired. The grant further stipulates that three nursing assistants will be hired to perform delegated nursing tasks for EEN students with special health care needs under the direction of the MPS nurse supervisor.

5. Project monies to support the three positions are provided in the grant.

Your Committee recommends that the Board authorize three nursing assistant positions to be funded under the I.D.E.A. Health Service Grant.

* * * * *

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

1. The Board approved the labor contracts with the ASC on August 28, 1991 and PAMPS on February 6, 1992.

2. These labor contracts permitted employees covered under another employer's health plan to elect a cash payment in lieu of enrolling in the MPS health plan.

3. It was the intent of these labor contracts to continue the tax exempt status of the MPS health plan contributions by complying with IRS Section 125 regulations.

4. Section 125 requires that the Board adopt a plan document which more clearly outlines the Board's intent to continue the tax exempt status of employer health plan contributions.

5. The Section 125 plan documents have been reviewed and approved by the City Attorney. The document is included with the Committee minutes.

6. To clarify the Board's intent as a result of recent questions from the ASC, this Section 125 Plan is not intended to conflict with any negotiated benefit levels.

Your Committee recommends that the Board approve the Milwaukee Public Schools Section 125 Plan Document for ASC and PAMPS.

* * * * *

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

1. At its meeting of August, 1976 (Proc., pp. 34-325), the Board adopted the recommendation that: "The Board President be empowered to enter into interdistrict pupil transfer agreements with other school districts on behalf of the Board."

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

3. A summary of the agreements is provided:

MILWAUKEE PUBLIC SCHOOLS INTERDISTRICT TRANSFER AGREEMENT
SEATS TO BE MADE AVAILABLE
COMPARISON OF AGREEMENT GOALS TO CONTRACTS
SCHOOL YEARS 1991/1992 AND 1990/1991

Districts with Five Year Goals:

District	1992-1993 Settlement Agreement Goals	Seats Made Available 1991/92	Seats Made Available 1992/93
Greendale	309	BPA	351
Shorewood	227	320	303

BPA = Board Previously Approved

Districts with Annual Goals:

District	1992-1993 Goal	1992-1993 Seats Made Available Per Contract
Glendale-River Hills	78	121

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
Hamilton	70	70	90	90

Your Committee recommends that the 1991-1992 Chapter 220 inter-district pupil transfer agreements for the school districts of Hamilton and Shorewood and the 1992-1993 agreements for the school districts of Glendale-River Hills, Greendale, Hamilton and Shorewood be approved.

* * * * *

(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 meeting of March 16, 1992:

A. Report on Discharge of a Tenured Employee.

B. Affirmative Action Report.

C. Report on ED Teacher Certification.

D. Report on the Professional Development School Program.

E. Report on Administrative Inservice.

* * * * *

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

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

Noes—None.

Item 8 of the report, relating to the approval of Chapter 220, having been set aside for separate consideration, Director Mallory moved for concurrence. The motion prevailed, the vote being as follows:

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

Noes—Director Johnson—1.

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:

At its meeting on February 26, 1992 (Proc., p. 544-545), the Board referred the following resolution, which was introduced by Director Small, to the Instruction and Community Relations Committee:

WHEREAS, In the late 1970's, Milwaukee Public Schools developed and implemented several specialty school programs; and

WHEREAS, These specialty school programs are renowned both nationally and internationally; and

WHEREAS, It is perceived that children attending specialty schools are generally successful; and

WHEREAS, In the past, traditionally magnet funds have been obtained and used to supplement various specialty school programs; therefore be it,

RESOLVED, That administration establish and implement an evaluation process whereby a team of central office administrators and school staff would evaluate the school's specialty program to identify those specialty programs with the highest rate of success. Success of specialty programs would be based on various factors; such as, program objectives, enrollment, waiting lists, attendance rates, suspension rates, student retention factors, parental involvement, safety, neighborhood proximity, student GPA, and student results on the 2nd and 5th grade IOWA TEST. Upon identification of those

highly successful specialty programs, but no later than October, 1992, Administration would develop a plan and the related timelines to replicate those specialty programs with

the highest success rate and fund the specialty program replication initiative, as much as possible, by making application for magnet funding.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that the resolution be adopted and that administration develop and bring back to Committee next month a research design which identifies the various evaluation factors as well as a plan to establish and implement the evaluation process.

* * * * *

(ITEM 2) The Superintendent advised your Committee that:

1. At the February meeting of the Instruction and Community Relations Committee of the Board of School Directors, the administration was requested to develop proposed policy guidelines for use by the Board in considering the establishment of ethnic focus schools.

2. The following policy guidelines are submitted for the Board's consideration:

Policy Guidelines

The Board of School Directors of Milwaukee Public Schools will consider the following guidelines in reviewing a proposed ethnic focus school:

1) Does the proposed ethnic focus school meet present integration policies?

2) Would the school displace existing student population?

3) Does the school meet the academic needs of all the students attending the school?

4) Does the ethnic focus school proposal have data and documentation of needs and parental and community interest for the establishment of the school?

5) Will the materials and curriculum developed in the ethnic focus school benefit the whole district's multicultural goal through the establishment of a resource center?

6) Will students in the present school and new students adhere to district student assignment policies by choosing the ethnic focus which has been set for the school?

7) Will at least 55% of the available seats in each grade level be reserved for eligible students residing in the attendance are?

8) Will the non-attendance area student enrollment be at or below 45% of the total school enrollment?

9) Will the ethnic focus curriculum be developed prior to the opening of the school?

10) Will the assignment of school staff take into consideration staff members' support of the ethnic focus of the school, and will staff be assigned prior to the opening of the school?

11) Have adequate funds been allocated for staff development?

12) Are parents and students choosing the an ethnic focus school well informed about the specialty of the school?

13). Is the proposed ethnic focus school in compliance with the *Milwaukee Public Schools Student Nondiscrimination Policy*, which is as follows:

It is the policy of the Milwaukee Public Schools that no person be denied admission to any public school in this district or be denied participation, the benefits of, or be discriminated against in any curricular, extra-curricular, pupil service, recreational, or other program or activity because of the person's sex, race, national origin, ancestry, creed, religion, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional or learning disability or handicap as required by S.118.13 Wisconsin Statute. This policy includes, but is not limited to the following: standards and rules of behavior, including student harassment, disciplinary measures, suspensions, expulsions, acceptance of gifts, scholarships, aid, benefits, services to students, instructional library, media materials, selection, testing, evaluating and counseling students, facilities, opportunities for participation in athletic programs or activities, and food-sponsored services/programs. This policy also prohibits discrimination as defined by Title IX of the Education Amendments of 1972 (sex), Title VI of the Civil Rights Act of 1964 (race and national origin), and Section 504 of the Rehabilitation Act of 1973.

3. These guidelines have been sent to the Office of the City Attorney for review, with a request for an opinion in time for the March 25, 1992, meeting of the Board of School Directors.

Recommendation:

That the Board approve the proposed policy guidelines regarding the establishment of ethnic focus schools.

Your Committee recommends that this item be forwarded to the Board out of Committee without a recommendation.

* * * * *

(Item 3) The Superintendent advised your Committee that:

1. At its meeting on February 26, 1992 (Proc., p. 544), the Board referred a communication from the Urban Waldorf PTO to the Instruction and Community Relations Committee.

2. The Committee received a proposal regarding the future of the Urban Waldorf School. The PTO is requesting the Committee give hearing regarding the proposal. The proposal has been made part of the minutes of your Committee's meeting of March 16, 1992.

Your Committee reports having given hearing to the Urban Waldorf School PTO and other interested parties.

* * * * *

(ITEM 4) The Superintendent advised your Committee that:

1. The City-wide Montessori planning council is requesting that the Board consider expanding the number of seats available in Milwaukee Public Schools for the Montessori program.

2. The request is made based on the success of the program with all students, including African American male students, and on the waiting lists at the two existing Montessori Schools, Greenfield and MacDowell.

3. The Committee received a report from the Montessori planning council providing additional information and suggested options for expanding Montessori education. The report has been made part of the minutes of your Committee's meeting of March 16, 1992.

Your Committee reports having given hearing to the City-Wide Montessori Council and other interested parties.

* * * * *

(ITEM 5) The Superintendent advised your Committee that:

1. At the Instruction and Community Relations Committee meeting on January 15, 1992, a request was made to study the possibility of doing a one-year and a five-year Follow-up Study of our graduates.

2. Our current follow-up study takes place approximately nine months following graduation and is conducted with the assistance of business volunteers. Waiting for three more months to make it a one-year follow-up would pose no problems.

3. A five-year study would be more difficult, as the number of respondents would be greatly reduced. The result would very probably be a minimal response from which no valid conclusions could be drawn.

4. If the Board would like a five-year study, the staff in each high school could be requested to contact the students, or a representative sample, from that school each year for five years. The students would be told that they would be contacted and asked to inform the school of any address changes. The Office of Guidance and Career Education, the Department of Educational Research, and the Department of Information Systems would be involved in the wording of the questions, the format, and the data entry concerns.

Your Committee recommends that administration conduct a one-year follow up study.

* * * * *

(ITEM 6) The Superintendent advised your Committee that:

1. At its meeting on February 26, 1992 (Proc., p. 545-546), the Board referred the following resolution, which was introduced by Director Small, to the Instruction and Community Relations Committee:

> WHEREAS, Each time MPS reports test scores for the children of Milwaukee, it appears that the whole system is failing; and
>
> WHEREAS, Student achievement seems to be particularly low amongst the district minority population; and
>
> WHEREAS, An accurate definition of the problems associated with student achievement in MPS is essential to effectuate improved student achievement; and
>
> WHEREAS, One educational hypothesis suggests the existence of a direct correlation between student achievement and student attendance; therefore be it

RESOLVED, That the administration conduct a study to test this correlation hypotheses by taking the most recently reported test scores and reporting the accumulative city-wide scores for (1) all students city-wide that have an attendance rate of 95% or better as compared to all students city-wide with less than 95% attendance; (2) all elementary students city-wide that have an attendance rate of 95% or better that have attended their current elementary school since first grade as compared to all elementary students city-wide with an attendance rate of 95% or better that have not attended their current elementary school since first grade; and (3) all elementary students city-wide that have less than A 95% attendance rate that have attended their current elementary school since first grade as compared with all elementary students city-wide with a less than 95% attendance rate that have not attended their current elementary school since first grade; and be it

FURTHER RESOLVED, That a report summarizing the results be brought back to the April or May Instruction and Community Relations Committee meeting.

2. First semester data for the 1991-1992 school year indicates that there is definitely a relationship between student attendance and grades at the high school level. Similar results would be expected at the elementary level. Spring 1991 test scores indicate a definite relationship between achievement and mobility at all grade levels tested. Information on both studies is attached. The second and third requests in the resolution would be somewhat difficult to do and would require considerable time and effort. It is the administration's opinion that conducting the studies would only reinforce the conclusions we have already come to.

Your Committee reports having given hearing to interested parties.

* * * * *

(ITEM 7) The Superintendent advised your Committee that:

1. The Textbook Adoption Rules (2.07) provide that each year at the meeting of the Instruction and Community Relations Committee, prior to the regular March Board Meeting, the Superintendent shall report the subject areas for which adopted texts have been in use six years or more and may be discontinued at the end of the following school 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.

2. In accordance with Board Rule 2.07, Textbook Adoptions, the procedures listed below are implemented following Board action with respect to opening subject areas for textbook adoption study.

   - Principals and teachers are notified.

   - Publishers are notified.

   - Nominations and expressions of interest in serving on Textbook Evaluation Committees for the various subject areas are obtained.

   - Textbook Evaluation Committees are appointed.

   - Textbook Evaluation Committee members are inserviced on selecting materials to promote multiculturalism and deep thinking.

- Textbook Evaluation Committees establish criteria for evaluating materials, based on the most recent literature and research related to instruction in that area. They obtain and evaluate

available materials, meet with publishers' representatives, and solicit reactions and assistance from other teachers, department chairpersons, curriculum committees, etc.

- Textbook Evaluation Committees formulate recommendations with respect to the subject area and the materials under evaluation for possible adoption. Textbook evaluation committees may exercise a number of options in their recommendations. They may recommend: a single adoption, a multiple adoption, adoption of other materials and media in addition to or in lieu of texts, or no adoption. They may recommend delaying adoption pending further study.

- Recommendations from the Textbook Evaluation Committees are reviewed by the Director of 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 1992-1993 school year.

Your Committee, in accordance with the Textbook Adoptions Rules (2.07), recommends that the subject areas listed below be opened for textbook adoption:

High School

BUSINESS EDUCATION
Recordkeeping

FAMILY AND CONSUMER EDUCATION
Parenthood Education
Career Decision Making
Employment Skills
Family Health Issues
Introduction to Health Occupations

FOREIGN LANGUAGE
Spanish Levels 3-5

MATHEMATICS
Geometry
Algebra

SOCIAL STUDIES
Justice and You

TRADE AND TECHNOLOGY EDUCATION
Architectural Drafting
General Building Construction

Middle and Elementary School

ART - K-8

FAMILY AND CONSUMER EDUCATION - Middle School

MUSIC - K-8

SCIENCE - K-5 and 6-8

* * * * *

(ITEM 8) The Superintendent advised your Committee that:

At its meeting on February 26, 1992 (Proc., p. 546-547), the Board referred the following resolution, which was introduced by Director Bills, to the Personnel and Negotiations Committee:

WHEREAS, Integration can no longer be the sole responsibility of the schools;

WHEREAS, School bussing was presumed to be an interim solution, while other governmental agencies worked for more integrated housing;

WHEREAS, Metropolitan Milwaukee continues to be one of the most segregated metropolitan areas in the country ;

WHEREAS, The county board and some county municipalities still have not passed a fair housing policy;

WHEREAS, Only two communities responded to Mayor Norquist's request to consider low income housing several years ago;

WHEREAS, Milwaukee is facing an increase in enrollment and schools are not located where children live;

WHEREAS, Under the settlement agreement, the Center for Integrated Living, in three years was able to move six Chapter 220 families with eleven children between them to the suburbs, and in doing so, generated $350,000 in revenue;

WHEREAS, Reduced taxpayer support for schools requires cooperation between school districts, other units of government and the private sector, to provide quality education for all children in the metropolitan Milwaukee community; therefore, be it

RESOLVED, That MPS work with the Metropolitan Fair Housing Council, the Board of Realtors, the city, county, state and U.S. Department of Housing and Urban Development, as well as lending institutions to develop a coordinated plan for integrating housing, racially and socio-economically, on a metropolitan basis, and be it

FURTHER RESOLVED, That the plan include a mix of rent assistance and home ownership, and include provisions for maintaining existing integrated neighborhoods, as well as creating new ones on a metropolitan basis.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that MPS convene a meeting with the Metropolitan Fair Housing Council, the Board of Realtors, Realties, the city, county, state and U.S. Department of Housing and Urban Development to begin discussions relative to the development of a coordinated plan for integrating housing, racially and socio-economically on a metropolitan basis. The discussion would include a mix of rent assistance and home ownership, and include provisions for maintaining existing integrated neighborhoods, as well as creating new ones on a metropolitan basis.

* * * * *

(ITEM 9) Your Committee reports having received informational reports from the Superintendent on the following matters; these reports have been made a part of the minutes of your Committee's meeting of March 16, 1992:

A. Pupil Accounting Reports.

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

B. Update on Plans for Opening the Milwaukee Education Center.

C. Progress Report On Summer Recreation Enrichment Camps.

Separate consideration having been requested for Items 1, 2, 5 and 8, the balance of the report was adopted,. the voted being as follows:

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

Noes—None.

Item 1 of the report, relating to the hearing regarding specialty programs, having been set aside for separate consideration, Director Mallory moved for adoption.

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 of the report, relating to proposed policy guidelines relative to the establishment of ethnic focus schools, having been set aside for separate consideration, Director Mallory moved for concurrence with the Administration's recommendation. 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 5 of the report, relating to conducting a one year graduate follow-up study having been set aside for separate consideration, Director Small moved for adoption.

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 8 of the report, relating to Milwaukee Public Schools working with other organizations to develop a plan fort integrated housing on a metropolitan basis, having been set aside for separate consideration, Director Small moved for concurrence. The motion prevailed, the vote being as follows:

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

Noes—Director Lucey—1.

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 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:

SITE 154 ADDITION - BID PACKAGE 3A

Masonry

Marino Construction Co., Inc.; low bidder. . . . . .$ 138,419.00

HVAC

Total Comfort of Wisconsin, Inc.; low bidder . . . . . .$ 79,925.00

* * * * *

(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:

4 Each Tractors (Facilities & Maintenance)

Dairyland Equipment, Inc.; third-lowest bidder . . . . . $ 40,443.24

* * * * *

(ITEM 3) Your Committee recommends the following sole source purchases:

Computer Lab for Green Bay Ave. School

Apple Computer; 26 Apple IIe student stations and 3 printers . . . . . $ 26,964.00

Classroom Computer Lab for Kosciuszko Middle School

Apple Computer; 30 Macintosh LC student stations, a file server, and various peripheral items . . . . . $ 41,557.00

* * * * *

(ITEM 4) The Secretary-Business Manager advised your Committee that:

1. The Milwaukee office of Towers Perrin has provided actuarial and consulting services on MPS Health and welfare plans for the last two years. This firm provided actuarial services during thelast round of labor contract negotiations.

2. MPS historical cost and benefit design data has been loaded on Towers Perrin's automatedsystem for use in actuarial cost projections and benefit design analysis, cost of which has beenincurred by MPS. Should MPS select another firm to provide these services, it would incur additional consulting fees for another consultant to become conversant on MPS plans.

3. Towers Perrin has demonstrated considerable experience in the health and welfare area. Theirfees for actuarial services have consistently proven to be at or under those of firms withcomparable experience.

4. The account executive at Towers Perrin who is responsible for servicing the MPS account has remained on the MPS account since inception. Services rendered to date by the account executive has included pricing benefit design changes, assisting in establishing benefit design strategies, costing of union demands related to MPS health and welfare plans, and writing health and welfare plan documents.

5. For services rendered in the current budget year, Towers Perrin has charged MPS approximately $24,155 on several separate projects. It is anticipated that MPS will require additional services in support of upcoming labor negotiations and that the total fees paid to Towers Perrin will exceed $25,000 for the current budget year. To ensure compliance with Board policy, this matter is being brought to the attention of the Board for action at this time.

Your Committee recommends that authorization be given to retain the Milwaukee office of Towers
Perrin as the sole source for actuarial consulting services on MPS health and welfare plan issues in support of union negotiations for labor contracts expiring in 1992.

* * * * *

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

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
C & I	DLM Publishers	$1,500	Inservice
Fritsche	PTSA	400	Computerized Message Sign
	PTSA	675	Field Trip
	PTSA	1,480	RIF/Completion Social
	PTSA	500	Apple Computer
	PTSA	610	School Banner/Show Case
Grant	Suzanne Schicantek	100	Rainforest Envir. Project
Grantosa	PTA	270	Drying Rack
	PTA	460	School field trip
	PTA	800	Public Address System
Greenfield	PTA	650	School use
	PTA	1,500	Materials & Supplies
	PTA	625	Reference Books/Camping Trip

Hawley	Sams Club	500	Developing & maintaining a prairie
	Electric Power Company	500	Developing a Prairie

Hawthorne	School Fund	3,231	Audio Equipment
Hayes Alter.	Drew Kanyer	200	Zenith 19" Color TV
Hi-Mount	Johnson Wax	700	Science Equipment
Irving	PTC	680	Carts for overhead project.
	PTC	1,200	Field Trip
	PTC	350	Phy Ed. Equipment
	PTC	265	Binding Machine
	School Fund	600	Books & Cassette Tapes
Lady Pitts	Kiwanis Club	160	Honor Luncheon
Lowell	School Fund	100	RIF Books
	McDonald's	100	RIF Books
	PTO	905	Spirit Day for students and staff
	PTO	145	Refrigerator
Marshall	School Fund	514	Trophies & Awards
Mitchell	PTA	1,618	Apple Laser writer
Morse	Freda Johnson	200	Chris Brown Memorial Fund
MPS	T. J. Hall Co.	200	Mentor Fund
MPS	Green Bay Public Schools	400	Students Against Violence Program
Pleasant View Alter.	Henri's Food Products	90	School use
	PTO	626	School use
Sarah Scott	PTO	110	School use
	PTO	500	Reading Materials
	PTO	600	Classroom materials
Sixty-fifth St.	PTA	2,229	Check/Binders
South Division	Bill Kay	115	Blinds/curtains
Stuart	PTA	1,000	School use
Tippecanoe	PTA	2,000	Carpeting for 5 Classrooms
Townsend	Friends of Townsend	2,000	Library Books
	School Fund	1,578	3 VCRs & Hand held calculators
	School Fund	3,200	Books & Software
Twenty-Seventh St.	Nadine Siegman	38	2 Garment Racks
Victory	PTA	1,875	Materials for class
	PTA	400	Materials for class
Vincent	Super Steel Products	300	Sheet Steel
	Johnson Kart Mfg. Co.	450	Center Frame of go-kart
Washington	J.C.Penny Company	5,000	Trust Computer
Whitman	PTA	1,565	Laminating Machine/2 sets of Cultural Posters
Zablocki	PTO	2,100	Copy Machine
	Total	**$47,914**	

* * * * *

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

1. Members of the Wisconsin Landscape Contractors Association have been working with the principal, Dr. Theadoll Taylor, and several staff members of Muir Middle School to develop a plan of renovating the courtyard of the school as an environmental learning center for the students. The renovation project would involve grading of the courtyard, laying brick, gravel and stone, planting trees, shrubs and plants emulating various forms of vegetation (prairie land, woodland, edible plant area and wetland area). In addition, a small fish pond would be installed to add to the aesthetic appearance of the overall project.

2. The entire plan is based on donations. Members of the Wisconsin Landscape Contractors Association. will be donating a portion of the vegetation and landscaping materials. Funding has been applied for through the Wisconsin Environmental Educational Aid Board and the Helen Bader

Foundation. The school's PTO will be donating the funds for the pond. Dig-It will be providing the grading of the courtyard area. The overall costs of the project is estimated at $34,000.

3. Inasmuch as this project is being proposed as an educational experience, it is the desire of the school staff involved to have students from Muir and Vincent High School do the labor for the landscaping and planting of the materials. In addition, the staff at Muir has stated that they would like to enter into an agreement with the Milwaukee Area Technical College to have the students enrolled in landscaping courses participate in the project.

4. While this project can be viewed as an opportune educational experience, the administration has a number of concerns pertaining to this project which must be answered prior to Board approval. These concerns include: a) who will supervise the renovation project; b) the safety of students without professional supervision; c) liability issues pertaining to student involvement; d) requirement of cooperative agreement with the Milwaukee Area Technical College including a waiver of liability as it may pertain to their involvement in the project; and e) maintenance of the area especially, the pond.

5. With respect to the various concerns, further discussion must take place with all parties involved to insure that a clear understanding exists as to each participants responsibility to the project.

Your Committee reports having given hearing to concerned parties in order to address the administration's concerns.

Your Committee recommends that 1) authorization be given to modify the courtyard at Muir Middle School in accordance with approved plan subject to compliance with all codes and inspection of all work by appropriate staff of the Department of Facilities and Maintenance Services in addition to experienced staff of the Milwaukee Public Schools Agri-business Program and the co-ordinator of the landscaping program at the Milwaukee Area Technical College; 2) that an appropriate cooperative agreement be drafted between the Milwaukee Public Schools and the Milwaukee Area Technical College relative to this project; and 3) the Board accept the gifts from the Wisconsin Landscape Contractors Association and Dig-It respectively.

* * * * *

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

1. At its meeting on February 26, 1992 (Proc., p. 544), the Board referred a communication from the staff of the Urban Waldorf Program School to the Finance and Facilities Committee.

2. The communication states that the "staff of the Urban Waldorf Program School would like to make a formal request to have our school be officially known as the URBAN WALDORF PROGRAM SCHOOL. Parents, students and staff were almost unanimous in this choice of a name."

Your Committee recommends that the school be known as the Urban Waldorf School.

* * * * *

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

1. The K-12 Teaching and Learning initiative calls for designing appropriate student assessment at the school and system levels. Professors Mary Diez and Peter Murrell of Alverno College have worked closely with Milwaukee Public School on this issue, and a contract was issued to Alverno College for them to conduct a one-credit course on assessment. The course was held in February - March, 1992. The contract was for $20,200 for 101 MPS staff members from 26 Milwaukee Public Schools to attend the course.

2. In order to serve additional schools, Alverno College has agreed to hold the course a second time in Spring, 1992. Funds are available in the K-12 budget for this purpose.

3. The continuation of the contract exceeds the Board's authorized limit for an annual contract; therefore Board approval is needed to extend the contract.

Your Committee recommends that the extension of the contract with Alverno College for approximately $20,000 be approved.

* * * * *

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

1. The Board of School Directors has provided the Lady Pitts Program for School Age Parents since 1968. For the past ten years, approximately 350 students have been served per year in this program. In May, 1990, the Board approved the five year plan for "Adolescent Pregnancy Prevention and Intervention for School Age Parents" as a working document. The Lady Pitts Program is one component of this plan.

2. Since 1983, there have been efforts by staff in the Department of Alternative and Vocational Education to expand support to school age parents district wide, including on-site child care services (by private providers) at South Division, Washington, and Lady Pitts. The child care services, appropriate course work, counseling, and supportive services, are components of the comprehensive program plan for school age parents in Milwaukee Public Schools.

3. The additional staffing positions at each high school, which are part of the District-wide School Age Parents Program, are reimbursable under EEN funding—School Age Parents Program.

4. The reopening of the Lincoln Downtown Educational Center as Lincoln Middle School of the Arts in the Fall, 1991, requires the relocation of the Lady Pitts Program. A committee was formed by the Board to locate and recommend a new site for the 1992-1993 school year.

5. The committee is considering the possibility of moving the Lady Pitts School Age Parent Program to Pleasant View School. Preliminary discussions have been held with the principal of Pleasant View and the assistant principal of Lady Pitts, as well as with the leadership of the Exceptional Education Task Force and with other staff members.

6. A major reason for moving the program to a site such as Pleasant View, rather than contract this program to an outside agency, is that this would allow MPS to more closely regulate the program and control the environment.

7. A major reason for considering contracting this program to an outside agency is the very critical need for classroom space for MPS students. The at-risk legislation allows us to contract with an outside agency for the a program for school-age parents, and this would provide classrooms at Pleasant View for students who otherwise could not be accommodated in our schools because of lack of classrooms.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that the Lady Pitts program be relocated to Pleasant View School.

* * * * *

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

1. Current Board policy states that "Schools shall not install any type of food or drink vending machine that is intended for student use."

2. A number of principals have requested that this policy be modified to allow the use of vending machines before and after school in order to raise funds for school use. By limiting the times the machines can be used, they would not be competing with the school lunch program.

3. A list of insurance requirements for any vendor who might be chosen to provide MPS with vending machines has been submitted.

Your Committee recommends that 1) the Board policy on vending machines be modified to allow the use of these machines before and after, but not during, the regular school day, subject to the insurance requirements; 2) that these machines stock fruit juices and other healthy foods, 3) that this policy waiver be implemented for a one year trial basis with a report to come back to Committee on how funds raised were utilized; 4) that this policy apply to all high schools and 5) that the Board reserve the right to remove vending machines from schools found to have abused this policy.

* * * * *

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

1. At its meeting on February 26, 1992 (Proc., p. 545), the Board referred the following resolution, which was introduced by Director Small, to the Finance and Facilities Committee:

Whereas, On June 26, 1985, the Board of School Directors took action to provide, without charge, high school pupils the use of Board-owned textbooks; and

Whereas, During the 1991-1992 budget process, the Board of School Directors approved a provision for a twenty-five dollar ($25.00) non-refundable textbook fee for all high school students; and

Whereas, Parents are expressing concerns relative to the District's decision to waive the nominal $25.00 fee for indigent students; and

Whereas, To date, only 25% of these parents have remitted the $25.00 fee and the related administrative cost to collect these fees is rising; and

Whereas, A nominal charge of $10.00 to all students would result in the same revenues; therefore, be it

Resolved, That as a part of the current year budget deliberations, administration review the current textbook fee policy and develop alternatives to present to the Board of School Directors.

2. A review of the textbook fee policy is currently being conducted by the Department of Financial Services in conjunction with the 1992-1993 budget process. The alternatives under consideration range from maintaining the current policy and reducing and/or eliminating the required fee.

Your Committee recommends that the textbook fee policy be reviewed in conjunction with other 1992-1993 budget issues and that the administration provide a recommendation within the 1992-1993 budget based on that review.

* * * * *

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

1. There are currently 5.5 vacant physical therapist positions in Programs for Students with Physical Handicaps. In order to provide mandated physical therapy services to identified students, it has been necessary to contract with private agencies to secure the necessary services.

2. Therefore, it is requested that $50,000 be transferred from the physical therapist account of Programs for Students with Physical Handicaps budget to the contracted personal services account to cover these costs.

Your Committee recommends that $50,000 be transferred from the physical therapist account to the contracted personal services account in Programs for Students with Physical Handicaps.

* * * * *

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

1. On February 13, 1992, a report was provided to the Committee on Finance and Facilities relative to the funding status of the School Operations, Construction, and Extension Funds. In that report it was indicated that several budgets were projected to incur a deficit at year end. Fund transfers are requested at this time to resolve projected deficits in the Pupil Transportation, School Nutrition Services, Department of Human Resource Services, Office of Secretary-Business Manager, and the Board of School Directors budgets.

2. The overall expenditures for contracted pupil transportation services are expected to exceed the budget at year end by approximately $800,000. The major reason for this projected deficit is the expansion of ridership, especially in exceptional education and alternative education. Transportation services are currently being provided to about 3,000 more pupils than were anticipated when the budget was approved. Funds are not available within the department budget for reallocation to accommodate this funding shortfall.

3. School Nutrition Services is projected to incur a deficit in its food supply budget in the amount of about $500,000. This deficit is due to increased food prices and expanded services to approximately 20 community based organizations. In addition, pupil participation has increased by about 3,000 per day over last year. Savings in salary and other supply accounts are expected to largely offset the projected deficit, and overall, the department is expected to operate within its 1991-1992 budget. A request is being made at this time to reallocate funds within the departmental budget to accommodate the supply funding shortfall.

4. The Department of Human Resource Services is projected to incur a deficit of about $50,000 for residency investigations for 1991-1992. The amount of $15,000 was budgeted for this purpose in the 1991-1992 budget. Expenditures to date total $27,000 and additional costs of about $38,000 are anticipated prior to year end. Funding is not available within the department budget to underwrite this additional cost.

5. The Office of Secretary-Business Manager is expected to have over expenditures in the auditing account ($7,000) and in the account for reporting services ($20,000). A total of $48,000 was allocated for auditing services in 1991-1992 and costs are projected at $55,000 at year end. Expenditures for reporting services are expected to exceed the original budget appropriation by about $20,000 due primarily to additional meetings relating to student expulsions, employee disciplinary appeals, and special Board business.

6. The Board of School Directors budget for legal fees is projected to be over expended by about $30,000 at year end. Expenditures for legal fees through the middle of February totaled $86,000 as compared to a 1991-1992 budget appropriation of $90,000. Provision of the additional funds to operate for the remainder of the fiscal year is based on information available at this time.

Your Committee recommends that funds be transferred from the account for Severance Pay ($207,000), Sabbatical Leave ($50,000), Classified Pension ($100,000), Medical Insurance ($150,000), Social Security ($300,000), Utilities ($100,000), and School Nutrition salaries ($500,000) to offset

projected over expenditures in Pupil Transportation, School Nutrition Services, the Department of Human Resource Services, the Office of Secretary-Business Manager, and the Board of School Directors.

* * * * *

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

1. At its meeting on February 26, 1992 (Proc., p. 546), the Board referred the following resolution, which was introduced by President Mitchell, to the Finance and Facilities Committee:

   WHEREAS, The future will require that students be literate in various technological areas and educational technology has become an integral part of curriculum enhancement efforts; and

   WHEREAS, There is an increased need for technology as a part of the overall school district management systems; and

   WHEREAS, School districts nationwide have developed detailed plans to address all of the various technological needs; and

   WHEREAS, There are presently several Milwaukee Public Schools technology initiatives in both the educational and management areas; and

   WHEREAS, The District does not currently have an overall plan which integrates these administrative and educational technology initiatives; therefore, be it

   RESOLVED, That the administration do a needs assessment of the District's overall technology requirements and prepare a comprehensive educational and management plan to meet these needs.

2. On several occasions documents have pointed to a lack of a unified plan for MPS technology to address school, student, and administration needs. In response to the planning shortfall, the school principals in 1988 presented The Report of the Superintendent's Committee to increase the School System's Efficiency and Responsiveness. From these efforts came the Kerry Consulting Group (KCG) Report in December 1989 of eighteen initiatives to address MPS needs and to set a strong instructional support foundation.

3. The process to control the technological initiatives includes the Executive Technology Review Committee, the Technology Advisory Committee, the Information Review Board and the recently formed local Business Advisory Group. The ETRC is in the process of establishing the full power of the Technology Advisory Committee (ITAC) and the Information Review Board. A brief description of each committee and its primary responsibility follows:

   A process for the control of technological initiatives in MPS includes the ETRC, ITAC and the IRB.

   A. Executive Technology Review Committee (ETRC)
      An integral part of the management of administrative and educational technology by providing long-range planning and direction, coordinate data requirements across the school system, set priorities, for the use of technical resources, assist in the establishment of goals and objectives for Information & Technology Services and assess the operational activities of the ITS Department.

B. Technology Advisory Committee (TAC)
User or Advocacy subgroups of the ETRC to provide a channel for reporting problems, prioritizing projects, evaluating proposals, preparing recommendations for the ETRC.

C. Information Review Board (IRB)
User subgroup of the ETRC to function outside of ITS for controlling the proliferation of forms and reports required to meet local, state, and federal reporting requirements.

D. Instructional Technology Advisory Group (ITAG)
Assist the teachers, administrators, staff, and students in defining information technology goals and objectives that are reflective of MPS' needs and urgencies for the immediate budget year and to establish long range instructional technology strategies in concert with overall plans.

Participate by representation in the Executive Technology Review Committee (ETRC) in the evaluation of successful Technology Proposals and set priorities for Technology Proposals overall, district-wide.

The ETRC is in the process of establishing the ITAG and IRB. One TAC has been created and is now a review board for all technology purchase requests over $25,000. Total implementation of this structure with the full confidence and total support of the school district executive management will provide an opportunity for rational, objective management of MPS resources which will insure a planned, deliberate, yet responsive approach to technology and information resources.

Your Committee reports having given hearing to high school, middle school and elementary school principals and staff and other interested parties to address and provide input to the above mentioned plans.

Your Committee recommends that 1) the ETRC and its associate boards and committees develop a master plan encompassing the use of administrative and instructional technology in Milwaukee Public Schools, and 2) that a preliminary report be brought back to the Committee at the April meeting.

* * * * *

(ITEM 15) Your Committee reports having received informational reports from the Superintendent and the Secretary-Business Manager on the following matters; these reports have been made a part of the minutes of your Committee's meeting of March 12, 1992:

A. Monthly Discussion of Facilities Needs and Progress Report On The Capital Improvement Program

B. Statement of Operating Revenues

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$ 541,632,538	$ 10,235,067	$ 551,867,605	$ 33,988,778	$ 517,878,828	6.2%
Categorically Aided	31,485,309	17,603,413	49,088,722	4,445,095	44,643,627	9.1%
School Nutrition	22,075,595	75,150	22,150,745	2,677,856	19,472,889	12.1%
Construction	8,863,368	9,525,304	18,388,672	483	18,388,189	0.0%
Extension	5,857,258	177,439	6,034,697	201,041	5,833,656	3.3%

C. Statement of Expenses

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Expenditures (2)	Unexpended Balance	Percent Expended
School Operations	$ 541,632,538	$ 10,235,067	$ 551,867,605	$ 131,689,674	$ 420,177,931	23.0%
Categorically Aided	31,485,309	17,603,413	49,088,722	9,806,427	39,282,295	20.0%
School Nutrition	22,075,595	75,150	22,150,745	5,421,303	16,729,442	24.5%
Construction	8,863,368	9,525,304	18,388,672	15,383,545	3,005,127	83.7%
Extension	5,857,258	177,439	6,034,697	1,801,003	4,233,694	29.8%

(1) Represents 1990-91 appropriations carried over to the 1991-1992 fiscal year and board approved transfers during the 1991-1992 fiscal year.

(2) Expenditures included through October 31, 1991 and payrolls through October 25, 1991.

D. Monthly Expenditure Control Report

E. Report Of the Elementary Attendance Committee

Separate consideration having been requested for Items 1, 9 and 10, the balance of the report was adopted, the vote being the same as that preceding.

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

Noes—None.

Item 1 of the report, relating to the Award of Contracts having been set aside for separate consideration, Director Mallory moved for concurrence. The motion prevailed, the vote being the same as the preceding:

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

Noes—None.

Item 9 of the report, relating to the relocation of the Lady Pitts Program, having been set aside for separate consideration, Director Mallory moved for concurrence. The motion prevailed, the vote being the same as that preceding:

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

Noes—None.

Item 10 of the report, relating to modification of the Board's policy on vending machines for student use in schools, having been set aside for separate consideration, Director Small moved for concurrence. Director Lucey offered a substitute amendment to add that milk could be sold in the machines, and to add a provision to item 5, that the

contracts with the vendors will provide that they may be terminated for any reason the Board decides on ten days' notice.

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,

SPECIAL COMMITTEES

Secretary-Business Manager presented 13 expulsion orders of the Independent Hearing Panel of the Board of School Directors. Director Small moved to accept the expulsion orders.

The motion prevailed, the voted being as follows:

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

Noes—None.

COMMUNICATIONS AND PETITIONS

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

Communication from the Next Door Foundation requesting the Board's immediate consideration for a fund raiser use of Grand Avenue School on May 2, 1992.

Director O'Connell moved for suspension of Board Rules and concurrence.
The motion prevailed, the voted being as follows:

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

Voting “present”—Director Johnson—1.

Noes—None.

Communication from Ronald L. Richards of Jehovah's Witnesses requesting immediate consideration for the use of Custer High School for religious service on April 17, 1992.

Director Mallory moved to suspend the Board Rules and approve the request.
The motion prevailed, the voted being as follows:

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

Noes—None.

Communication from Mary Gale Budzisz and the Teachers of Craig Alternative School requesting a hearing regarding the Teacher Assistance Program.

Referred to the Committee on Personnel and Negotiations.

Communication from Pastor Chuck Burris of Phema Worship Center requesting use of Sherman Elementary School for worship services.

Referred to the Committee on Finance and Facilities.

Communication from Reid Sorenson, Church of the Latter Day Saints, requesting the use of Allen-Field Elementary School for worship services.

Referred to the Committee on Finance and Facilities.

Communication from Benjamin Watson, Executive Director of the Some Brothers Out to Succeed, Inc., requesting the use of a school gymnasium for a benefit basketball game.

Referred to the Committee on Finance and Facilities.

RESOLUTIONS

By Director Johnson:

WHEREAS, Students in today's society must deal with a variety of complex situations, and

WHEREAS, These complex situations often result in acts of violence, and

WHEREAS, Non-violent conflict resolution is the preferred alternative, and

WHEREAS, Milwaukee Public Schools is responsible to provide students an educational experience that prepares them to meet the social challenges of today's society, therefore, be it

RESOLVED, That the administration develop and implement curriculum strategies designed to teach students non-violent conflict resolution.

Referred to the Committee on Instruction and Community Relations.

By Director Sinicki:

WHEREAS, In December 1991, the Milwaukee Board of School Directors adopted the K-12 curriculum; and

WHEREAS, All Milwaukee Public Schools should be moving towards implementation of the K-12 curriculum; and

WHEREAS, The philosophy of the K-12 curriculum promotes equity, critical thinking skills, anti-biased attitudes, self-respect, and the belief that all children can learn; therefore, be it

RESOLVED, That the administration develop and bring back to the proper Board committee in May 1992, a policy which eliminates the potential for tracking and/or screening of students.

Referred to the Committee on Instruction and Community Relations.

By Director Sinicki:

WHEREAS, Twenty-three out of ninety-one attendance area elementary schools and eight our of twenty-one city-wide elementary schools are wheelchair accessible; and

WHEREAS, Seven out of eleven attendance area middle schools are wheelchair accessible and five out of ten city-wide middle schools are wheelchair accessible; and

WHEREAS, Eight out of ten attendance area high schools and two out of five city-wide high schools are wheelchair accessible; and

WHEREAS, The current student assignment policy does not address children of mobility impaired parents; and

WHEREAS, Parent involvement is one of the key goals of MPS; and

WHEREAS, Mobility impaired parents are often unable to attend school functions; therefore, be it

RESOLVED, That children of permanent mobility impaired parents be given the same considerations in regard to student assignment as those students who are mobility impaired.

Referred to the Committee on Finance and Facilities.

By Director Sinicki:

WHEREAS, The Milwaukee Board of School Directors has made a commitment to the success of School Based Management (SBM); and

WHEREAS, On June 24, 1987, the Milwaukee Board of School Directors adopted the guidelines on SBM; and

WHEREAS, In December 1988, SBM schools were granted waivers from forty-seven Board policies; and

WHEREAS, Many of these policies are being misinterpreted; therefore, be it

RESOLVED, That the Board revisit these policies before the start of the 1992-1993 school year.

Referred to the Committee on Personnel and Negotiations.

The Board adjourned at 9:30 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of March 31, 1992

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	350	362		7	569	6	63	58	9		712
K3	379	272		7	353	46	42	182	21		651
PK	162	88			180	4	20	42	4		250
K4	1989	1873		38	1992	137	365	1248	82		3862
K5	4267	4097		95	4753	325	838	2241	109	3	8364
01	4964	4500		110	5636	337	981	2296	104		9464
02	4313	4105		104	4956	330	842	2094	92		8418
03	4062	3917		78	4631	323	852	2012	83		7979
04	3959	3778		92	4426	291	792	2039	97		7737
05	3887	3659		88	4424	273	749	1941	70	1	7546
06	3919	3721		96	4583	242	758	1879	82		7640
07	3449	3472		89	4159	205	715	1677	76		6921
08	3206	3121		86	3703	172	644	1662	60		6327
09	3867	3753		98	4383	196	744	2127	72		7620
10	3244	3151		74	3455	207	602	1976	81		6395
11	2426	2572		53	2551	158	457	1727	52		4998
12	1750	2082		41	1848	136	319	1451	37		3832
13	4							4			4
Invalid	2	1						3			3
TOTAL	50199	48524		1156	56602	3388	9783	26659	1131	4	98723

Total Active Detached..... 85 (Included above) Total Suburban Transfers—5597

Total Inactive..... 362 (Not included above)

Brown Deer	177	Glendale-River Hills	126	Mequon-	217	St. Francis	119
Cudahy	235	Greendale	245	New Berlin	92	Wauwatosa	830
Elmbrook	224	Greenfield	312	Nicolet	150	West Allis	354
Fox Point	144	Hamilton	54	Oak Creek	315	Whitefish Bay	332
Franklin	345	MapleDale-Indian Hills	83	Shorewood	306	Whitnall	265
Germantown	36	Menomonee Falls	300	South Milwaukee	336		

School	Enrollment	% of Atten	Author Staff	Adm Team	School	Enrollment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1455	79.6	103.0	5.0	Milwaukee Tech	1807	88.6	131.0	4.0
Custer	1089	73.7	78.0	4.0	North Division	906	70.8	99.0	6.0
Hamilton	1658	83.1	111.0	5.0	Pulaski	1484	73.8	102.0	5.0
Juneau	757	83.0	60.0	3.0	Riverside	1408	86.8	106.0	5.0
King	1167	91.5	73.0	3.0	South Division	1600	71.4	125.0	5.0
Madison	1247	75.6	77.0	5.0	Vincent	1296	77.2	95.0	5.0
Marshall	1155	64.5	80.0	5.0	Washington	1535	80.1	114.0	5.0
MHS of the Arts	753	87.4	60.0	3.0	TOTAL	19317	79.2	642.0	33.0
MIDDLE SCHOOLS									

Audubon	904	88.9	63.0	3.0	Parkman	483	87.7	47.0	3.0
Bell	872	86.3	64.0	3.0	Robinson	518	92.9	39.0	2.0
Burroughs	918	89.5	63.0	3.0	Roosevelt	679	92.8	49.0	2.0
Edison	849	87.3	67.0	3.0	Sarah Scott	639	86.0	52.0	3.0
Fritsche	969	90.1	66.0	3.0	Sholes	823	86.4	59.0	3.0
Fulton	606	81.4	47.0	3.0	Steuben	886	91.2	60.0	3.0
Grand Ave.	683	89.0	52.0	3.0	Walker	828	86.0	58.0	3.0
Kosciuszko	742	83.4	58.0	3.0	Webster	935	88.8	63.0	3.0
Lincoln	519	85.4	43.0	2.0	Wright	769	92.1	60.0	
Morse	1137	94.1	67.0	3.0					
Muir	914	85.8	67.0	3.0	TOTAL	15673	88.5	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	393	91.0	18.2	1.0	Keefe Av.	610	90.2	38.3	2.0
Allen Field	1021	92.2	53.5	2.0	Kilbourn	414	89.3	23.0	1.0
Auer	610	91.8	39.0	1.5	Kluge	559	92.1	31.5	1.5
Barton	585	94.2	27.0	1.5	LaFollette	621	91.2	40.3	2.0
Brown St.	561	93.3	36.0	2.0	Lancaster	609	94.2	29.0	1.5
Browning	450	90.7	23.3	1.0	Lee	610	90.9	36.2	2.0
Bruce	544	91.4	28.1	1.5	Lincoln Av.	663	90.4	30.5	1.5
Bryant	572	91.5	30.5	1.5	Lloyd St.	562	93.2	33.0	1.5
Burbank	559	92.0	23.8	1.5	Longfellow	636	93.2	32.0	1.5
Burdick	538	88.3	30.0	1.5	Lowell	295	88.0	11.9	1.0
Carleton	504	93.5	23.6	1.0	MacDowell	522	93.5	26.0	1.5
Cass	567	90.1	37.1	2.0	Manitoba	368	94.5	31.5	2.0
Clarke	476	96.3	30.4	1.5	Maple Tree	523	92.5	24.0	1.5
Clemens	437	91.4	23.2	1.0	Maryland Av.	339	92.4	20.2	1.0
Clement	463	92.4	21.5	1.0	McNair	316	91.2	17.0	1.0
Congress	479	92.1	22.9	1.5	Golda Meir	238	95.5	14.7	1.0
Cooper	407	92.3	24.5	1.0	Mitchell	771	90.5	34.5	2.0
Curtain	339	92.7	18.2	1.0	Morgandale	589	94.1	26.8	1.5
Doerfler	672	92.7	31.5	1.5	Multilingual	325	90.0	21.0	1.0
Douglass	270	94.2	14.4	1.0	Neeskara	406	94.5	29.0	1.0
Dover	625	90.4	29.0	1.5	Ninety-fifth	332	91.6	17.1	1.0
Dr. King	509	90.8	33.8	1.5	Palmer	588	89.4	42.1	2.0
Eighty-eighth	371	93.8	18.2	1.0	Parkview	384	91.7	19.5	1.0
Eighty-first	471	92.3	20.8	1.0	Phillip	331	91.2	18.7	1.0
Eighty-second	499	94.5	25.5	1.0	Pierce	567	91.9	35.5	2.0
Elm	561	95.0	31.5	1.0	Riley	630	91.8	33.6	1.5
Emerson	265	91.7	15.7	1.0	River Trail	332	91.6	20.5	1.0
Engleburg	504	93.7	27.6	1.5	Seventy-eighth	583	91.3	29.0	1.5
Fairview	536	92.0	32.0	1.5	Sherman	570	93.9	27.6	1.5
Fernwood	457	89.1	28.0	1.5	Siefert	582	91.2	36.2	1.5
Fifth-fifth	496	94.4	23.8	1.0	Silver Spring	356	90.7	19.2	1.0
Fifty-third	392	94.8	20.2	1.0	Sixty-fifth	370	90.7	17.5	1.0
Forest Home	950	930	47.5	2.0	Sixty-seventh	332	91.5	15.9	1.0
Franklin	564	93.1	41.0	1.5	Starms	318	91.6	17.1	1.0
Fratney	356	93.9	18.7	1.0	Story	505	93.4	33.9	2.0
Gaenslen	683	88.2	55.0	2.0	Stuart	334	94.3	18.0	1.0
Garden Homes	497	92.7	29.1	1.5	Thirty-eighth	563	95.1	26.7	1.5
Garfield	435	93.9	26.3	1.0	Thirty-fifth	336	89.9	14.4	1.0
Garland	362	90.7	14.4	1.0	Thirty-first	488	94.1	28.8	1.5
Goodrich	426	92.4	22.0	1.0	Thirty-seventh	532	90.3	31.1	1.5
Grant	602	93.1	27.3	1.5	Thoreau	736	91.5	33.0	1.5
Grantosa	613	92.2	34.5	1.5	Thurston Woods	295	89.7	12.9	1.0
Granville	443	91.8	26.5	1.0	Tippecanoe	229	93.2	13.5	1.0
Green Bay Av.	546	93.1	30.3	1.5	Townsend	517	96.0	21.5	1.0
Greenfield	400	96.8	18.0	1.0	Trowbridge	362	90.7	19.2	1.0
Hampton	596	91.7	30.0	1.5	Twenty-first	603	77.8	39.0	1.5
Happy Hill	520	92.2	24.3	1.5	Twenty-seventh	656	91.1	39.0	2.0
Hartford	579	94.1	31.7	2.0	Urban Waldorf	301	97.9	20.0	1.0
Hawley	325	92.0	16.4	1.0	Victory	477	95.8	28.5	2.0
Hawthorne	395	91.5	18.0	1.0	Vieau	602	93.2	36.0	2.0
Hi-Mount	452	93.9	24.5	1.0	Wheatley	703	90.6	40.5	2.0
Holmes	709	88.2	46.9	2.0	Whitman	459	94.8	23.5	1.0
Hopkins	796	89.0	48.5	2.0	Whittier	201	95.7	8.4	1.0
Humboldt Park	579	93.4	30.0	1.5	Wisconsin Av.	694	92.7	31.0	2.0
Irving	687	90.3	38.5	2.0	Zablocki	614	91.4	31.0	1.5
Kagel	385	95.1	24.4	1.0	TOTAL	55491	92.2	3033.4	151.5

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
					OTHER SCHOOLS				
Craig	113	68.5	13.0	1.0	Manitoba Ortho.	105	92.7	.0	.0
Demmer	73	61.8	6.0	1.0	Mitchell Alt HS	98	59.9	11.0	1.0
Hayes	103	58.9	15.5	1.0	Pleasant View	145	79.9	16.0	1.0
Kilmer	257	91.1	17.5	1.0	Sixty-eighth	200	67.5	15.0	1.0
Lady Pitts	228	59.5	15.5	1.0	Stay	86	68.7	4.0	1.0
Lapham Park	186	71.9	10.0	1.0	Commun. Based	1006		22.0	.0
Lavarnway	45	86.4	3.0	1.0	TOTAL	2645	71.1	148.5	11.0
					MPS TOTAL	93126	88.4	5739.9	287.5

SUPERINTENDENT'S MONTHLY REPORT as of March 25. 1992
EXCEPTIONAL EDUCATION PROGRAM
ETHNIC SUMMARY

System Totals	Amer. Indian Prim	Amer. Indian Sec	Black Prim	Black Sec	Asian Prim	Asian Sec	Hispanic Prim	Hispanic Sec	White Prim	White Sec	Other Prim	Other Sec	Total Prim	Total Sec	Program Total
Learning Disab.	42	2	2030	14	21	0	308	2	902	13	33	0	3336	31	3367
Emotion. Dist.	27	0	1335	51	2	0	115	2	498	26	26	1	2003	80	2083
Autistic	0	0	73	7	1	0	4	1	48	1	1	0	127	9	136
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	1	41	38	1	0	6	8	16	33	0	1	65	81	146
Physically Hdcp.	5	0	248	115	14	3	54	11	172	123	7	6	500	258	758
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	2	0	82	27	14	2	16	3	86	18	12	0	212	50	262
Mentally Ret.	10	3	1233	209	14	10	130	29	385	103	11	6	1783	360	2143
Speech/Languag	38	20	1967	1281	50	36	268	210	1081	662	40	40	3444	2249	5693
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par. Disability Total	125	26	7009	1742	117	51	901	266	3188	979	130	54	11470	3118	14588
Ethnic Totals	151		8751		168		1167		4167		184		14588		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 8, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 5:41 PM.

Present—Directors Bills, Johnson, Mallory (5:45 PM), O'Connell, O'Neil, Sinicki, Small (5:50 PM) and President Mitchell—8.

Absent and excused—Director Lucey—1.

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

April 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 5:30 PM on Wednesday, April 8, 1992, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of 1) hearing and evaluating consultant proposals to conduct a study designed to review, evaluate and make recommendations relative to the Milwaukee Board of School Directors' operational structure and procedures and 2) 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) (c), 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.

This meeting immediately precedes the regular monthly Instruction and Community Relations meeting scheduled at 8:00 PM this same evening.

SUZANNE M. LUNDIN
Secretary-Business Manager

Director Small moved that the Board retire to executive session for the purpose of conducting interviews.

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.

The Board retired to executive session at 5:55 PM.

The Board adjourned from executive session at 8:25 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 13, 1992

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

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

Absent and excused—Directors Johnson, Lucey and Small—3.

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

April 3, 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 be held on Monday, April 13, 1992, at 5:30 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering negotiations matters has been relocated to meet in Conference Room 123G, Pulaski High School, 2500 W. Oklahoma Avenue, Milwaukee, Wisconsin.

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 Public Forum on proposed facility standards scheduled at 7:00 PM this same evening.

SUZANNE M. LUNDIN
Secretary-Business Manager

CHANGE IN MEETING LOCATION

Director O'Neil moved that the Board retire to executive session for the purpose of considering negotiations matters.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 6:14 PM.

The Board adjourned from executive session at 7:00 PM.

RONALD J. VAVRIK

Interim Assistant Secretary-
Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 23, 1992

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

Present—Directors Bills, Johnson (6:43 PM), Mallory, O'Connell (7:02 PM), O'Neil, Small and President Mitchell—7.

Absent and excused—Directors Lucey and Sinicki—2.

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

April 16, 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, April 23, 1992, at 6:30 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of discussing and taking action on an award of contract for compensation study. 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

Director Small moved for the Board resolve itself into a Committee of the Whole for the purpose of discussing and taking action on an award of contract for a compensation study.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:41 PM.

The Board rose from the Committee of the Whole at 7:13 PM.

President Mitchell, who acted as Chairman of the Committee of the Whole, reported that the Committee of the Whole had discussed an award of contract for a compensation study.

Director Bills moved that the Board concur in the administration's recommendation that the Wyatt Co. be awarded a contract to perform a compensation study, and that

$7,040 be transferred from the consultant services account in the Deputy Superintendent's office to meet the $47,040 fee for the study.

The motion prevailed, the vote being as follows:

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

Noes—Director Johnson—1.

The meeting adjourned at 7:13 P.M.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 23, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 7:14 PM.

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

Absent and excused—Directors Lucey and Sinicki—2.

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

April 20, 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, April 23, 1992, at 7:00 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of conferring with legal counsel regarding litigation in which the Board is likely to become involved in with the Menomonee Falls School District.

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.

The Board may also convene a subsequent special meeting to consider the matters specified in the notice for that meeting.

SUZANNE M. LUNDIN
Secretary-Business Manager

REVISED MEETING PURPOSE

Director Small moved that the Board retire to executive session for the purpose of conferring with legal counsel.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting "Present"—Director Mallory—1.

Temporarily absent—Director Johnson—1.

The Board retired to executive session at 7:16 PM.

The Board adjourned from executive session at 7:32 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 23, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 7:32 PM.

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

Absent and excused—Directors Johnson, Lucey, Mallory and Sinicki—4.

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

April 20, 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, April 23, 1992, at 7:15 PM in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of conferring with legal counsel relative to litigation in which the Board is likely to become involved in concerning an open meetings law violation complaint

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 (lXg), Wisconsin Statutes.

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

SUZANNE M. LUNDIN
Secretary-Business Manager

Director Bills moved that the Board retire to executive session for the purpose of conferring with legal counsel relative to litigation in which the Board is likely to become involved in concerning an open meetings law violation complaint.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 7:35 PM.

The Board adjourned from executive session.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 23, 1992

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:26 PM.

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

Absent and Excused—Directors Lucey and Sinicki—2.

SUPERINTENDENT'S COMMUNICATIONS

April 23, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

RECOMMENDATIONS REGARDING TEXTBOOK ADOPTIONS-SOCIAL STUDIES

A. Pertinent Facts:

1. At its meeting on April 8, 1992, the Instruction and Community Relations Committee recommended adoption of various textbooks. This item is before the Board this evening as item 4 of the report of the Committee.

2. With respect to the American History textbooks for grades eight and eleven, however, the Deputy Superintendent requested the opportunity to meet personally with the textbook advisory committees to assure that the books were the best available in the area of multicultural education, critical thinking and historical accuracy. Separate meetings with both committees were held Thursday, April 16, 1992.

3. Committee members indicated that at an initial meeting they had received copies of material designed to assist them in screening books, such as copies of the Board's criteria, the Council of Interracial Books for Children's "10 Quick Ways to Analyze Children's Books for Racism and Sexism," and sample scoring ballots which emphasized critical thinking and multiculturalism, and copies of the K-12 goals. In addition, each committee participated in a special inservice designed to assist them in analyzing material for multicultural content and critical thinking.

4. Committee members stressed that the books selected scored the best in multicultural emphasis and critical thinking. Several were passed over that were strong historically but did not have this emphasis.

5. Committee members also emphasized that the books recommended were a new generation of texts. Some have general appeal and some move in different directions. at the eleventh grade, the McDougal Littell book has numerous critical thinking activities at different levels of sophistication and, also, easily lends itself to a humanities approach. The Glencoe text provides excellent historical presentation. The Scott Foresman text most easily lends itself to alternate approaches by the teacher, with collateral materials available to emphasize art or social history. The collateral materials recommended as part of the adoption moves the teacher toward making the text more of a resource than a sole source.

These three texts will provide sufficient depth and scope for the course. Since the Addison-Wesley text originally included is not as comprehensive as these three, the administration has deleted it form the list of recommended adoptions.

6. At the eighth grade level, the texts similarly are multicultural and emphasize critical thinking. The scholastic text is written in a narrative style, a new approach which the committee field tested and met with enthusiastic student response. The chairperson of the 8th grade committee had been a member of the K-12 Goals Committee and provided the meeting with a correlation of the materials with K-12 goals.

   The administration has not made any change in the eighth grade recommendations as originally presented to the Instruction and Community Relations Committee.

7. Copies of the original eighth grade recommendation and the revised eleventh grade recommendation are attached.

8. Both committees emphasized that the texts are infinitely superior to present materials in representing the Board's emphasis. This is particularly true at the 11th grade where the texts are 10 years old.

B. Recommendation:

That the attached texts and supplementary materials be adopted for use in grade eight and grade eleven U.S. History.

Respectfully submitted,

HOWARD FULLER, PH. D.
Superintendent of Schools

Ordered held for condieration with the regular textbook adoptions as found in the Report of the Instruction and Community Relations Committee.

SECRETARY-BUSINESS MANAGER'S COMMUNICATIONS

April 23, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Notice of Claim and Statement of Relief against the Milwaukee Public Schools, filed by Hazel J. Washington, attorney, on behalf of Shawana Gilmore, a minor, and her parents, David and Brenda Gilmore, for injuries allegedly sustained by Shawana Gilmore while participating in school field trip to the YMCA - Central Pool on December 13, 1991.

   Claim is made in the sum of $3,200,000.

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 claim and place it on file. Under the provisions of Sections 119.68 (2) and 893,80 of the Wisconsin Statutes, this disallowance will permit the claimant 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)

Director Small moved to concur with the recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

April 23, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

The Hunger Task Force of Milwaukee has invited the Milwaukee Public schools to endorse the Medford Declaration. The endorsement would be used locally, statewide, nationwide and involve minimum MPS staff time.

The declaration is the result of a drafting committee from U.S. organizations who were concerned about domestic hunger. The drafting committee was convened at Tufts University in Medford, Massachusetts and the end result was the Medford Declaration to End Hunger in the U.S.

The declaration proposes several steps to end domestic hunger:

- Reach every needy child through the school lunch and breakfast program;
- Full utilization of the Women Infants Children (WIC) program;
- Expand food stamp benefits to unemployed households;
- Insure that the elderly receive adequate nutrients; and
- Promote adequate purchasing power to achieve access to a sufficient diet through market-based employment and training programs to build skills and expand jobs, access to child care, earned income tax credits and tax allowances for children.

It is recommended that the Board of School Directors endorse the Medford Declaration.

Respectfully submitted,

SUZANNE M. LUNDIN
Secretary- Business Manager

Director Bills moved to concur with the recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of March 4, 1992, through March 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. 24532 to 27933, inc.

Payrolls (net withholdings)	$17,578,571.58	
Accounts	35,741,594.57	
		$53,320,166.15

CONSTRUCTION FUND

Accounts, Voucher nos. 1396 to 1433, inc.	$ 111,806.13

EXTENSION FUND

Payrolls and Accounts, Voucher nos. 857 to 945, inc.

Payrolls (net withholdings)	$ 236,046.92	
Accounts	273,375.63	
		$ 509,422.55
TOTAL		$ 53,941,394.83

The accounts marked with an asterisk are final payments on building contracts, which will be paid after they have been approved by the Board.

SUZANNE M. LUNDIN
Secretary-Business Manager

The accounts were allowed, the vote being as follows

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

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 employees, the Superintendent and the Secretary-Business Manager presented a joint report to your Committee recommending the following appointments, promotions, changes in status, and returns from leaves, 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
Debra Burton Sarah Scott	Clerk Typist I $12,551.33/yr. (Replacement for transfer)	03-02-92

PROMOTIONS

Rose Audi Neeskara	Food Service Manager I $11,806.56/yr.	02-25-92
Debra Gordon Clarke	Food Service Manager II $12,666.91/yr.	02-20-92
Brenda Pegues Parkman	School Secretary II $22,369.62/yr.	03-30-92
Bonnie Turcotte Robinson	Food Service Manager II $12,666.91/yr.	02-27-92
Evelyn Young Parkman	Food Service Manager II $12,666.91/yr.	02-13-92

CHANGES IN STATUS

Jayne Alberti # Ex. Ed. & Supportive Serv.	Clerk Typist I $15,138.50/yr.	03-09-92
Linda Braun # Maryland/EESSC	Clerk Typist I $7.84/hr.($10,035.20/yr.)	03-09-92
Diane Burgos ** Fifty-fifth	Clerk Typist I $12,551.33/yr.	03-09-92
Edward Dolney # EESSC	Handicapped Children's Asst. $10,524.95/yr.	03-17-92
Shirley Furlough # EESSC	Handicapped Children's Asst. $10,168.20/yr.	03-06-92
Sharon Gerboth °° Vincent	Food Service Manager III $17,714.19/yr.	08-28-91
Patricia Griffin # LaFollette	Clerk Typist I $12,551.33/yr.	02-25-92

Pamela Kuspa * Human Resource Services	School Secretary I $14,944.00/yr.	03-02-92
Heidi Lawhorn # Human Resource Services	Clerk Typist I $15,138.50/yr.	03-02-92
Anthony Newton # EESSC	Handicapped Children's Asst. $10,524.95/yr.	03-17-92
Laura VonEiff ¢ Human Resource Services	School Secretary I $21,965.06/yr.	03-02-92

\# From substitute to regular appointment
** From School Office Assistant
°° Layoff of Food Service Mgrs. per Appendix A, page 34, of Local 150 Contract (Food Service)
* From a 12 month to a 10 month position
¢ From a 10 month to a 12 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)	Thomas O. Albertin Elementary	B	24,268	1	01-31-92
(r)	Jane R. Wisniewski Elementary	B	23,113	0	01-29-92
	Effective between February 2, 1992, and February 14, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(nr)	Teresa A. Owen Elementary	B	23,113	0	02-03-92
	Effective between February 15, 1992, and February 27, 1992, inclusive under suspension of Section 3.12(4) of the Board's rules:				
(r)	Lila A. Disi Upper Elementary	B	23,113	0	02-25-92
(r)	Juvencio Esparza Bilingual Spanish	B	23,113	0	02-17-92

(r)	Lizzie M. Hartwell English/Reading/SS	B	23,113	0	02-25-92
(nr)	Maria T. Wohl Music	B	23,113	0	02-25-92

Effective between February 28, 1992, and March 11, 1992, payroll:

(r)	Linda Lee Aguado Elementary	B	23,113	0	03-03-92
(r)	Nancy M. Docter Elementary	B	24,268	1	03-02-92
(nr)	Patrick D. Gafney Orientation & Mobility Visually Impaired	C	26,117	0	03-03-92
(r)	Amy L. Swendrowski Elementary	B	23,113	0	03-02-92

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

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(ITEM 3) 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:

Jovita Moureau	Kagel	March 13, 1992
Vicky Shelton	78th Street	August 28, 1992

Maternity Leave, to June 15, 1992:

Sharon Kiernan	21st Street	February 20, 1992

Personal Leave, to June 16, 1992:

Kathryn Seynhoven	Parkman	March 30, 1992

Sabbatical Leave, to June, 1993:

Marcia Staum	EE & SS Center	August, 1992

* * * * *

(ITEM 4) The following resignations have been received and accepted by the Superintendent, effective as of the dates indicated:

RESIGNATIONS

Name	Location	Effective Date
Wilma J. Adkins	Browning	06-15-92
Lowell R. Alexander	Milw. Tech.	06-15-92
Bernell Allen	Bay View	06-18-92
Virginia M. Allmann	Whittier	06-15-92
Richard Anderson	Milw. Tech.	06-15-92
Anita H. Apazeller	Townsend	06-15-92
M. Arnold	Thoreau	06-15-92
Joyce M. Banachowski	Hamilton	06-23-92
Marvin L. Bandy	Steuben	06-16-92
Carrie W. Banty	Bay View	06-15-92
Richard C. Barnum	Washington	06-15-92
Ronald H. Bekken	Whittier	06-15-92
Joan H. Blaicher	Sherman	06-15-92
Joseph V. Cardini	Washington	06-15-92
Mario A. Carini	Ex. Ed. &	06-15-92
Dorothy M. Carter	Ex. Ed. & Sup. Srvs.	06-15-92
Karen L. Clark	Townsend	06-15-92
William C. Corbin	Hamilton	06-15-92
Nancy J. Creighton	Allen Field	06-15-92
Malcolm Creighton	Milw Tech	06-15-92
Daniel R. Curran	Burroughs	09-02-92
John J. Czechan	Steuben	06-15-92
Edith S. Davis	Sarah Scott	06-15-92
Charmaine E. Denoyer	Bay View	06-15-92
Dorcas D. Denton	Bryant	06-15-92
Manfred H. Dill	Milw. Tech.	06-15-92
Rose M. Dillard	81st St.	06-15-92
Ronald B. Disch	Bay View	06-15-92
Donald F. Domencich	King	06-15-92
Kenneth F. Ellsworth	Steuben	06-15-92
Fannie R. Embry	Barton	06-15-92
Donald J. Erickson	Doerfler	06-15-92
Norma C. Fisher	Custer	06-15-92
Mary L. Fitzgerald	Elm	06-15-92
Lawrence J. Geib	Burroughs	07-06-92
Renee Goldman	8th St.	06-15-92
Helen A. Gregorski	Sholes	06-17-92
Bennie M. Gunn	Hopkins	06-15-92
Phyllis E. Harvey	Wausau	06-15-92
Emil W. Heid	Burbank	06-15-92
Delia I. Hernandez	Vieau	06-15-92
Richard A. Hinchcliffe	Custer	06-15-92

Mary L. Johnson		Thoreau	06-15-92
Patricia A. Kilbey		Elm	06-15-92
Roberta A. Klaeser		Lincoln M.S.	06-15-92
Robert C. Koeper		Vieau	06-16-92
Jean R. Kopp		Pulaski	06-15-92
Gerald G. Krainer		Siefert	06-15-92
Shashi R. Krishan		Engleburg	06-15-92
Robert J. Krueger		Zablocki	06-16-92
Lorraine Krupske		Allen Field	06-15-92
Elaine Leitinger		Alcott	06-15-92
Doris B. Lincoln		Ex. Ed. & Sup. Srvs.	06-19-92
Anthony F. Lipinski	Milw. Tech.	06-15-92	
Joseph A. Magnino		Victory	06-15-92
Jack I. Marcussen		Grand Ave.	06-16-92
Patrick J. McCarthy	On Leave	06-15-92	
Doris J. McKenzie		Allen Field	06-15-92
Ella B. McKinley		River Trail	06-15-92
Daniel E. McKinney	Vincent	06-15-92	
Robert D. Meerschaert		Bay View	06-15-92
James R. Miller		Social Work Serv.	06-19-92
Joyce C. Miller		Sholes	06-15-92
Monica F. Miller		Story	06-15-92
Phyllis R. Morrison	North Division	06-15-92	
Shirley L. Mueller		Gaenslen	06-15-92
Elsbeth Mundt		Wausau	06-19-92
Ambrose T. Murphy	Vieau	06-15-92	
Robert E. Neels		South Division	06-15-92
Carl A. Nell		Irving	06-16-92
Sally A. O'Neill		Clement	06-15-92
Benjamin Nelson		Hamilton	06-16-92
Donald R. Orlowski	Hamilton	06-15-92	
Margaret W. Patros		Hartford	06-15-92
Ronald M. Pearson		Madison	06-15-92
Betty J. Petersen		Riley	06-15-92
Wayne E. Pierce		Wright	06-15-92
Rex A. Prilliman		South Division	06-15-92
Roger R. Quabius		Vincent	06-15-92
Aquilla M. Ramsey		Hopkins	06-15-92
Evelyn Raskin		38th St.	06-15-92
Maxine D. Rathjen		Hampton	06-15-92
Jeanne C. ReddemanMcNair		06-15-92	
James E. Redding		Pulaski	06-15-92
Miriam Rosenberg		Gaenslen	06-15-92
Ray R. Rozek		Madison	06-15-92
Patricia J. Samson		Story	06-15-92
Helen P. Schmidt		Alcott	06-15-92
Ruth L. Schroeder		Granville	06-15-92
Norman L. Schultz		Hamilton	06-15-92
Pauline M. ShockeyRiver Trail		06-15-92	
Caroline L. SikorskiGreenfield		06-15-92	

Mary J. Skrentny	Whitman	06-15-92
Ellen J. Smith	Engleburg	06-15-92
James G. Spice	Wausau	06-15-92
Barbara R. Stampfl	Maryland	06-15-92
Bettye J. Stark	Stuart	06-15-92
Mary E. Stengel	Parkview	06-15-92
Joseph P. Tarro	Garden	06-15-92
Janet Theodor	Hartford	06-15-92
Lawrence A. Thompson	Hamilton	06-15-92
Mahlon B. Thompson	Burroughs	06-15-92
Bruce R. Thurber	Bay View	06-15-92
Jerome W. Trewyn	Custer	06-15-92
Carol A. Wencka	Grant	06-15-92
Richard G. WilliamsCuster	06-15-92	
Virginia G. Wilson	Alcott	06-15-92
Theodore Zelewski	Milw Tech	06-15-92
Gayle A. Zimdars	Hartford	06-15-92
LaVern B. Zimmermann	Hopkins	06-15-92
Beverly J. Zunker	Vincent	06-15-92

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(ITEM 5) The Superintendent advised your Committee that:

1. As a result of the elimination of the Service Delivery Areas (SDA's) and Community Superintendents, it is necessary to revise the current policies and procedures for filling principal vacancies.

2. The revised procedures to fill principal vacancies maintains the Board's commitment to involve the school community in the selection process. The Superintendent will continue to have the authority, as in the past, to fill a principal vacancy in the best interest of the system when extenuating circumstances exist. A copy of the proposed revised procedures was received by your Committee and accordingly made part of the minutes of your Committee's meeting of April 6, 1992.

3. The only significant change in the revised procedures is the creation of a principal candidate pool during the spring of each year. This pool will be used to fill principal vacancies as they occur for the following school year.

4. The creation of candidate pools will streamline the recruitment and selection process, will be considerably more cost effective, and will provide an on-going list of qualified principal candidates.

5. The administration will take the necessary steps to ensure the candidate pool is balanced with regard to race and gender, consistent with the Board's policy on equal employment opportunity and affirmative action.

Your Committee recommends that the document entitled "Milwaukee Public Schools Policies and Procedures for filling Principals Vacancies" be modified as follows:

INTERVIEW PROCESS, paragraph one, third sentence:

The local school site committee shall be comprised of two regular classroom teachers selected by the building committee, one support staff member (teacher aide, librarian, building engineer, secretary, etc.) selected by the school support staff, two parents selected by the ~~school community organization~~ parent organization, and ~~one community representative~~ a retired principal selected by the Department of School Accountability and Support. The committee as constituted above shall then select a community representative.

FINAL SELECTION DECISION, paragraph two, last sentence:

qualifications with key central office administrators, as deemed appropriate. The Superintendent may select one candidate from the list of finalists and recommend this candidate to the Personnel and Negotiations Committee for appointment or promotion, or reject the finalists chosen by the interview panel and request the panel to submit a new list of finalists or choose a candidate from the pool.

Your Committee recommends that the Board approve the revised policies as modified.

* * * * *

(ITEM 6) The Superintendent advised your Committee that at its meeting on March At its meeting on March 25, 1992 (Proc., p. 586), the Board referred a communication from Mary Gale Budzisz to the Personnel and Negotiations Committee. The communication, of which was received by your committee and thus made part of the minutes of your Committee's meeting of April 6, 1992, requests the opportunity to share with the Committee a teacher assistance program which is completing its second year of service to teachers of MPS emotionally disturbed students.

Your Committee reports having given hearing to Mary Budzisz and other interested parties.

* * * * *

(ITEM 7) The Superintendent advised your Committee that:

At its meeting on March 25, 1992 (Proc., p. 587), the Board referred the following resolution, which was introduced by Director Sinicki, to the Personnel and Negotiations Committee:

WHEREAS, The Milwaukee Board of School Directors has made a commitment to the success of School based Management (SBM); and

WHEREAS, On June 24, 1987, the Milwaukee Board of School Directors adopted the guidelines on SBM; and

WHEREAS, In December 1988, SBM schools were granted waivers from forty-seven Board policies; and

WHEREAS, Many of these policies are being misinterpreted; therefore, be it

RESOLVED, That the Board revisit these policies before the start of the 1992-1993 school year.

Your Committee reports having given hearing to interested parties.

Your Committee recommends 1) that the administration review all Board Rules, Policies, and waivers for the purpose of determining the impact of such a system on schools and 2) that the administration, as part of the budget process, report their finding to the Board of School Directors.

* * * * *

(ITEM 8) The Superintendent advised your Committee that:

1. The use of hand held metal detectors at high school boys' basketball games during the 1991-1992 season proved to be an effective detriment against weapons entering our gymnasiums.

2. 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.

3. Thus far through March 30, 1992, for the 1991-1992 school year 39 students have been expelled for violating the district's weapons policy. This is in comparison to 29 expulsions during the entire 1990-1991 school year.

4. Principals will be expected to follow the district's guidelines relative to the use of metal detectors.

5. Parents, students, and community will be informed of the expanded use of metal detectors along with signs warning student of possible screening for weapons.

6. A 1989-1990 report from the New York City Schools Safe Schools Project, which conducts random screenings, indicated that 506 weapons were confiscated from students, including five guns. The report also indicated that 314 weapons were recovered in the vicinity of schools that were screened.

   During MPS' first year of scanning at basketball games, two knives, two pair of scissors and one box cutter were found in the bushes outside of one of the gyms.

   Your Committee recommends that authorization be granted for the use of hand held metal detectors at extra curricular activities at middle and high schools. and 2) authorization be granted to use hand held metal detectors for reasonable cause to search during the regular school day.

* * * * *

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

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

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

3. 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.

4. 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 employees to the board of school directors if the board adopts a resolution requesting the commission to do so."

5. 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 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 meeting of April 6, 1992:

A. Affirmative Action Report
B. Immunization Update
C. Report Regarding Leadership Appraisal and Professional Development
D. Report on Chapter 220 Testing of Children
E. Report on Counselors for Adjudicated Youth

Separate consideration having been requested for Items 2, 5, 7, 8, 9 and 10d, the remainder of the report was adopted, the vote being the same as that preceding:

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

Noes—None.

Item 2 of the report having been set aside for separate consideration, Director O'Neil moved for suspension of Board Rules and adoption of the report. The motion prevailed, the vote being the same as that preceding:

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

Noes—None.

Item 5 of the report relating to the approval of revised policies and procedures, having been set aside for separate consideration, Director Bills moved for concurrence in the

report. Director Mallory moved to amend the recommendation to include recruiting twice a year. The amendment prevailed, the vote being as follows:

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

Noes—None.

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

Ayes—7; Noes—0.

Item 7 of the report relating to a revision of school-based management policies having been set aside for separate consideration, Director Mallory moved for concurrence in the recommendations. Director Mallory moved to add item 3 to the recommendations, "the Administration, as part of the budget process, develop a recommendation or recommendations for school-based decision making that includes, parents, teachers, administrators and community representatives and reporting their findings to the Board."

The amendment prevailed, the vote being as follows:

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

Noes—None.

Absent Temporarily—Director Johnson.

Director Bills moved to amend item 2 on the original recommendations to add "the Administration bring to the Board any findings or changes." The amendment was adopted, the vote being as follows:

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

Noes—None.

Voting "present"—Director Johnson—1.

The original motion as amended prevailed, the vote being as follows:

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

Noes—None.

Voting "present"—Director Johnson—1.

Item 8 of the report relating to the use of hand held metal detectors at middle and high school extra curricular activities and during the regular school day having been set aside for separate consideration, Director Mallory moved to adopt the recommendation.

The motion prevailed, the vote being the as follows:

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

Noes—None.

Item 9 of the report relating to the recommendation to adopt a resolution pertaining to the delegation of the recruitment and hiring duties relating to Building Trade Apprentices having been set aside for separate consideration, Director O'Connell moved to refer the matter back to committee. 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—Director Johnson.

Item 10 of the report relating to Chapter 220 testing of children, having been set aside for separate consideration, Director Bills asked the Blue Ribbon Committee carefully review and not compromise the interest of Milwaukee Public School Children.

No action was taken, as the item was an informational report.

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:

1. A plan to evaluate specialty programs is proposed to:
   - identify programs with the highest rates of student academic success
   - determine the critical elements of the most successful programs that can be transported to other schools, specialty and non-specialty.

2. The proposed plan would rely heavily on the work of a citizen committee with technical support provided by the administration. The citizen committee would review pertinent information on each specialty school, identify the most successful schools, visit selected schools to verify their judgments and to identify the critical program elements, and prepare a report with recommendations for action.

3. The administration would provide the citizen committee with a wide variety of information on a school-by-school basis. Data provided would include:

Student enrollments	Staff Development participation
Expenditures per pupil	Student retention rates
Free lunch rates	Graduation rates
Mobility rates	Dropout rates
Student attendance rates	Grade point averages
Teacher attendance rates	Extracurricular participation rates
Suspension rates	Community involvement rates
Reading test scores	Student waiting lists
Mathematics test scores	School effectiveness plans
Language test scores	Etc.

These data would be provided for a three year period of time whenever possible. Student enrollments, test scores, attendance rates, suspension rates, grade point averages, dropout rates, and graduation rates will be provided by ethnic group.

4. The citizen committee would review available data for each specialty school and determine those that appear to show the highest level of student success. Committee members would then visit selected schools to validate their choices. This validation process might consist of: interviewing administrators, teachers, students, and parents; observing classrooms and teacher-pupil interactions; and studying school materials.

5. After identifying the most effective specialty schools, the citizen committee, with assistance from staff members of the identified schools, would seek to determine the programmatic elements held in common by the most effective schools. The committee may also wish to validate these findings by determining whether or not these critical elements are also found in the less effective schools. This might require visits to the less effective schools. Program elements found in the most effective schools and not in the least effective schools would represent the critical components of effective specialty programs that should be considered for generalization to other schools.

6. With assistance from the administration, the citizen committee would develop a report presenting the findings and a set of recommendations for replication of effective programs and the transportation of critical program components to the less effective schools.

Your Committee recommends:

1. That the administration proceed with the study and report to the Instruction and Community Relations Committee in October, 1992.

2. That the citizen committee component identified in the "pertinent facts" be deferred until the October report to the Instruction and Community Relations Committee.

3. That the staffing patterns of specialty schools be included as a part of this study.

* * * * *

(ITEM 2) The Superintendent advised your Committee that:

1. Project PIVOT (Program to Instill Value in Operative Teaching) is a proposal of Marquette University to the Milwaukee Public Schools to institute a specialty high school that emphasizes community building as a means to foster academic and social achievement by students. If approved, the PIVOT school will be run and operated by MPS, and the principal and faculty members will be designated by MPS. A planning draft of the program description has been provided to the Board of School Directors under separate cover.

2. In October the Board of School Directors authorized the administration to proceed with Project PIVOT planning including surveying students and parents. A survey of eighth grade students (495 responses) and parents of eighth grade students (170 responses) indicated significant interest in a high school with the characteristics of Project PIVOT. The survey results have been provided to the Board of School Directors.

3. The Milwaukee City Attorney's Office reviewed the PIVOT proposal. The written opinion has been provided to the Board of School Directors.

4. The Office of Budget Planning and Fiscal Studies has reviewed the PIVOT proposal. Two preliminary budgets based on the program being located at a separate MPS school site have been

provided to the Board of School Directors. One budget reflects the anticipated cost of the PIVOT program based on current state regulations and union agreements. The second budget reflects the anticipated cost of the PIVOT program with waivers related to state regulations and union agreements.

5. Discussion meetings have been held with representatives from the Milwaukee Teachers Education Association and the negotiator for the Board of School Directors. Following union approval of Project PIVOT and by the Board of School Directors, a specific Project PIVOT proposal will be developed and considered during negotiation sessions.

6. Marquette University has applied for three grants totaling $1,900,000 to support 1992 or 1993 staff development and summer program for students for Project PIVOT. The status of the grant applications will not be known until late spring or early summer.

B. Recommendation:

That the Board approve Project PIVOT and authorize the administration to identify an MPS site, or a site to be leased by MPS, to accommodate the program for the 1993-1994 school year

Your Committee recommends that this item be forwarded to the Board, out of committee, without a recommendation.

* * * * *

(ITEM 3) The Superintendent advised your Committee that:

1. Following presentation of the concept of the Minowaki School and Resource Center to the Board of School Directors, support was expressed from members of the American Indian community and the Milwaukee community. Research on the school's prototype in Buffalo, New York, demonstrates that all students participating in the program increase in their academic achievement levels and self-concept.

2. Based on this, the American Indian Advisory Committee, in conjunction with the administration, requests that the next 18 months be used to plan and establish the Minowaki School of Excellence and Resource Center.

3. The American Indian Advisory Committee will continue to explore existing and new sites for the establishment of the Minowaki School of Excellence and Resource Center.

4. The American Indian Community, the Bilingual Multicultural Department, and the Human Relations Department will actively seek outside funding to address some of the startup costs associated with Minowaki School of Excellence and Resource Center.

5. In order to meet the philosophy and goals of the Minowaki School of Excellence and Resource Center, it is requested that the Department of Human Resources aggressively recruit American Indian staff.

6. The American Indian Advisory Committee will work with the Facilities Planning Committee to establish a permanent physical site for the Minowaki School of Excellence and Resource Center.

7. If moneys are available, support will be provided for selected staff members, parents, and members of the American Indian Advisory Committee to visit American Indian schools in other cities.

8. This item was held in Committee in February, pending approval of the policy guidelines for ethnic focus schools. These guidelines were approved by the Board at its meeting on March 25. A City Attorney's opinion on the establishment of a specifically American Indian focus school has also been requested.

Your Committee recommends:

1. That the American Indian Advisory Committee continue to plan the Minowaki School of Excellence and Resource Center within the guidelines approved by the Board and bring its final plan to the Instruction and Community Relations Committee in November, 1992.

2. That the interim goal for the 1992-1993 school year be the employment of 20 additional American Indian regular classroom teachers and other staff, moving toward the goal of 1.3% of the district's teaching staff being American Indian.

* * * * *

(ITEM 4) The Superintendent advised your Committee that:

1. In accordance with the textbook adoption rules of the Board of School Directors (Section 2.07), the several textbook evaluation committees, formed as a result of the Board's action a year ago opening subject areas for adoption studies, have made the necessary studies with respect to textbook adoptions and have reported their findings and recommendations to the Superintendent of Schools.

2. The recommendations of the textbook evaluation committees represent a great amount of work. It is important to acknowledge these efforts and extend a word of appreciation to all who have contributed to this process.

3. Emphasis is placed on selecting materials to promote multicultural understanding and deep thinking. This year, all textbook committee members received staff development in these areas. In addition, 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.

5. 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.

6. 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.

7. 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. For example, a humanities council of teachers is reviewing the high school social studies and English curriculum with a concern to promote multiculturalism and a greater integration of literature and history. This council is developing recommendations for literary works, teaching strategies, and other resources to supplement the history text adoptions. In Science, where a K-8 adoption is scheduled for the 1992-1993 school year, a team began this year to
reevaluate the current K-8 curriculum. This team will participate in the adoption next year and will then help to train teachers for implementation in 1993-1994, thus completing a comprehensive three year process.

8. Other elements of the textbook adoption procedure:

— The textbook evaluation committees obtain reactions and assistance in reviewing the textbook materials from other staff members such as other teachers, department chairpersons, etc.

— Textbook committee members often obtain the involvement/input of students in the trial use of materials under consideration in their own schools as well as in other schools.

— Textbook publishers are invited to submit materials to each member of the evaluation committee for study. Textbook evaluation committees meet directly with publishers' representatives in order to clarify any questions or problems with respect to materials submitted by the publishers.

— Textbook evaluation committees, where appropriate, develop advisory ballots for use by teachers in a particular subject area in order that all teachers concerned with a particular subject have an opportunity to express their input on text materials being considered.

— Upon completion of the evaluation process, the textbook evaluation committees submit their recommendations to the Administration which, in effect, concludes their year-long efforts in the evaluation process.

9. The attached report/recommendations regarding textbook adoptions is submitted with the understanding that the recommendations are to be effective as of September, 1992, and that the adoptions are subject to the usual contractual requirements applying to the purchase of textbooks for the duration of the adoption period.

Your Committee recommends that approval be given to the recommendations for textbook adoptions in the subject areas as included in the report provided to the Instruction and Community Relations Committee at its meeting.

* * * * *

(ITEM 5) The Superintendent advised your Committee that:

1. As the designated public service provider for community recreation in the City of Milwaukee, the Milwaukee Public Schools, Department of Community Recreation and Educational Services cannot provide the level of service needed now and in the future throughout the city for all age levels and groups. From 1989-1992 the department has made significant changes in its operational structure and personnel assignments. These changes have resulted in better utilization of a small full-time professional staff and established a foundation on which to build improved community service and seek necessary support from the community.

2. The next phase of the Recreation Department improvement process requires significant changes in the allocation of available resources and increased support from the community. This phase was initiated in February of 1992 and will continue through 1995.

3. The department has revised its allocation process for program funds. Funds for 1992-1993 have been allocated based upon "highest priority need" utilizing the information contained in the attached documents entitled Mission, Community Recreation Service Priorities, Department Functions, and Principles of Public Recreation found in the attachment. The role and priorities of the department
are clearly spelled out in these documents.

4. In addition, each of the six recreation districts will complete a Needs and Resource Assessment by August of 1992. These documents, along with those noted above, will be used to create a fundamental change in how community recreation services are provided through the Recreation Department to the city of Milwaukee.

5. The primary goal in making these changes is to remove the Recreation Department from the role of sole provider of services and make it one of a community partner wherever possible. It will take some time for the community to accept and adapt to this new service mode.

6. The 5% reduction in the 1992-1993 budget provides additional impetus to the changes and will result in program reductions and elimination this summer and throughout the 1992-93 fiscal year. It is the intent of the department to make the necessary program modifications and reductions without eliminating needed services to the community. However, this will not be possible if community and agency support is not strong enough in certain program areas. In some instances, these services will have to be eliminated.

7. Full-time department staff will focus on becoming community resource coordinators and leaders in organizing community resources for recreation services. They will assist community groups, agencies, clubs, organizations, individuals, and other governmental units in developing needed programs. Wherever possible, these groups will be asked to take over, provide leadership, facilities, money, or become partners with the department.

8. It is important that the Board receive this information at this time for the following reasons:

    a. Being on a July - June fiscal year requires a two-year budget and program planning process.

    b. Major program adjustments must be made by the department three to four months prior to final Board approval of the next year's budget. Funds to operate summer activities are drawn from two budget years, thus the two year planning process.

    c. Program adjustments, reductions, modifications, and elimination are known to and felt by the community prior to Board approval of the budget. For example, spending more money on summer programs requires a reduction in money budgeted for services provided during

the September - June school year. This decision must be made by the March preceding the next school year.

d. The result is that Administration and the Board often receive community complaints that they are "cutting" recreation. Board members are unaware of program adjustments and are unable to provide adequate answers to constituents.

9. The significant program changes and adjustments made for the summer of 1992, the 1992-1993 school year, and projections for the summer of 1993 and beyond will, no doubt, raise some public concerns and result in them contacting Board members. The following programs and services are affected:

a. Programs and Services Eliminated

- Adult year-round early morning swim at Washington High School
- Summer community concerts and music programs on playgrounds
- Community planetarium programs at Madison and Hamilton High Schools
- Part-time recreation staff responsible for processing mail-in and in-person registrations for all registered activities
- Cooperative Education student employment
- Part-time weekend supervision of playgrounds and playfields
- Palmyra Nature Center - Southern Kettle Moraine State Forest
- Summer Lighted Schoolhouse Program at nine evening high school sites
- Spring Youth T-Ball and Baseball Camps
- One day Summer Teepee and Day Camps

b. Programs and Services Reduced

- Adult enrichment programs from ten middle/high school sites to two sites
- Support for the Milwaukee Players Community Theater Program
- Recreation center programs and activities during the months September through March
- Youth Gymnastics Camps from four to two sites during summer, fall, and winter
- Summer Track Camps
- Leadership at Summer Youth Tennis Camps
- New Initiatives
- Summer Enrichment Camps from a planned 30 to 17
- Planned development of 5 days per week (September - June) (Social Center Programs) from 20 sites to 6 sites
- Adult Sports - Volleyball, Basketball, Softball, Football, Tennis
- Recreation Activity Promotion (Recreation Guide)

Your Committee recommends that the Board support the operational and program changes.

* * * * *

(ITEM 6) The Superintendent advised your Committee that:

At its meeting on March 25, 1992 (Proc., p. 586-587), the Board referred the following resolution, which was introduced by Director Sinicki, to the Instruction and Community Relations Committee:

WHEREAS, In December 1991, the Milwaukee Board of School Directors adopted the K-12 curriculum; and

WHEREAS, All Milwaukee Public Schools should be moving towards implementation of the K-12 curriculum; and

WHEREAS, The philosophy of the K-12 curriculum promotes equity, critical thinking skills, anti-biased attitudes, self-respect, and the belief that all children can learn; therefore, be it

RESOLVED, That the administration develop and bring back to the proper Board committee in May 1992, a policy which eliminates the potential for tracking and/or screening of students.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that the administration develop and being back to the proper Board Committee in August, 1992, a policy which eliminates all tracking and/or screening of students.

* * * * *

(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 April 8, 1992:

A. Pupil Accounting Reports

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

B. Report on a Pilot Middle School Program Developed
C. Report on Understanding How the Arts Contribute to Excellent Education
D. Report on Enrollment at the Recreation Department Summer Enrichment

Separate consideration having been requested of Items 2, 4, and 5, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Item 2 of the report relating to Project PIVOT, having been set aside for separate consideration, Director Johnson moved for concurrence with the report. Director Johnson moved the report be held at Board level until Monday evening and the additional information requeted by Director Mallory is available.

The motion prevailed, the vote being the as follows:

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

Noes—None.

Item 4 of the report relating to textbook adoption and the Superintendent's communication with respect to textbook adoption, having been set aside for separate

consideration, Director Mallory moved to adopt the Superintendent's recommendations, as modified in his communication.

The motion prevailed, the vote being the as follows:

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

Noes—None.

Temporarily absent—Director Johnson—1.

Item 5 of the report relating to the approval of operational and program changes in the Department of Community Recreation and Educational Services having been set aside for separate consideration, Director Bills moved to adopt the recommendation.

The motion prevailed, the vote being the as follows:

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

Noes—None.

Temporarily absent—Directors Mallory and O'Neil—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 proposals of the following contractors 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:

ASBESTOS REMOVAL

Island 1 - Pierce School

HSA Contractors, Inc.; second low bidder $253,000.00

Island 2 - Kluge School

Davis Abatement Systems, Inc.; second low bidder. $216,339.00

SPRAY-ON ACOUSTICAL WORK

Island 2 - Kluge School

Wall-Tech, Inc.; low bidder. . . . . .$ 41,500.00

ACOUSTICAL TREATMENT WORK

Island 1 - Pierce School

Ver Halen, Inc.; low bidder . . . . . $ 55,900.00

ELECTRICAL WORK

Island 1 - Pierce School

Meer Electric, Inc.; low bidder . . . . . $ 65,635.00

Island 2 - Kluge School

Meer Electric, Inc.; low bidder $144,645.00

* * * * *

(ITEM 2) Your Committee recommends that the Business Department be, and it hereby is authorized to make the following sole source purchase:

Writing to Write Hardware and Software for Clarke Street School

IBM; 12 student computer stations, a file server and peripherals and Writing to Write software $32,000.00

* * * * *

(ITEM 3) The Superintendent advised your Committee that the following donations have been offered:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Alcott	Mr. Tillman	$150	Tapes for Classroom use
Allen-Field	Wisconsin Bell	1,500	Allen-Field Parent Teacher Hotline
Bay View	Howard Avenue Enterprises	350	VCR
Clement Avenue	Special Project Fund	4,150	Books; Field Trips; Materials; Computer Equipment and Software
Custer	School Fund	1,600	Video Projector
Elm Creative Arts	PTO	7,000	Field Trips, Books, Laminator and Various Projects
	W. H. Brady Co.	1,000	Library Books
Fritsche	PTSA	200	Art Supplies and Audio Tapes
	Penny Manke	200	Drug Awareness Week and Attendance Awards for Students
Challenge Student	PTSA	325	Social Worker Student Fund; Project Awards; Bonds
	PTSA	209	Band Supplies and Parents Make A Difference Subscription

Grant	Suzanne Schicantek	200	Rainforest Environmental Project

Hamilton	Private Industry Council	500	Awards for Students
Hawley	PTA	555	Fourth and Fifth Grade Camping
	PTA	559	Set of Encyclopedias
Hawthorne	PTO	512	Student Incentives and Classroom Supplies
Hayes	A Touch of Glass	100	School Use
Irving	PTC	75	Shop Vac
Lady Pitts	Kiwanis Club of Men. Falls	160	Award Luncheon
	Kiwanis Club of Men. Falls	160	Library Books
Lowell	PTO	1,864	Library Books and Book Stands
Madison	VFW #1853/Gerald George Graham Post	300	Close-up Washington Program
MPS-Info Systems	Anonymous	240	24 IBM Terminals for School Use
	Anonymous	2,400	6 Personal Computers for School Use
	Anonymous	9,000	PC Equipment for School Use
Pulaski	Kaestner Auto Elec.	1,000	Removal of Car Engine and Instructional Purposes
Sixty-fifth Street	George Miller	25	Classroom Items
	PTA	1,125	Money for Classroom Use
	PTA	1,500	Laminator Stand & Supplies
Story	Wisconsin Bell	2,958	MacIntosh Computer
Trowbridge	Mr. and Mrs. Gorgen	90	Muppet Keyboard
Twenty-first Street	PTO	1,000	Library Books
	WISCOR Foundation	2,500	Purchase of Computer
	PTO	1,500	Purchase of Computer
Urban Waldorf	Waldorf Kgtn. Assoc. of North America	850	Money for Kindergarten Classes
Vincent	Mortons	110	ANR Fund
Walker	Anonymous	400	Exercise Bike for Cognitively Disabled Students
Wisconsin Avenue	PTO	1,000	Supplies, Awards and Field Trips
Total		$47,367	

EXTENSION FUND

Community Rec.	First Wis. National Bank	$4,500	Youth T-shirts
Grand Total		**$51,867**	

(ITEM 4) The Superintendent advised your Committee that:

1. The Superintendent is planning a dinner to recognize students with outstanding achievement. It is intended to raise the funds for this event through private contributions.

2. The first contributor is Rotary Club, which has donated $1,000 for the event.

Your Committee recommends that the donation from Rotary club be accepted.

* * * * *

(ITEM 5) The Secretary-Business Manager advised your Committee that:

1. At its meeting of March 25, 1992, the Board received two communications relative to the use of school facilities on Sunday mornings for the purpose of worship services. One communication was

from Mr. Reid Sorensen, a representative of the Church of Jesus Christ of Later-day Saints requesting the use of Allen-Field School, the other was from Mr. Chuck Burris, Pastor of Rhema Worship Center.

2. 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.

3. 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 various religious groups.

4. The principal of Allen-Field school met with the representative of the Church of Christ of Latter-day Saints and is supportive of his request. The pastor of Rhema Worship Center had received permission from the Board for the use of Sherman Elementary School approximately one year ago. However, due to other commitments, Rhema Worship Services never utilized the building and it was felt by the administration that their request be reviewed once again due to the timeline involved.

Your Committee reports having given hearing to the representative of Church of Christ of Latter-Day Saints and the representative of Rhema Worship Center.

Your Committee recommends that should the Committee determine that the requests have merit, the Rules be suspended to allow a building use permit to be issued for each facility, with the understanding that each organization pay all expenses incurred by the Board in opening the respective facility for their usage.

* * * * *

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

1. At its meeting of March 25, 1992, the Board received a communication from the Some Brothers Out To Succeed, Inc. (S.B.O.T.S., Inc.) requesting the use of a high school gym for a fund-raising event to be held on a Sunday afternoon.

2. The purpose of the facility use would be to hold a benefit basketball game to raise moneys to support youth programs during the summer months. These programs, in part, would focus on sports activities and cultural awareness programs. The S.B.O.T.S., Inc. plans to work with the Boys and Girls Clubs, church sites, etc. to reach out to youths within the community and coordinate programs to meet the youths' various needs.

3. Currently, plans are being made to pre-sell tickets to attend the benefit basketball game at a cost of $1. Tickets purchased at the game would be priced at $2.

4. Mr. Benjamin Watson, Executive Director of S.B.O.T.S., Inc. has been informed of the various costs and insurance requirements connected with the use of a school facility and has agreed to meet these arrangements.

5. Suspension of Board Rule 9.04 is required to approve the request.

The Secretary Business Manager recommended:

1. That hearing be given to a representative of the S.B.O.T.S., Inc.

2. That should the Committee determine that this request has merit, the Board Rules be suspended to allow for a building use permit to be issued with the understanding that the interested party comply

with the requirements of fees, insurance and any other regulations that the Board may require in opening the school for this event.

Your Committee recommends that this item be forwarded to the Board, out of Committee, without a recommendation.

* * * * *

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

1. The elementary immersion schools are requesting that their names be changed to:
   Milwaukee French Immersion School
   Milwaukee German Immersion School
   Milwaukee Spanish Immersion School
   This name change is requested in order to reflect the actual function of the schools more accurately, and in order to avoid confusion as to which program is housed at which school.

2. There is no connection between the nature of the program and the street names of the schools. There is also great confusion about which language is housed at which school. Even though the immersion program has been in operation for 13 years, the general public and Milwaukee Public Schools staff are still not aware of which language is housed at which school. The confusion is exacerbated by the fact that 88th Street and 82nd Streets Schools have very similar street names. Directing mail and visitors to the French and German Schools sometimes has been a problem. The Foreign Language Curriculum Specialist and the secretarial staff in the Department of Curriculum and Instruction receive many phone calls regarding the correct telephone numbers of the immersion schools because there is no way to find them in the telephone directory if one does not know the street name.

3. Ever since the programs were started they have been known as the French Immersion Program the German Immersion Program and Spanish Immersion Program. The name change would not really change the name by which the program is already known.

4. Wilbur Wright Middle School is requesting that the name of the school be modified to reflect the schools' mission and the population it serves. The addition of Multi-Language School to the name will heighten public awareness regarding the school's program and thus will better serve the school community.

5. There is consensus among staff, students and parents that this name change is appropriate and necessary. There is also consensus that the name changes are minor ones and reflect the names by which the schools are already informally known.

6. The recommendations for name changes were obtained through staff and parent surveys at each school, through letters sent to parents and through staff and parent meetings. The name changes were approved by all concerned. Details from each school are included below:

   55th St. School
   Unanimous vote of the staff
   Approval of PTA at both executive board and regular meeting
   88th Street School
   Unanimous vote of the staff
   Parent survey through letters sent home--200 "yes" responses were returned
   82nd Street School
   Unanimous vote of the staff
   Approval of PTA at both executive board and regular meeting

Wilbur Wright Middle School

The staff was surveyed twice, during the first survey, they agreed by a vote of 29 to 5 that they wished to change the name of the school. During the second survey, the most votes from staff and parents went to the names which included the words "Wright" or "Wilbur Wright" and the words "Multi-Language Middle School." It is recommended that in the interest of brevity, the name be made Wright Multi-Language Middle School.

Your Committee recommends that the Board approve the name changes for the schools housing the language immersion programs but that any expenses incurred due to this change will be the responsibility of the schools for the 1992-1993 school year.

* * * * *

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

1. At its meeting of November 24, 1986 (Proc., pp. 907-908, 930-931), the Board approved Policies Relating to School Buildings and Sites. Contained in these policies was the following policy relating to school sites:

   ". . . School sites continue to be acquired in advance of need, with sites in the established portion of the city included . . ."

2. During the past several months, the Administration and the Board have been involved in a number of planning initiatives and discussions relating to the total district facilities needs. Included in these initiatives was a legislative initiative to seek $35 million to construct a new elementary and a middle school to meet the immediate space problems. Tentative sites and costs were identified for both projects since estimates were required for the legislative proposal. The elementary school site tentatively identified was the former Geiser Potato Chip Company property located at North 30th Street and West Burleigh Street. The site contains approximately 4.5 acres of land and is located in one of the areas of the city with the most significant need to accommodate resident enrollments.

3. During the past several weeks, the Administration has been negotiating the purchase of the property with the Borden Company, the parent company for Geiser. As a result of the negotiations, agreement has been reached with Borden to purchase the property for $300,000 subject to approval of the Board and other contingencies relating to environmental issues.

4. Given the uncertain status of the legislative initiative, it is proposed that the site be purchased utilizing funds from the State Board of Public Land Commissioners. Funds from this source have been used in past projects at Sarah Scott, Thurston Woods, and the former Wausau Insurance building. Approval is required to begin the financial process.

Your Committee recommends:

1. That the City Real Estate Agent and the Administration be authorized to take the appropriate actions to acquire the former Geiser Company property located at North 30th Street and West Burleigh Street.

2. That authorization be given to borrow $300,000 from the Board of Public Land Commissioners for the purchase of the property.

* * * * *

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

1. At its meeting of May 29, 1991 (Proc., pp. 59-62), the Board authorized 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, 1991-June 30, 1992 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 1990-1991 at a cost not to exceed $640/month.

    c. Renegotiate the lease for Bay View Methodist Church located at 2772 South Kinnickinnic Avenue to house the Bay View Outpost Program at a cost not to exceed $175/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 1990-1991 at a cost not to exceed $50/month.

    e. Renegotiate the lease for the Junior Achievement Demmer Center located at 734 North 8th Street on identical terms as those in 1990-1992 at a cost not to exceed $850/month with the Administration to bring back any substantial increase 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 terms similar to the other outpost programs at a cost not to exceed $50/month.

    g. Renew the lease for the Endometriosis Building located at North 76th Place to house the Vincent Outpost program on identical terms to those in 1990-1991 at a cost not to exceed $450/month.

    h. Renew the lease for the Grand Building located at 1107 West Mitchell Street at identical terms as those in 1991-1992 except for an appropriate proportional increase in taxes.

    i. Terminate the lease for the Warner Amex Building located at 1610 North 2nd Street upon expiration of the lease.

    j. Negotiate leases, as required, for the Riverside and Washington Outpost programs upon site selection, review, and cost by the Administration with recommendations to be brought to the Board upon completion.

2. The following is presented relative to each of the aforementioned leases:

    a. <u>WE Indians</u> - 1551 W. Greenfield Avenue

        1) The lease expires on June 30, 1992, and can be renewed. The lease cost has been $390/month plus utilities.

        2) Continuance of the lease will be on the same restrictive month-to-month basis and subject to continued funding from the Federal Government.

    b. <u>Bay View Methodist Church</u> - 2772 South Kinnickinnic Avenue

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 nine years. This center was operated without charge to the school system until 1986.

2) The lease expires on June 30, 1992, and cannot be renewed. The lease price has been $190/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, 1992, and cannot be renewed. The lease price has been $650/month plus utilities.

d. St. Peter's Lutheran Church - 3908 West Capitol Drive

1) The lease was authorized by the Board during its budget deliberations for the 1989-1990 school year to house the Marshall Outpost Program.

2) The lease expires on June 30, 1992, and can be renewed. The lease price has been $50/month.

e. Boys and Girls Club-Seher Unit - 2404 West Rogers Street

1) The Pulaski Outpost center was established in 1987 as part of the expansion of the total outpost program.

2) The lease expires on June 30, 1992, and cannot be renewed. The lease price has been $60/month.

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, 1992, and can be extended. The lease price has been $115/month.

g. Evangel Assembly of God Church - 9920 West Good Hope Road

1) The lease was established in 1991 to house the Vincent Outpost center which was relocated from the Endometriosis Building located at North 76th Place and West Brown Deer Road.

2) The lease expires on June 30, 1991, and cannot be renewed. The lease price has been $350/month.

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.

2) The lease expires on June 30, 1992, 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, 1992, and cannot be renewed. The lease price has been $925/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. Grand Building - 1107 West Mitchell Street

1) The lease expires on June 30, 1992, and cannot be renewed. The price has been $8.10/sq. ft. or $16,231/month plus utilities.

2) The facility has been utilized to house the South Division Outpost, Alternative High School, and Comprehensive Support Center (CSC). It is proposed to move these programs to the former 8th Street School and terminate the lease. The South Division Outpost will require relocation to other space which has not been determined. The Administration will make every attempt to negotiate terms similar to other outpost programs.

k. 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 will be required and may have to be expanded during the 1992-1993 school year. Any expansion will be brought back to the Board for approval and will be contingent on funding.

2) The lease expires on June 30, 1992, and can be extended. The lease price has been $625/month plus reimbursement for food services.

l. 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 $1,856/month plus utilities.

3. At its meetings of September 30, 1980 (Proc., pp. 911-917) and November 24, 1986 (Proc., pp. 907-909), the Board approved the Policies Relating to School Buildings and Sites. Contained in these policies 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, all 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. With the relocation of the CSC and Alternative High School to 8th Street School, only the two exceptional education classes are not in permanent space. All other regular and exceptional education programs will continue to be housed in permanent space in accordance with Board policy.

Your Committee recommends:

1. That authorization be given to 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.

2. That authorization be given to 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.

* * * * *

(ITEM 10) The Superintendent advised your Committee that:

1. The Summer Youth Employment Program provides part-time jobs for 90 selected eighth grade graduates, ages 14 and 15, assisting school engineers in building maintenance and assisting the Department of Community Recreation in playfield maintenance.

2. Youth workers work part-time each day for approximately 157 hours during the summer. They receive minimum wages, making it possible for them to earn about $660 for the summer. They are

employed in meaningful work experiences and provide needed assistance to our schools and recreation programs.

3. Students in the program must meet the following criteria:

   - Be an eighth grader going in to ninth grade in September.
   - Be a minimum age of 14 years.
   - Have a grade point average of 2.0 or better. (If a youth worker does not have a grade point average of 2.0 or better, they must attend summer school.)
   - Receive free lunch during the regular school year.
   - Be dependable.

4. The evaluations of the individual students by their immediate supervisors last summer indicate that the program was successful in developing positive work attitudes and good attendance patterns. Information from the 80 school engineers and playground custodians who completed an evaluation form, indicates that 46 students did not miss a single day of work; 26 students missed three or fewer days, and only eight students missed more than four days. Fifty-nine students received an "Effort" grade of either A or B, and 68 students received an "Attitude" grade of A or B.

5. Last summer, staff members made a special effort to employ as many eligible students as possible, in order to provide meaningful work for students and discourage them from inappropriate summer activities. Because of the success of the program last summer, less than $2,000 remains in the Summer Youth Account. An additional $17,000 is needed for the start up period in June 1992.

6. The administration will include sufficient funds (approximately $60,000) in the 1992-1993 budget to continue this program in July and August, and to start it up in June 1993.

Your Committee recommends that $17,000 be transferred from the Contingent fund to the appropriate accounts for the Summer Youth Employment program for June 1992.

* * * * *

(ITEM 11) The Superintendent advised your Committee that:

The money in the Fair Discipline account was set-up to inservice schools on the Fair Discipline program. Due to the implementation of the new targeted discipline areas, the increased demand for supplies and secretarial help is evident. In addition, with the four student services specialists returned from the Service Delivery Areas, our supply account was not increased proportionately.

Your Committee recommends that $8,000 be transferred from the Fair Discipline Account as follows: $4,000 to be transferred to the Department of Student Services supply account and $4,000 to be transferred to the Department of Student Services part-time clerical account

* * * * *

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

1. Funding to support additional telephone service or revisions to telephone service was removed from the 1991-1992 budget requests.

2. Requests for additional telephone service continue at a rate of approximately 10 per week. In many cases the school considers the request important enough to provide funding for the request from school funds. In cases of safety, new personnel or management directive, the request is funded from

the telephone account which will produce an eventual account overage. The remainder of the requests are not completed.

3. Requests to install additional data terminal service over telephone cabling are continual. Requests to relocate existing in place data terminals are submitted to align terminal location to meet changes in school layout. Some of these requests are funded by the school. Those requests relating to school safety or functional offices are funded from the telephone account.

4. In total, the line costs, chargeable repair costs and authorized new installations are expected to exceed the budget allocation by $143,360.

Your Committee recommends that $145,000 be transferred from the contingent fund to the telephone account to provide for the expected account overage.

* * * * *

(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 April 9, 1992:

A. Monthly Discussion of Facilities and Needs and Progress Report on the Capitol Improvement Program
B. Update on Facilities Planning
C. Anticipated Award of Contract for the Compensation Study
D. Statement of Operating Revenues

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$ 541,632,538	$ 10,235,067	$ 551,867,605	$ 33,988,778	$ 517,878,828	6.2%
Categorically Aided	31,485,309	17,603,413	49,088,722	4,445,095	44,643,627	9.1%
School Nutrition	22,075,595	75,150	22,150,745	2,677,856	19,472,889	12.1%
Construction	8,863,368	9,525,304	18,388,672	483	18,388,189	0.0%
Extension	5,857,258	177,439	6,034,697	201,041	5,833,656	3.3%

E. Statement of Expenses

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Expenditures (2)	Unexpended Balance	Percent Expended
School Operations	$ 541,632,538	$ 10,235,067	$ 551,867,605	$ 131,689,674	$ 420,177,931	23.0%
Categorically Aided	31,485,309	17,603,413	49,088,722	9,806,427	39,282,295	20.0%
School Nutrition	22,075,595	75,150	22,150,745	5,421,303	16,729,442	24.5%
Construction	8,863,368	9,525,304	18,388,672	15,383,545	3,005,127	83.7%
Extension	5,857,258	177,439	6,034,697	1,801,003	4,233,694	29.8%

(1) Represents 1990-91 appropriations carried over to the 1991-1992 fiscal year and board approved transfers during the 1991-1992 fiscal year.

(2) Expenditures included through October 31, 1991 and payrolls through October 25, 1991.

F. Monthly Expenditure Control Report

G. Informational Report on Program Changes in the Department of Community Recreation and Educational Services

H. Report on Planning to Implement a Resolution by President Mitchell Regarding a Needs Assessment of the District's Overall Technology Requirements

I. Progress Report on Implementation of Requirements Under The Americans With Disabilities Act

J. Report on Categorical Funding for Exceptional Education

K. Report on Carl Perkins ACT Funding

L. Quarterly Report on Professional Service Contracts

Separate consideration having been requested of Items 5, 6, 8, 10, and 12, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Item 5 of the report relating to the issuance of a building use permit for religious activities, having been set aside for separate consideration, Director Bills moves to suspend Board Rules and to allow use of a school facility for religious activities.

The motion prevailed, the voted being as follows:

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

Noes—None.

Item 6 of the report relating to the use of a school building by S.B.O.T.S. Inc., having been set aside for separate consideration, Director Bills moved for consideration. Secretary-Business Manager Lundin recommended the request be denied. Director Mallory moved that the request be denied until the Board receives assurance that they are 5103C and can fulfill all the requirements for use of the facility. The motion to deny prevailed, the vote being the same as that preceding.

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

Noes—None

Item 8 of the report relating to authorization to borrow funds from the Board of Public Land Commissioners for the purchase of the Geiser Potato Chip Factory Site, having been set aside for separate consideration, Director Mallory moved for concurrence. Director Mallory moved to amend Item 1 to state that the City Real Estate Agent and Administration be authorized to take appropriate action to acquire a formal site, Geiser Company located at North 30 Street and West Burleigh, be contingent on receiving an environmental impact study. The Administration will report back to the Board the results of such study before any final agreement is approved.

The amended motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Director Johnson—1.

Item 10 of the report relating to contingency fund transfer for the MPS Summer Youth Employment Program, having been set aside for separate consideration, Director O'Connell moved for concurrence.

The motion prevailed, the vote being as follows:

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

Noes—None.

item 12 of the report relating to contingency fund transfer to the telephone account, having been set aside for separate consideration, Director Small moved for concurrence.

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

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

Noes—None.

REPORTS SPECIAL COMMITTEES

Secretary-Business Manager presented 19 expulsion orders of the Independent Hearing Panel.

Director Small moved to accept the expulsion orders.

The motion prevailed, the voted being as follows:

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

Noes—None.

Prior to the close of the meeting Director Bills presented a progress report on The Council on Great City Schools' Fall Conference. The Board of School Directors will host the Fall Conference, to be held October 27, 1992, through November 1, 1992, at the Milwaukee Hyatt Regency.

The Board adjourned at 10:08 PM.

SUZANNE M. LUNDIN
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 27, 1992

Special meeting of the Board of School Directors called to order by President Mitchell at 6:43 PM.

Present—Directors Bills, Johnson (6:52 PM), Lucey, Mallory (6:46 PM), O'Connell, O'Neil, Sinicki, Small, and President Mitchell—9.

Absent—None.

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

April 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 on Monday, April 27, 1992, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of 1) reviewing and discussing consultant proposals to conduct a study designed to review, evaluate and make recommendations relative to the Milwaukee Board of School Directors' operational structure and procedures and 2) to take possible action on the awarding, contingent upon negotiating mutually agreeable terms and conditions, of a service contract for such services. In order to enable the Board to negotiate the most favorable terms for the service contract with the selected consultant, the Board may convene in executive session, pursuant to Section 19.85 (1)(e), Wisconsin Statutes, to provide staff with negotiating parameters for that contract.

This meeting immediately precedes the Organizational Board meeting scheduled at 8:00 P.M. 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 1) reviewing and discussing consultant proposals to conduct a study designed to review, evaluate and make recommendations relative to the Milwaukee Board of School Directors' operational structure and procedures and 2) to take possible action on the awarding of a service contract for such services.

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 6:45 PM.

The Board rose from the Committee of the Whole at 8:07 PM.

Director Mallory reported that the Committee of the Whole took action to recomend hiring Deloitte Touche to serve as a consultant to the Board to review its governance

structure and that the committee recommended hiring Deloitte Touche subject to final negotiations by the Secretary-Business Manager.

Director Mallory moved for adoption of the report of the Committee of the Whole.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Lucey, Mallory, Sinicki, Small, and President Mitchell—6.

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

The Board adjourned at 8:12 PM.

RONALD J. VAVRIK
Assistant Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of April 30, 1992

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	351	357		5	575	6	62	51	9		708
K3	386	277		7	357	47	43	188	21		663
PK	187	94			200	4	24	49	4		281
K4	1996	1870		37	1996	138	366	1247	82		3866
K5	4267	4098	1	96	4753	329	827	2249	108	4	8366
01	4965	4495		111	5631	339	985	2291	103		9460
02	4306	4106		104	4949	331	843	2093	92		8412
03	4063	3918		77	4641	322	853	2006	82		7981
04	3950	3773		94	4415	290	791	2036	97		7723
05	3902	3666		89	4418	271	748	1960	80	2	7568
06	3920	3714		97	4582	242	755	1875	83		7534
07	3433	3457		87	4146	204	721	1657	75		6890
08	3175	3117		86	3680	172	647	1649	58		6292
09	3818	3725		101	4312	196	745	2117	72		7543
10	3207	3134		72	3426	206	605	1951	81		6341
11	2390	2542		55	2521	158	446	1700	52		4932
12	1743	2071		40	1828	138	327	1445	36		3814
13	4							4			4
Invalid	2	3			2			3			5
TOTAL	50065	48417		1158	56432	3393	9788	26571	1135	6	98483

Total Active Detached..... 89 (Included above) Total Suburban Transfers—5589

Total Inactive..... 356 (Not included above)

Brown Deer	177	Glendale-River Hills	125	Mequon-	217	St. Francis	120
Cudahy	234	Greendale	245	New Berlin	92	Wauwatosa	828
Elmbrook	224	Greenfield	313	Nicolet	150	West Allis	357
Fox Point	144	Hamilton	53	Oak Creek	315	Whitefish Bay	332
Franklin	345	MapleDale-Indian Hills	83	Shorewood	305	Whitnall	263
Germantown	36	Menomonee Falls	300	South Milwaukee	331		

School	Enrollment	% of Atten	Author Staff	Adm Team	School	Enrollment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1431	75.2	103.0	5.0	Milwaukee Tech	1802	86.8	131.0	4.0
Custer	1080	72.4	78.0	4.0	North Division	896	67.5	99.0	6.0
Hamilton	1650	81.7	111.0	5.0	Pulaski	1458	68.0	102.0	5.0
Juneau	751	82.0	60.0	3.0	Riverside	1401	85.4	106.0	5.0
King	1166	90.6	73.0	3.0	South Division	1604	66.8	125.0	5.0
Madison	1156	75.6	77.0	5.0	Vincent	1287	74.9	95.0	5.0
Marshall	1148	59.3	80.0	5.0	Washington	1514	77.4	114.0	5.0
MHS of the Arts	751	88.2	60.0	3.0	TOTAL	19095	76.7	642.0	33.0
MIDDLE SCHOOLS									

Audubon	901	87.2	63.0	3.0	Parkman	478	85.3	47.0	3.0
Bell	855	86.9	64.0	3.0	Robinson	512	92.8	39.0	2.0
Burroughs	911	88.2	63.0	3.0	Roosevelt	674	92.1	49.0	2.0
Edison	847	86.7	67.0	3.0	Sarah Scott	631	85.7	52.0	3.0
Fritsche	966	88.2	66.0	3.0	Sholes	819	85.2	59.0	3.0
Fulton	611	80.0	47.0	3.0	Steuben	883	90.4	60.0	3.0
Grand Ave.	675	88.0	52.0	3.0	Walker	836	84.5	58.0	3.0
Kosciuszko	734	83.6	58.0	3.0	Webster	933	89.2	63.0	3.0
Lincoln	518	84.9	43.0	2.0	Wright	769	91.1	60.0	
Morse	1134	94.0	67.0	3.0					
Muir	903	85.6	67.0	3.0	TOTAL	15590	87.7	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	393	89.8	18.2	1.0	Keefe Av.	622	90.2	38.3	2.0
Allen Field	1039	92.1	53.5	2.0	Kilbourn	416	93.2	23.0	1.0
Auer	609	92.6	39.0	1.5	Kluge	555	92.7	31.5	1.5
Barton	580	92.9	27.0	1.5	LaFollette	614	91.7	40.3	2.0
Brown St.	562	92.7	36.0	2.0	Lancaster	610	92.8	29.0	1.5
Browning	453	90.9	23.3	1.0	Lee	613	89.8	36.2	2.0
Bruce	548	91.8	28.1	1.5	Lincoln Av.	656	90.3	30.5	1.5
Bryant	573	92.0	30.5	1.5	Lloyd St.	562	93.7	33.0	1.5
Burbank	491	91.1	23.8	1.5	Longfellow	632	93.4	32.0	1.5
Burdick	534	88.4	30.0	1.5	Lowell	294	90.3	11.9	1.0
Carleton	507	92.3	23.6	1.0	MacDowell	520	94.0	26.0	1.5
Cass	570	88.8	37.1	2.0	Manitoba	368	95.1	31.5	2.0
Clarke	482	94.1	30.4	1.5	Maple Tree	524	92.4	24.0	1.5
Clemens	437	91.4	23.2	1.0	Maryland Av.	340	91.8	20.2	1.0
Clement	464	92.3	21.5	1.0	McNair	315	93.8	17.0	1.0
Congress	482	92.5	22.9	1.5	Golda Meir	253	95.5	14.7	1.0
Cooper	408	91.8	24.5	1.0	Mitchell	773	91.1	34.5	2.0
Curtain	340	93.8	18.2	1.0	Morgandale	587	93.8	26.8	1.5
Doerfler	669	91.2	31.5	1.5	Multilingual	324	90.6	21.0	1.0
Douglass	269	93.7	14.4	1.0	Neeskara	412	94.7	29.0	1.0
Dover	628	90.6	29.0	1.5	Ninety-fifth	330	91.8	17.1	1.0
Dr. King	510	91.1	33.8	1.5	Palmer	599	88.6	42.1	2.0
Eighty-eighth	384	91.7	18.2	1.0	Parkview	387	92.9	19.5	1.0
Eighty-first	468	91.9	20.8	1.0	Phillip	330	91.8	18.7	1.0
Eighty-second	497	95.1	25.5	1.0	Pierce	567	90.0	35.5	2.0
Elm	561	95.7	31.5	1.0	Riley	619	91.9	33.6	1.5
Emerson	267	93.3	15.7	1.0	River Trail	325	90.1	20.5	1.0
Engleburg	508	93.4	27.6	1.5	Seventy-eighth	578	90.6	29.0	1.5
Fairview	534	93.0	32.0	1.5	Sherman	570	95.6	27.6	1.5
Fernwood	461	88.6	28.0	1.5	Siefert	585	91.0	36.2	1.5
Fifth-fifth	494	93.8	23.8	1.0	Silver Spring	354	91.2	19.2	1.0
Fifty-third	391	95.1	20.2	1.0	Sixty-fifth	368	91.7	17.5	1.0
Forest Home	949	95.3	47.5	2.0	Sixty-seventh	331	91.0	15.9	1.0
Franklin	564	92.6	41.0	1.5	Starms	326	90.8	17.1	1.0
Fratney	354	92.3	18.7	1.0	Story	512	92.7	33.9	2.0
Gaenslen	671	87.0	55.0	2.0	Stuart	334	93.6	18.0	1.0
Garden Homes	492	91.3	29.1	1.5	Thirty-eighth	562	93.0	26.7	1.5
Garfield	432	93.7	26.3	1.0	Thirty-fifth	334	93.2	14.4	1.0
Garland	365	90.3	14.4	1.0	Thirty-first	485	93.2	28.8	1.5
Goodrich	423	92.4	22.0	1.0	Thirty-seventh	540	88.9	31.1	1.5
Grant	600	92.5	27.3	1.5	Thoreau	731	90.8	33.0	1.5
Grantosa	637	91.7	34.5	1.5	Thurston Woods	298	89.4	12.9	1.0
Granville	438	91.3	26.5	1.0	Tippecanoe	229	93.2	13.5	1.0
Green Bay Av.	551	97.8	30.3	1.5	Townsend	512	95.4	21.5	1.0
Greenfield	399	95.5	18.0	1.0	Trowbridge	368	89.1	19.2	1.0
Hampton	595	92.2	30.0	1.5	Twenty-first	600	73.3	39.0	1.5
Happy Hill	520	92.3	24.3	1.5	Twenty-seventh	647	91.3	39.0	2.0
Hartford	580	94.4	31.7	2.0	Urban Waldorf	296	93.7	20.0	1.0
Hawley	325	93.3	16.4	1.0	Victory	474	94.9	28.5	2.0
Hawthorne	391	91.3	18.0	1.0	Vieau	597	93.2	36.0	2.0
Hi-Mount	455	93.8	24.5	1.0	Wheatley	699	80.7	40.5	2.0
Holmes	706	88.2	46.9	2.0	Whitman	463	88.2	23.5	1.0
Hopkins	802	89.8	48.5	2.0	Whittier	201	95.7	8.4	1.0
Humboldt Park	576	92.0	30.0	1.5	Wisconsin Av.	696	92.2	31.0	2.0
Irving	693	91.5	38.5	2.0	Zablocki	619	92.2	31.0	1.5
Kagel	386	91.7	24.4	1.0	TOTAL	55528	92.0	3033.4	151.5

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
					OTHER SCHOOLS				
Craig	116	81.3	13.0	1.0	Manitoba Ortho.	109	93.1	.0	.0
Demmer	75	56.6	6.0	1.0	Mitchell Alt HS	105	61.0	11.0	1.0
Hayes	109	68.4	15.5	1.0	Pleasant View	146	83.5	16.0	1.0
Kilmer	257	82.2	17.5	1.0	Sixty-eighth	194	66.9	15.0	1.0
Lady Pitts	219	57.2	15.5	1.0	Stay	87	63.2	4.0	1.0
Lapham Park	188	74.1	10.0	1.0	Commun. Based	1029		22.0	.0
Lavarnway	47	91.4	3.0	1.0	TOTAL	2681	73.4	148.5	11.0
					MPS TOTAL	92894	87.5	5739.9	287.5

SUPERINTENDENT'S MONTHLY REPORT as of April 29, 1992
EXCEPTIONAL EDUCATION PROGRAM
ETHNIC SUMMARY

System Totals	Amer. Indian Prim	Amer. Indian Sec	Black Prim	Black Sec	Asian Prim	Asian Sec	Hispanic Prim	Hispanic Sec	White Prim	White Sec	Other Prim	Other Sec	Total Prim	Total Sec	Program Total
Learning Disab.	42	2	2055	17	21	0	311	2	904	13	34	0	3367	34	3401
Emotion. Dist.	26	1	1344	51	2	0	114	3	500	26	25	1	2011	82	2093
Autistic	0	0	75	6	1	0	4	1	48	1	2	0	130	8	138
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	1	41	37	1	0	6	8	16	32	0	1	65	79	144
Physically Hdcp.	5	0	257	109	14	4	55	11	177	123	8	6	516	253	769
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	3	0	82	27	14	2	16	4	87	17	12	0	214	50	264
Mentally Ret.	10	3	1254	211	15	10	132	30	384	104	11	6	1806	364	2170
Speech/Languag	39	21	1990	1297	51	36	268	209	1085	663	39	40	3472	2266	5738
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par. Disability Total	126	28	7098	1755	119	52	906	268	3201	979	131	54	11581	3136	14717
Ethnic Totals	154		8853		171		1174		4180		185		14717		