BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 14, 1990

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

Present—Directors O'Connell, O'Neil, Pajewski, and President Mitchell—4.

Absent and excused—Directors Bills, Cullen, Johnson, Mallory, and Stacy—5.

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

May 10, 1990

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 at 7:00 PM, Monday, May 14, 1990 in the Board Conference Room of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin for the purpose of discussing pending litigation.

This meeting immediately precedes the regular meeting of the Personnel and Negotiations Committee scheduled at 7:15 PM this same evening.

JOHN J. PETERBURS
Secretary-Business Manager

The Board retired to executive session for the purpose of considering negotiation matters.

The motion prevailed by unanimous consent.

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

The Board adjourned in executive session at 7:24 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 21, 1990

Special meeting of the Board of School Directors called to order by President Mitchell at 6:23 PM.

Present—Directors Bills, Mallory, O'Connell, Pajewski, and President Mitchell—5.

Absent and excused—Directors Cullen, Johnson, ONeil, and Stacy—4.

President Mitchell read the following call of the meeting:

May 10, 1990

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 on Monday, May 21, 1990 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), Allegations of Misconduct, of the contract between the Board of School Directors and the Milwaukee Teachers'Education Association (Teacher).

The meeting will be held in public or in private at the request of the teacher.

The Board may retire to executive session to deliberate the matter and reconvene in open session to take action on matters considered in executive session under Section 19.85, Wisconsin Statutes

JOHN J. PETERBURS
Secretary-Business Manager

Director Bills moved that the Board resolve itself into a Committee of the Whole for the purpose of giving hearing on the matter of an appeal of disciplinary action under Part IV, Section N (1)(e)(2), Allegations of Misconduct, of the contract between the Board of School Directors and the Milwaukee Teachers'Education Association.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Mallory, O'Connell, Pajewski, and President Mitchell—5.

Noes—None.

The Board resolved itself into a Committee of the Whole at 6:26 PM.

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

President Mitchell reported that the Committee of the Whole had given hearing in the matter and had come to no conclusion.

Director O'Connell moved to leave and sit again for further hearing.

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

Ayes,5; Noes—0.

The Board adjourned at 9:59 PM.

SUZANNE LUNDIN
Assistant Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 30, 1990

Special meeting of the Board of School Directors called to order by President Mitchell at 6:30 PM.

Present—Directors Bills, Cullen, Johnson (7:26), O'Connell, O'Neil, Pajewski, Stacy (6:57), and President Mitchell—8.

Absent and excused—Director Mallory—1.

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

May 25, 1990

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 30, 1990 in the Board Conference Room of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin. At that meeting, the Board may convene in executive session pursuant to Section 19.85 (1)(g), Wisconsin Statutes, for the purpose of conferring with legal counsel regarding possible litigation in which the Board is likely to become involved.

The meeting immediately precedes the regular meeting of the Board at 8:00 PM this same evening.

JOHN J. PETERBURS
Secretary-Business Manager

Director Pajewski 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, Mitchell, O'Connell, O'Neil, and President Cullen—5.

Noes—Director Pajewski—1.

The Board retired to executive session at 6:42 PM.

The Board adjourned from executive session at 7:45 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 30, 1990

Special meeting of the Board of School Directors called to order by President Mitchell at 7:44 PM.

Present—Directors Cullen, O'Connell, O'Neil, Pajewski, and President Mitchell—5.

Absent and excused—Directors Bills, Johnson, Mallory, and Stacy—4.

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

May 29, 1990

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, May 30,1990 in the Board Conference Room of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin. At that meeting, the Board may convene in executive session pursuant to Section 19.85, Wisconsin Statutes, for the purpose of considering negotiations matters.

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

JOHN J. PETERBURS
Secretary-Business Manager

Director Cullen 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 Cullen, O'Connell, O'Neil, Pajewski, and President Mitchell—5.

Noes—None.

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

The Board adjourned from executive session at 8:10 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 30, 1990

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

Present—Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—9.

Absent—None.

SUPERINTENDENT'S COMMUNICATIONS

May 30, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

REPORT OF THE ASC PROFESSIONALIZATION TASK FORCE

As a part of the negotiations for the 1989-90 contract between the Board and the Administrators' and Supervisors' Council, an agreement was reached to establish a series of joint study topics so that areas of mutual concern could be addressed. The attached Report of the ASC Professionalization Task Force is a summary of the issues that were discussed and recommendations relative to those issues.

I am recommending that the report be referred to the Personnel and Negotiations Committee for consideration at its regular June meeting.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Referred to the Committee on Personnel and Negotiations.

May 30, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

SETTING OF THE DATE FOR THE PUBLIC HEARING ON THE PROPOSED 1990-91 BUDGET

Each year the Board is required by Statute 119.16 (8) (a) to hold a public hearing on the proposed school budget. This hearing is to be held at least five days before the budget is transmitted to the Common Council.

It is recommended that the special Board meeting to conduct the public hearing on the proposed 1990-91 school budget be scheduled for Tuesday, June 12 at 7:00 PM.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Director Pajewski moved to approve the recommendation.

The motion prevailed, the vote being as follows:

Ayes – Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—9

Noes – None

May 30, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

APPROVAL OF THE 1990-91 SCHOOL CALENDAR

Attached is a copy of the 1990-91 school calendar agreed to in negotiations with the Milwaukee Teachers' Education Association.

It is my recommendation that the calendar be adopted.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Director Stacy moved to adopt the calendar. The motion prevailed, the vote being the same as that preceding.

Ayes – Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—9.

Noes—None.

May 30, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

APPOINTMENT OF FACILITIES PLANNING ANALYST

To fill a position previously authorized by the Board, I recommend the following appointment, effective upon assignment:

Michelle Garland	Facilities Planning Analyst	Schedule III, Range 4a	$33,601

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Director Stacy moved to approve the appointment.

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

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—9

Noes—None

May 30, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

ADOPTION OF A RESOLUTION IN SUPPORT OF VOTER REGISTRATION EFFORTS

For the past several months, the administration has been working with the high schools to increase voter registration. In order to assist in this effort, I am recommending that the Board adopt the following resolution:

WHEREAS, One of the most fundamental rights existing in a free society is the right to vote and choose one's representatives; and

WHEREAS, There has been a dramatic decline in the number of young adults registering and voting nationally; and

WHEREAS, The Milwaukee Public Schools have been participating in an effort initiated by the People for the American Way and endorsed by the Great City Schools to encourage registration of students 18 years and older in large cities; now, therefore, be it

RESOLVED, That the Board of School Directors applaud and encourage the efforts of the administration and Dr. Sanford Horwitt, Director, Voter/Citizen Participation Project, People for the American Way, in this effort; and be it further

RESOLVED, That May of 1990 and May of each succeeding year be declared voter registration month to encourage a continuation and institutionalization of these efforts.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Director Mallory moved to adopt the resolution.

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

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—9

Noes—None

JOINT COMMUNICATIONS

May 30, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

Negotiations have been completed between the Milwaukee Board of School Directors and Locals 150 (Building Service Helpers) and 1053 (Clerical). The contracts have been ratified by their unit memberships.

It is the recommendation of the superintendent and secretary-business manager that the Board approve and adopt both three-year contracts (July 1, 1989, through June 30, 1992).

Respectfully submitted,

ROBERT S. PETERKIN JOHN J. PETERBURS

Superintendent of Schools Secretary-Business Manager

Attachments

Director Bills moved to approve the contract.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—9

Noes—None

May 30, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

As part of an on-going effort to expedite the acquisition of the site for a new Sarah Scott Middle School, the Administration is continually providing the Board of School Directors with the most current information possible. Since the meeting of the Finance and Facilities Committee on May 17, 1990, communications have been received from the Department of City Development recommending payment of two relocation claims. In order to permit the project to continue on schedule, it is recommended:

That the following relocation claims be paid:

Eric Brunette—Site Address: 1306 West State Street, #8	
Moving Expenses	$ 250
Rent Differential	4,080
Total	$4,330
Krysztos Maruszewski—Site Address: 1306 West State Street, #9	
Moving Expenses	$ 250
Rent Differential	3,120
Total	$3,370

In the future months, the Administration will be continuing to make every effort to move similar claims or payments to the Board in the most expeditious manner possible as directed by the Board of School Directors.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

JOHN J. PETERBURS
Secretary-Business Manager

Director Cullen moved to approve the recommendation.

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

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—9

Noes—None

SECRETARY-BUSINESS MANAGERS' COMMUNICATIONS

May 30, 1990

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.

May 30, 1990

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:

Robert Peterkin	Janie Hatton, Alternate
John Peterburs	Luis Lopez, Alternate
Robert Jasna	Suzanne Lundin, Alternate
Andrew Douglas	Deborah McGriff, Alternate
Michael Turza	Tom McGinnity, Alternate
Raymond Williams	Gordon Schuetz, Alternate
Aquine Jackson	
Janice Jackson	

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

   John Peterburs
   Robert Jasna
   Janice Jackson

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 Coordinating Council.

Respectfully Submitted,

JOHN J. PETERBURS
Secretary-Business Manager

On Recommendation number 4, Director Mallory moved a substitute, for Director Cullen, Director Mitchell and Directors Cullen, O'Connell and Mallory.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, and President Mitchell—8

Noes—Director Stacy—1

May 30, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

Please be advised that it is necessary for the Board to appoint a member of the Board to serve as its representative to the Library Board at this evening's meeting.

Director Joyce Mallory is the current representative and has agreed to continue as serving as the Board's representative to the Library Board.

Respectfully Submitted,

JOHN J. PETERBURS
Secretary-Business Manager

President Mitchell asked the roll be called to elect a Board member to serve as a member ex officio of the Library Board.

Director Mallory was elected, the vote being as follows:

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—9

Noes—None

May 30, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

This is to inform you that it will be necessary for the Board to elect its representative to the Board of CESA #1 at this evening's meeting.

The representative will be elected to serve a term commencing on June 19, 1990 for a period of time until the next scheduled annual CESA #1 convention of June 18, 1991. The current Board representative is Director Mary Bills.

Respectfully Submitted,

JOHN J. PETERBURS
Secretary-Business Manager

Director O'Neil was elected unanimously.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of April 4 , 1990, through April 27, 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. 24098 to 26850, inc.

Payrolls (net withholdings)	$15,117,885.67	
Accounts	29,915,984.70	
		$45,033,870.37

CONSTRUCTION FUND

Accounts, Voucher nos. 860 to 917, inc.	$ 518,260.54

EXTENSION FUND

Payrolls and Accounts, Voucher nos. 1905 to 2087, inc.

Payrolls (net withholdings)	$ 233,516.26	
Accounts	448,299.85	
		$ 681,816.11
TOTAL		$ 46,233,947.02

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

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, 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:

May 30, 1990

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
Donna Amick 37th	01-15-90	Clerk Typist I $11,486.22/yr. (Replacement for transfer)	07-01
Audrey Bickham Keefe	01-15-90	School Secretary I $16,424.00/yr. (Replacement for transfer)	07-01
Thomas T. Burke Municipal Recreation	06-01-90	Serv. & Maintenance Custodian $23,694.06/yr. (Replacement for resignation)	06-01
Dawniece Cherry Parkman Reg. Office	03-05-90	Clerk Typist I $13,853.84/yr. (Replacement for transfer)	03-05
Debra Gambony Cass/Garfield	03-21-90	Clerk Typist I $11,485.22/yr. (Replacement for transfer)	03-21
Geraldine Grandinetti Human Resource Mgmt.	01-22-90	School Secretary I $19,779.50/yr. (Replacement for transfer)	07-01
Diane Hardy C & I	04-09-90	School Secretary I $17,124.38/yr. (New position)	04-09
Shirley Jackson Hartford	04-23-90	Clerk Typist I $11,486.22/yr. (Replacement for transfer)	04-23
Nancy Just Accounting	04-09-90	Clerk Typist I $13,853.84/yr. (Replacement for resignation)	04-09
Breneida Little Parkman Reg. Office	02-19-90	Clerk Typist I $13,853.84/yr. (Replacement for transfer)	02-19
Carol Parsons 38th	01-10-90	Clerk Typist I $11,486.22/yr. (Replacement for transfer)	01-10
Juana Ramirez-Perez MHSA	04-23-90	Clerk Typist I $11,486.22/yr.	04-23

(Replacement for transfer)

Frederick Roos Physical Plant	04-23-90	Painter $15.05/hr.($30,100.00/yr.) (Replacement for retirement)	04-23
John Wait Municipal Recreation	06-01-90	Serv. & Maintenance Custodian $23,694.06/yr. (Replacement for promotion)	06-01
Timothy Yanasak Warehouse	04-18-90	Material Handler I $22,400.82/yr. (Replacement for leave)	04-18

PROMOTIONS

Joan Giesfeldt Supt. Office	04-30-90	Asst. Secretary to the Supt. $24,266.00/yr.	01-07
Victoria Johnson Physical Plant	04-23-90	School Secretary II $18,733.13/yr.	05-28

CHANGES IN STATUS

Laura Bachmann # Bilingual Ed.	01-01-90	Clerk Typist I $14,368.64/yr.	09-18
Barbara Becton c Washington	04-16-90	School Secretary I $17,763.23/yr.	02-01
Maticia Dewey # Recreation	03-30-90	Clerk Typist I $13,853.84/yr.	03-30
Anne Kiefer # Siefert	03-26-90	Clerk Typist I $11,486.22/yr.	03-26
Ruby Lane * Holmes	01-01-90	Clerk Typist I $11,914.89/yr.	01-01
Angelous McKinnie + C & I	04-30-90	School Secretary I $19,779.50/yr.	01-03
Laurie Nash * Madison	04-09-90	School Secretary I $18,411.38/yr.	12-12
Gloria Woods # Parkman Reg. Office	09-19-89	Clerk Typist I $13,853.84/yr.	09-19
Clarice Zaleski * Zablocki	01-11-90	School Secretary I	07-01

From substitute to regular appointment
¢ From a 10 month to a 12 month position
* From 12 month to 10 month
+ Involuntary demotion from Asst. Secretary to the Supt.

Your Committee recommends approval of the joint recommendations and report 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

Teachers—Schedule I	Division	Salary	Years of Experience Credit	Increment Date
Effective between January 30, 1990, and February 9, 1990, inclusive, under suspension of Section 3.12(4) of the Board's rules:				
(nr)(b) Beverly F. Kluge Reading	C	$35,375	12.6	June, 1990
Effective between February 12, 1990, and February 23, 1990, inclusive, under suspension of Section 3.12(4) of the Board's rules:				
(nr) Mary M. Stoll Elementary	B	$22,012	1	February, 1991
Effective between March 9, 1990, and March 21, 1990, inclusive, under suspension of Section 3.12(4) of the Board's rules:				
(r) Marko Radmanovic Emotionally Disturbed	B	$20,964	0	February, 1991
(nr) Sally K. Voelz Elementary	B	$22,012	1	February, 1991
Effective between March 22, 1990 and April 4, 1990, inclusive, under suspension of Section 3.12(4) or the Board's rules:				
(nr) Ednarina Blake Reading/Art	B	$24,108	3	March, 1991
(r) Jean A. Molitor Upper Elementary	B	$25,680	5	March, 1991
(r) Jean Rutter-Smith Occupational Therapy	B	$25,680	5	April, 1991
Effective September, 1990 payroll:				
(r) Phyllis M. Bankier Elementary	C	$21,824	0	September, 1991
(nr) Mark A. Carter Physical Education	B	$20,964	0	September, 1991

(r) Annie L. Coleman English	B	$20,964	0	September, 1991
(r) Rita S. Farwell Elementary	B	$22,012	1	September, 1991
(r) Marise A. Ferrer Elementary	B	$24,108	3	September, 1991
(nr) Henryette Fisher Special Ed/Hearing Impaired	B	$24,108	3	September, 1991
(nr) Lisa D. Hill Elementary	B	$20,964	0	September, 1991
(r) Christine D. Holle Elementary	B	$20,964	0	September, 1991
(r) Athea Jackson Guidance	C	$21,824	0	September, 1991
(nr) Mitzi L. Johns Elementary	B	$20,964	0	September, 1991
(nr) Kathleen M. Kluck Elementary	B	$20,964	0	September, 1991
(r) Donna M. Krusick Elementary	B	$20,964	0	September, 1991
(nr) Marla D. Lawrence Elementary	B	$20,964	0	September, 1991
(nr) Sylvia Leal Bilingual Elementary	B	$24,632	4	September, 1991
(nr) Norma A. Mortimer Music	B	$25,680	5	September, 1991
(nr) Kathleen A. Neuman Guidance	B	$25,680	5	September, 1991
(nr) Barbara Neumann-Scott Emotionally Disturbed	B	$25,680	5	September, 1991
(r) Marion Paden Emotionally Disturbed	B	$20,964	0	September, 1991
(r) Eileen M. Sattler Elementary	B	$20,964	0	September, 1991
(r) John K. Thompson Elementary	B	$20,964	0	September, 1991
(r) Jacqueline H. Wellmuth Elementary	B	$20,964	0	September, 1991
(r) Amy T. Wroblewski English/Political Science	B	$23,060	2	September, 1991

School Social Work—Schedule 02

Effective between March 22, 1990, and April 4, 1990, inclusive, under suspension of Section 3.12(4) of the Board's rules:

(r)	Koua Thao	$30,077	0	March, 1991

(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 individual be, and she hereby is, appointed to the classification indicated, effective upon assignment, following approval by the Board:

ADMINISTRATIVE APPOINTMENT

(nr) Jody A. Jedlicka	Audiologist Program Supervisor	Schedule III, Range 7c $31,132.00

(nr) Non-resident who must become a resident

* * * * * *

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

LEAVES OF ABSENCE		Beginning
Illness leave, to June, 1990:		
Mary R. Bluhm	Clemens	November 21, 1989
Catherine Crockett	Pulaski	January 18, 1990
Clare A. Siems	North	March 9, 1990
Maternity leave, to June, 1990:		
Anita Smith	Steuben	April 2, 1990
Maternity leave, to January, 1991:		
Nadine Kupfer	City-Wide	April 24, 1990
Personal leave, to June, 1991:		
Bobbie Griffin	Brown	June 15, 1990
Diane Wojtech	Hopkins	August, 1990
James Wojtech	Hopkins	August, 1990
Sabbatical leave, to June, 1991:		
Bernadine Hoeft	Lady Pitts	August, 1990
Carla T. Langhus	Thirty-seventh	August, 1990
Daryl Ann Stuppan	Philipp	August, 1990
Christine Wilkinson-Levie	Thoreau	August, 1990

Extension of leave for personal, to June, 1990:

Heidi Haeberli	On leave	January, 1990

Extension of leave for personal, to June, 1991:

Evelyn Sloan	On leave	August, 1988

Extension of leave for special teaching assignment, to June, 1991:

Cynthia M. Kane	On leave	August, 1990

* * * * * *

(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 person was curtailed:

CURTAILMENT OF LEAVE

Christine Bradfield	- was granted a child rearing leave from September 1, 1989 to June, 1990. Curtailed as of April 30, 1990.

* * * * * *

(ITEM 6) Your Committee recommends that the following action taken by the Board granting a sabbatical leave be, and it hereby is, rescinded:

RESCINDING OF LEAVE

Kay Bailie	-- was granted a sabbatical leave from September, 1990-to June, 1991. Rescinded as of May 2, 1990.

* * * * * *

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

RESIGNATIONS

Wana M. Allard	Riley	June 18, 1990
Nancy N. Allen	Philipp	June 18, 1990
Duane H. Allman	Instruc. Resources	June 20, 1990
Rolf R. Altwein	Marshall	June 18, 1990
Joyce M. Amann	Riley	June 18, 1990
Eileen Anacker	Frst Hm RO	June 22, 1990
Elaine A. Anderson	53rd	June 18, 1990
Mary L. Artis	Lloyd	June 18, 1990
Bernice C. Badke	Silver Spr	June 18, 1990
Nadine E. Barthuli	Riley	July 1, 1990

Stanley Beerman	Palmer	June 18, 1990
Beverly C. Bender	Parkman RO	June 18, 1990
Barbara H. Bergen	Hamilton	June 18, 1990
Marion H. B. Bergmann	Parkman RO	June 18, 1990
William G. Bertram	Unassigned	May 21, 1990
Elaine Bobholz	Sherman	June 18, 1990
Evelyn B. Bohlman	Whitman	June 18, 1990
Alan K. Borsari	Bell	April 27, 1990
Joyce A. Broderick	Hamilton	June 18, 1990
Carol L. Bruss	Bay View	June 18, 1990
Jean L. Burkee	Audubon	June 18, 1990
Richard W. Callender	Milw Tech	June 18, 1990
Joan E. Calteaux	Clement	June 18, 1990
Carol A. Chapman	On leave	March 7, 1990
Mary Jo Cole	Neeskara	June 18, 1990
James R. Colter	On leave	January 1, 1990
LaVerne E. Corby	South	June 18, 1990
Chad E. Crocker	Hawley	June 18, 1990
Joanne R. Cyra	Congress	June 18, 1990
Jeanne S. Dandrea	20th	June 18, 1990
Elizabeth A. Daniels	Frst Hm RO	June 18, 1990
Howard B. Davenport	Pulaski	June 18, 1990
Joann T. DeBona	Forest Home	June 18, 1990
Mary M. Derse	Keefe	June 18, 1990
Genevieve F. Derzon	Green Bay	June 18, 1990
Anita M. Dorweiler	27th	June 18, 1990
Joan Doyle	Irving	June 18, 1990
Duane Duquette	Custer	June 18, 1990
John R. Durr	Webster	June 18, 1990
Neal D. Eigenfeld	Elem & Sec	June 30, 1990
Wayne E. Elliott	King	June 23, 1990
Allen C. Engel	Custer	June 18, 1990
Carl R. Engel	Hamilton	June 20, 1990
Ildiko Farkas	Vincent	June 18, 1990
Joyce B. Farrell	Morse	June 18, 1990
Sarah L. Feiss	Parkman RO	June 18, 1990
Francesca M. Firle	Whitman	June 18, 1990
Joseph B. Fisher, Jr.	Burroughs	June 18, 1990
LeRoy Freeman	37th	June 20, 1990
Philip S. Freund	Kilmer	June 20, 1990
Russell C. Frisby	Kilmer	June 30, 1990
Mildred Y. Goodrich	Keefe	June 18, 1990
Bennie E. Graham	Parkman	June 18, 1990
Edward J. Gralewicz	Hamilton	June 18, 1990
Margaret A. Graves	Humboldt	June 18, 1990
Josie B. Gray	Browning	June 19, 1990
Dorothy A. Greene	Parkview	June 18, 1990
Joseph N. Gromacki	Sholes	June 18, 1990

Melvin H. Gronewold	Recreation	June 30, 1990
Dolores G. Grunke	Kilmer	June 20, 1990

Marion L. Guild	Dover	June 18, 1990
Eugene R. Guzniczak	South	June 18, 1990
Frank H. Harper	Muir	June 20, 1990
Joan S. Harper	King	June 18, 1990
Louis E. Harper	Parkman RO	June 27, 1990
Timothy J. Harrington	Juneau	June 18, 1990
Laura Harris	SDA III	July 31, 1990
Patricia A. Hasenzahl	Walker	June 18, 1990
Robert F. Haugen	Walker	June 18, 1990
June A. Hayward	Washington	June 18, 1990
Phyllis Henriksen	Riley	June 18, 1990
Helen R. Hill	Riverside	June 18, 1990
Sophia Hochman	20th	June 18, 1990
John E. Holland	Washington	June 18, 1990
Maxine C. Howard	Parkman RO	June 29, 1990
Richard P. Hrlevich	Hamilton	June 18, 1990
Betty L. Ihde	Browning	June 18, 1990
Georgiana Ingelli	Fritsche	June 18, 1990
Lillian Irwin	Mitchell	June 18, 1990
Sally S. Janisch	Riley	June 18, 1990
Earl H. Johnson	Carleton	June 19, 1990
Mary Ellen Johnson	Hampton	June 18, 1990
Stanley C. Johnson	North	June 18, 1990
Margaret A. Kaine	Siefert	June 18, 1990
Audrey Kane	Congress	June 18, 1990
Andrew Karolzak	Burbank	June 18, 1990
Daniel H. Kellett	Vincent	June 18, 1990
Laverne Kemp	Hawley	June 18, 1990
Joe L. Kennedy	MHSA	June 22, 1990
Shirley M. Kersey	Frst Hm RO	June 18, 1990
William F. Kienzle	Garland	June 18, 1990
George P. King	Madison	June 18, 1990
Willie M. King	Muir	June 18, 1990
James J. Klabunde	Bay View	June 18, 1990
John B. Kleveshal	Manitoba	June 18, 1990
Maxine F. Klingensmith	Cooper	June 18, 1990
Jeanette M. Kloke	Zablocki	June 18, 1990
Kurt Knetsch	Milw. Tech	June 28, 1990
Jane A. Knight	King	June 18, 1990
Gordon H. Koenig	Kluge	June 18, 1990
Raymond P. Kohlbeck	Fernwood	June 29, 1990
Jerome F. Kopecky	Pulaski	June 22, 1990
John R. Kotsubka	Madison	June 18, 1990
Walter H. Kramer	Milw Tech	June 18, 1990
Donald J. Kreitzer	Burdick	June 18, 1990
Robert B. Kucharski	North	June 18, 1990
Margaret L. Kwiatkowski	Lancaster	June 18, 1990
Margaret H. Laatsch	Bryant	June 18, 1990

Bertha M. Langdon	Cass	June 18, 1990
Peter J. Larscheid	Marshall	June 18, 1990

Edward P. Lemanski	Pulaski	June 18, 1990
Marilyn D. Lister	Clarke	June 19, 1990
Phyllis Luff	Berger	June 18, 1990
Bruce M. Mandelin	Bell	June 18, 1990
Victor G. Marot	Vincent	June 18, 1990
Mary Marshall	Garden Hms	June 18, 1990
Walter Marshall	Stuart	June 19, 1990
Rachel L. Matlock	Congress	June 18, 1990
Fred D. Maypark	Milw Tech	June 18, 1990
Virginia R. McCormick	Happy Hill	June 18, 1990
Arthur W. McManus	On leave	June 19, 1990
Cynthia Memmel	Parkman RO	March 30, 1990
Richard A. Merklein	City-Wide	June 23,1 990
Fred E. Miller	SDA II	June 30, 1990
Norman L. Monsees	Hamilton	June 18, 1990
Richard E. Moring	Linc. Ctr.	June 22, 1990
Gerald S. Mourning	School Safety	May 31, 1990
Patricia J. Murphy	Plst View	June 18, 1990
Eva Ruth Murell	Juneau	June 18, 1990
Barbara K. Nevers	Marshall	June 18, 1990
Wanda F. Nichols	Fulton	June 18, 1990
Edgar L. Norman	King	June 29, 1990
Joseph Olszewski	Milw Tech	June 18, 1990
Robert M. Pabich	Day-to-Day	June 18, 1990
Alma M. Pace	Silv Sprng	June 18, 1990
Joseph Padovano	Happy Hill	June 18, 1990
Mary P. Patti	Riverside	June 18, 1990
Nancy C. Piper	Frst Hm RO	June 22, 1990
Rosalind S. Plantikow	Burroughs	June 18, 1990
Chester Pluta	Riverside	June 18, 1990
James L. Porfilio	Webster	June 18, 1990
Donald R. Preske	Burroughs	June 18, 1990
Andre T. Ptak	King	June 23, 1990
Dorothy L. Rainer	Barton	June 18, 1990
Laura M. Rapkin	Riverside	June 18, 1990
Joyce H. Roesler	Unassigned	March 29, 1990
Gordon T. Rojahn	Milw Tech	June 19, 1990
Virgil E. Rokicki	Burbank	June 18, 1990
Kurt Rollman	Marshall	June 18, 1990
Leonhard S. Rose	Bay View	June 18, 1990
Theresa A. Ruchalski	Story	June 18, 1990
Michael A. Ruvolo	Vincent	June 18, 1990
Norma M. Sabbath	Lowell	June 18, 1990
Nancy J. Schaenzer	Hawthorne	June 18, 1990
Marcella P. Scheafbauer	Burdick	June 18, 1990
Arthur F. Scherbert	Sholes	June 18, 1990
Karl J. Schmidt	Milw Tech	June 18, 1990
Nancy P. Schmidt	Burdick	June 18, 1990

Mary C. Schnabel	Townsend	June 18, 1990
Siegfried H. Schoenian	Hamilton	June 18, 1990

Dorothy J. Schultz	Vincent	June 18, 1990
James W. Seay	Lapham Pk	June 22, 1990
Victoria T. Seeger	Granville	June 18, 1990
Beverly D. Semrad	Clement	June 18, 1990
Ruth C. Sherry	Kluge	June 18, 1990
Joan E. Singer	Milw Tech	June 18, 1990
Harold D. Sinn	Bay View	June 20, 1990
Casimir Skowronski	Hamilton	June 18, 1990
Gerald A. Smith	Custer	July 2, 1990
Laura B. Smith	Frst Hm Av	June 18, 1990
Norman A. Sobczak	Pulaski	June 20, 1990
Persephone N. Sotiriades	Hampton	June 18, 1990
Marvin F. Stabelfeldt	Burroughs	June 18, 1990
Margaret Stalheim	38th	June 19, 1990
Ludwig F. Stamm	Day-to-Day	June 18, 1990
Barbara A. Stauff	Alcott	June 18, 1990
Richard L. Steffan	Audubon	June 18, 1990
Rona Steingart	Frst Hm RO	July 1, 1990
Sheila Steinhagen	Engleburg	June 18, 1990
Nancy L. Stern	Granville	June 18, 1990
Donald T. Stoltmann	Linc. Ctr.	June 18, 1990
Gerald W. Sullivan	Wright	June 18, 1990
Robert W. Taugher	Kilmer	June 18, 1990
Keith L. Taylor	Dover	June 30, 1990
George L. Tellefson	Elem & Sec	June 19, 1990
Thomas J. Teschendorf	Milw Tech	June 18, 1990
Phyllis J. Trgo	On leave	May 14, 1990
Mary J. Truitt	Riverside	June 20, 1990
Eugene R. Trzebiatowski	Madison	June 18, 1990
Leroy A. VanDerboom	Whitman	June 18, 1990
William J. Van Valzah	Custer	June 18, 1990
Theresia M. Wack	Custer	June 18, 1990
Ethel L. Walker	Juneau	June 18, 1990
Mary S. Walt	Frst Hm RO	June 18, 1990
Irene H. Weber	Townsend	June 18, 1990
Allan G. Weischedel	Hayes	June 18, 1990
Jeanne R. Weynek	Bruce	June 18, 1990
Elnora M. White	Goodrich	June 18, 1990
Lyle H. Winger	Mitchell	June 18, 1990
Eunice R. Wink	Audubon	June 18, 1990
Karen E. Wood	Grantosa	June 18, 1990
Donald L. Wyderka	Irving	June 18, 1990
Berg Yelanjian	Walker	June 18, 1990
Daniel F. Yesko	Pulaski	June 18, 1990
Frances V. Young	Hamilton	June 18, 1990
Donald A. Zanotelli	Bay View	June 18, 1990
Mary T. Zeck	Victory	June 18, 1990
Leroy Zwick	Vincent	June 18, 1990

* * * * * *

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

1. On April 23, 1990 (Proc. p. 4), the Board received a communication from the Milwaukee Building & Construction Trades Council relative to the change in the wage rates for members of the International Brotherhood of Electrical Workers, Local 494.

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 Physical Plant Division are also paid the prevailing wages pursuant to the action of the Board on May 3, 1932 (Proc. pp. 555-556). This policy was incorporated in Section 2.32 of the Board's Rules and was further affirmed by the Board in December, 1962 (Proc. 12—62, pp. 301-302; 12-19-62, pp. 303-304).

Your Committee recommends that the change in wage rates for the skilled tradesmen, as described above, be approved.

* * * * * *

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

1. At its meeting on April 23, 1990 (Proc. p. 4), the Board referred the following resolution, which was introduced by Director Bills, to the Personnel and Negotiations Committee:

WHEREAS, The Chapter 220 Program has become surrounded by controversy; and

WHEREAS, The Compact for Educational Opportunity has spent an inordinate amount of time on internal problems and defending against criticism of the Chapter 220 Program; and

WHEREAS, Transportation costs related to Chapter 220 have escalated due to the lack of coordinated planning; and

WHEREAS, There is a perception in the community that suburban school districts screen students prior to acceptance into the Chapter 220 Program; and

WHEREAS, Only Shorewood has agreed to participate in the most minimal way with a program to provide scattered site housing for low and moderate families in the suburbs; and

WHEREAS, Milwaukee continues to have the dubious distinction of being one of the most segregated metropolitan communities in the nation; having the highest black male unemployment rate, the highest black teen pregnancy rate, redlining, disproportionate rejections of blacks for home loans and insurance; and

WHEREAS, The solution in part to this public stigmata is a joint city-suburban educational responsibility; and

WHEREAS, The court-ordered settlement is over in July, 1993; therefore, be it

RESOLVED, That the Milwaukee Board of School Directors direct its representatives to the Compact for Educational Opportunity to request and require that the Compact begin planning for the end of the settlement, with recommendations going to all 24 School Boards by January, 1992.

2. The administration is in support of beginning to make plans on how to proceed after the agreement with the suburbs ends in 1992-1993.

Your Committee recommends that the resolution be adopted.

* * * * * *

(ITEM 10) Your Committee reports having received informational reports from the Superintendent and the Secretary-Business Manager on the following matters; these reports have been made a part of the minutes of your Committee's meeting of May 14, 1990:

A. Report on Affirmative Action Personnel Transactions for the Month of April, 1990

B. Report Relative to Administrative Teacher Vacancies for the 1990-1991 School Year

C. Review of MPS Outside Professional Activities Policies and Procedures

* * * * * *

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

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, 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 Pajewski 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, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—9.

Noes—None.

Item 7 of the report, relating to resignations, having been set aside for separate consideration, Director Cullen moved to accept the report.

The motion prevailed, the vote being as follows:

Ayes—8.

Temporarily Absent—1.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

President Mallory presented the following report for the Committee on Instruction and Community Relations:

May 30, 1990

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 1989, a Task Force was appointed to study the Department of Municipal Recreation and Community Education. This report was submitted to the Board on June 6, 1989.

2. As a follow-up and to provide additional recommendations, Dr. Bill Otto, University of Wisconsin-LaCrosse, was retained as a consultant in January of 1990. He was requested to do the following:

   •Review the recommendations of the Recreation Task Force for completeness;
   •Develop a focused mission statement that corresponds to the mission statement of Milwaukee Public Schools;
   •Identify the relationship of the Recreation Department to Milwaukee Public Schools and the Milwaukee community; Review the configuration for the Recreation Department;
   •Analyze the changing needs of the community, including the needs of urban youth, and recommend how the Recreation Department can provide a balance of services to all segments of the community;
   •Recommend the priority areas of services and programs for the 1990-91 school year;
   •Suggest the parameters of a five-year-plan stressing the new initiatives;
   •Review and make recommendations related to appropriate fees and charges for recreation services.

3. Dr. Otto interviewed 44 individuals. Included were School Board Directors, the Deputy Superintendent, the Associate Superintendent, Community Superintendents, Recreation Department personnel, community representatives, and the Director of Milwaukee County Parks, Recreation and Culture. In addition, Dr. Otto reviewed the Task Force Findings and many other MPS and Recreation Department documents.

4. Dr. Otto's report makes specific recommendations that will provide improved support services, and more efficient administration, align the Recreation Department with the reorganization of MPS, provide improved planning, staff accountability, and efficient operation.

Your Committee recommends that:

1. The Board accept Dr. Otto's report and approve the recommendations.

2. The administration further review the recommendations and initiate action to ensure the needed changes and improvements in the Department of Municipal Recreation and Community Education.

3. A new title be identified for the Department of Municipal Recreation with appropriate community involvement.

* * * * * *

(ITEM 2) The Superintendent advised your Committee that:

1. At its April, 1990, meeting, the Board adopted a number of textbooks as part of the adoption cycle. In the area of elementary social studies texts and the African American history text, it was noted that a recommendation would be forthcoming during the month of May.

2. For elementary social studies, it is recommended:

a. That the basic elementary social studies text be the Macmillan series, with teachers at kindergarten and at grade one having the option to use the "big book."

b. That teachers at any grade level have the option of not using the text, but instead using an amount of money comparable to the cost of a classroom set to texts to develop a classroom set of resource materials.

c. That each student in grades K-6 be provided with a double sided laminated desktop map appropriate to the material at that grade level.

d. That a committee of teachers be employed during the summer and early fall to develop resource materials with respect to Wisconsin. That until such time, the current Silver Burdett Wisconsin book be continued.

e. That a committee of teachers be employed during the summer to develop innovative ways of teaching geographical literacy and the report of this committee be shared with teachers.

f. That as elementary playgrounds are resurfaced, both an outline U.S. map and outline world map be painted on the playground.

3. The African American Textbook Committee was not pleased with the texts submitted for potential adoption. A survey of large city districts and contact with the Afro American Studies Departments of University of Wisconsin--Milwaukee, and the University of Wisconsin--Madison revealed that this dearth of good text material was a national problem. The approach suggested through these contacts was the selection of a text with required supplementary reading or an open adoption where each teacher could select the text or texts that would fit best in the course. In accordance with textbook adoption procedures, all such recommendations would first have to be approved by the Deputy Superintendent. The African American Textbook Evaluation Committee voted for an open adoption. The teachers will continue to evaluate new materials for recommendation as suitable texts.

Your Committee recommends:

1. That the following recommendations be adopted.

That the basic elementary social studies text be the Macmillan series, with teachers at kindergarten and at grade one having the option to use the "big book."

That teachers at any grade level have the option of not using the text, but instead using an amount of money comparable to the cost of a classroom set to texts to develop a classroom set of resource materials.

That each student in grades K-6 be provided with a double sided laminated desktop map appropriate to the material at that grade level.

That as elementary playgrounds are resurfaced, both an outline U.S. map and outline world map be painted on the playground.

2. That the following recommendations be adopted contingent upon funds available for curriculum development in the 1990-1991 budget.

That a committee of teachers be employed during the summer and early fall to develop resource materials with respect to Wisconsin. That until such time, the current Silver Burdett Wisconsin book be continued.

That a committee of teachers be employed during the summer to develop innovative ways of teaching geographical literacy and the report of this committee be shared with teachers.

3. That no single textbook be adopted for African American Studies, and that teachers continue to evaluate materials as they become available.

* * * * * *

(ITEM 3) The Superintendent advised your Committee that:

1. Lady Pitts Program for School Age Parents has been a part of Milwaukee Public Schools since 1968, serving 150 students from 1968-1972, 100 students per year from 1972-1979, and an average of 300 students per year for the last ten years (estimated total 4,400). Since 1972 a separate budget page has been included in the district's annual budget. The district has received reimbursement under EEN funding--School Age Parents Program.

2. Since 1983 with Board action which enabled on-site child care services (by private providers) for school age parents at South Division, Washington and Lady Pitts, there have been district-wide efforts by staff in Alternative and Vocational Education to add program components beyond Lady Pitts. These additions have been externally funded as research and development efforts to ascertain the appropriate comprehensive program plan for Milwaukee Public Schools.

3. The comprehensive plan for prevention and intervention of adolescent parenthood has been developed and is attached as appendix material. This plan has been developed with considerable help from the 20-year Lady Pitts Advisory committee, the Lady Pitts Community Support Advisory Board, the support of the Adolescent Pregnancy and Parenting Sub-committee of CHPCAC, and the Urban Youth Council.

4. A District-wide School Age Parent Program budget has been prepared which reflects additional paraprofessional aide staffing at each high school for 1990-91. These additional positions are reimbursable under EEN funding--School Age Parents Program.

Your Committee recommends that:

1. The Board accept the Comprehensive Plan for Prevention and Intervention of Adolescent Parenthood in Milwaukee Public Schools as a working document to provide direction to efforts for the next five years.

2. The Board express appreciation to the community advisory committees who have worked tirelessly to bring this item before the Board.

3. The administration re-examine the current Human Growth and Development Curriculum to determine if it is appropriate for today's youth.

* * * * * *

(ITEM 4) The Superintendent advised your Committee that:

1. Authorization is being requested to submit a grant application to the Adolescent Pregnancy Prevention and Services Board. The amount being requested for the project, entitles "Up Your Options" is $69,000. MPS would be a co-applicant with the Milwaukee Health Department. In addition, New Concepts Self Development Center and the Urban League will be involved as subcontracting agencies.

2. The proposal is built upon the basis that with better coordination of services and better utilization of existing services within the schools and the community quality services can be delivered. The limited

impact of Milwaukee's resources is hypothesized to be the result of a lack of teen knowledge of resources,

lack of teacher/parent knowledge of resources, lack of teacher skills in transmitting curriculum information, lack of school/agencies time and responses to participate in activities, the lack of outside agencies.

3. If funded, the project would be implemented at Parkman Middle School. It is a pilot program that could hopefully be implemented in other schools or expanded in the present school. The purpose of the program would be to decrease teen pregnancy. The target population would be 50 male and female youths at risk to becoming teen parents. These students would receive assessment and support services that address health, social, vocational, educational and recreational needs. Services would be developmentally, culturally and gender sensitive.

4. Every effort would be made to expand and build upon existing services, particularly in the area of pregnancy prevention. Resources in the community and within the school would both be utilized. An additional half-time social work position would be added to Parkman so that full time services could be offered. The half-time position would be utilized to provide case managing coordination of services as well as to assist in implementation of all components of the program. A full time social worker aide would be utilized for outreach work to enhance parent support and involvement. Additional health services provided by the school nurse in the area of pregnancy prevention would be expanded from 2 hours per week to 13 plus hours per week. The district school nurse, and other support staff which could include guidance, social work, psychological service, human relations and the student assistance coordinator, would be utilized. The support services process would be used to identify students and assess need. There would also be referrals from school staff, parents and the community.

   Each participant would be expected to attend at least six informational group sessions and six support group meetings. Parents would be expected to attend at least six informational sessions. However, more than six sessions will be offered. Community agencies will be involved to provide consultation, inservices and support services. These services will be coordinated with agencies that already provide prevention services.

   Informational sessions would include group activities related to decision making, coping skills and general knowledge in the area of human sexuality and communication. Information on educational and vocational opportunities would be provided also. Hours would be flexible. Home visits would be made to work effectively with the family and insure parent participation. Transportation would be provided to facilitate parent and student involvement particularly in after-school activities.

Your Committee recommends that the Board approve the proposal for submission to the Adolescent Pregnancy Prevention and Services Board.

* * * * * *

(ITEM 5) The Superintendent advised your Committee that:

1. During the 1988-89 school year, approximately 44,000 office support hours were provided MPS offices by Cooperative Business Careers (BC) students. Of the supervisors responding to a Business Careers Program Evaluation Survey, 91 percent indicated a preference to hire employees who have had high school vocational and Business Careers training.

2. During this school year, many BC students have left their employment with MPS to work for organizations that pay a higher wage. If the wage rate is not increased and competitive with other organization's wages, BC students will not be encouraged to seek employment with MPS.

3. There is a need to increase the current wage rate earned by Cooperative Business Careers students to $4.50 per hour.

4. The City of Milwaukee currently advertises positions for part-time School Office Assistants. The job duties and responsibilities are similar to those required of BC students who work at MPS sites, but the hourly remuneration is $6.17 per hour.

Your Committee recommends that the Board approve a wage of $4.50 per hour for Cooperative Business Careers students in order to support Milwaukee Public Schools' Cooperative Business Careers program and to enable these students to continue to provide Milwaukee Public Schools' offices with secretarial support.

* * * * * *

(ITEM 6) The Superintendent advised your Committee that:

1. Rationale

   a. In the Fall of 1986, a survey was administered to all MPS schools, requesting input on areas that we should address to better respond to the needs of our urban students. Feedback included input from administrators, pupil services personnel, teachers, and some parents and older students.

   b. A number of standards and pieces of legislation coming out of Madison require a systematic and developmental response to the personal, affective, and social needs of students. The curriculum was planned and developed to respond to (and continue to respond to) such State requirements:

      e.g. Standard E: Provision of guidance and counseling.
      Standard M: Provision of access to an education for employment program.
      Standard N: Development of a plan for children at risk.
      1985 Wisconsin Youth Suicide Prevention Act.
      1986 Drug Free Schools and Communities Act of 1986.

      (All examples except for Standard M require prevention curriculum.)

2. Process

   a. Through Carl Perkins Act money, teachers and counselors were hired to work with the Dept. of Guidance and Career Education to develop personal, social, affective curriculum which was (l) developmentally appropriate, (2) responsive to the needs of our urban students, (3) comprised of step-by-step, completed activities that would be implementable by our teachers, and (4) mindful of materials available to teachers within our schools.

   b. Curriculum was piloted in schools during the 1987-88 school year (Year I of three year phase-in plan). Teachers provided feedback on units one on individual activities as they completed teaching them.

   c. Through competitive grant money, approximately 30 teachers and counselors were hired during the summer of 1988 to work with the Dept. of Guidance and Career Education to revise the curriculum based on (l) the feedback provided by teachers in pilot schools and (2) their own professional contribution to upgrading the curriculum. Teachers chose to give the curriculum the name CHANGE (Creating Healthy Attitudes & skills through New Guidance and career Education) .

   d. During the 1988-89 school year, additional schools were phased in at every level in such a way that they could network with a school that had begun implementation in Year I. (More elementary schools requested being included in Year II than had been targeted all who

requested curriculum at that point, however, were included.) Networks were supported through Carl Perkins Act monies and the competitive grant.

e. By the beginning of the 1989-90 school year, all school faculties had received an overview session provided by a staff member of the Office of Guidance and Career Education and/or by a teacher from a CHANGE pilot school. Many schools requested/received additional inservice sessions on staff planning days or during faculty meeting time. In addition to the initial presentation, a number of inservice opportunities have been made available to schools through the Staff Development Academy and the Office of Guidance and Career Education.

f. During the 1989-90 school year, all Year III schools received materials and are at various stages of the phase-in process. All schools have been asked to develop an implementation plan for this curriculum on appropriate alternative (which includes areas required by standards and legislation). Ideas for implementation provided by pilot schools have been shared with other schools. All schools have been given an opportunity to be part of a network in their area. (Networks are supported this year through Carl Perkins Act money.)

g. In schools that include the total guidance program, i.e., CHANGE curriculum + guidance counselor, the role of the counselor in relationship to the curriculum has been to (l) help develop CHANGE implementation plan for school, (2) use a resource to teachers in their effort to most effectively implement CHANGE and (3) provide their counseling skills to work with children identified as needing more help than the developmental prevention foundation provided through the curriculum.

3. Content

a. Based on feedback from the survey administered in our schools, the curriculum is divided into five strands: (l) self-concept/self-esteem; (2) communication skills and attitudes; (3) problem solving & decision making; (4) learning skills and attitudes; and (5) career/vocational education.

b. At every grade level, the CHANGE curriculum also addresses the areas of (l) suicide prevention and (2) alcohol and drug abuse prevention through inclusion in one or more of the strands (identified in 3.a.).

c. The curriculum is designed to be flexible enough to incorporate other affective components as they are recommended for inclusion. The CHANGE curriculum is continuously reviewed to assure incorporation of new areas.

4. Evaluation

a. A research component has been incorporated into the curriculum to determine its impact on (1.) self-esteem, (2.) behavior, (3.) attendance, and (4.) achievement. (Results from Years I and II in appendix.)

b. Results at this point indicate positive changes in self-esteem and behavior. More specifically, children in schools that have the guidance program, (i.e., curriculum and counselor) have shown increases in self-esteem (l) over time, and (2) in contrast to students in schools which do not have the guidance program. In both areas the differences were statistically significant. A teacher survey on student behavior change was also administered at the end of last year. Although not quantifiable, the results indicated trend in the direction of positive behavioral change. Anecdotal data from teachers and principals have reinforced this.

c. Results do not show significant gains in attendance and achievement at this point of the implementation process. (One pilot school indicated improvement in attendance, which they attributed in part to the CHANGE curriculum.)

d. Data continues to be collected so that long term as well as short term results can be documented.

5. Recognition

The U.S. Department of Education hired Aguirre International to conduct research and evaluation on the Drug Free Schools programs and the Federal Activity Grant programs. The MPS CHANGE curriculum project which was funded out of federal drug free competitive grant money has been chosen as one of the 20 exemplary prevention programs to be recognized. A team from Aguirre International will visit MPS during the week of May 21st to gather additional information on the program so that it can be used as a model.

Your Committee recommends that:

1. The CHANGE developmental guidance and career education curriculum be adopted as the major affective curricular component of the K-12 curriculum.

2. The CHANGE curriculum be reviewed on an annual basis to assure that it is being implemented at each level and that new areas are being incorporated as needed.

* * * * * *

(ITEM 7) The Superintendent advised your Committee that:

1. At its meeting on August 30, 1989, the Board adopted a resolution by Director Bills directing the Superintendent to develop a comprehensive plan for all our students and their families which would integrate support services. In order to fulfill the mandate contained in the resolution, an Integrated Pupil and Family Support Services Task Force was organized. The task force met for the first time on November

2. The task force included parent and administrative representation from each of the Service Delivery Areas, bargaining unit and community agency representatives, and central office staff members involved in providing support services to schools and children. In addition, the task force sought additional parental input from the local school level. Focus groups were formed through parent organizations to receive this input.

3. The task force was given the following objectives:
   a) To develop standards and effective support programs at the following levels: early childhood (grades K-2); elementary (3-5); middle school t6-8); and high school (9-12);
   b) To identify effective prevention and intervention strategies;
   c) To identify the gap between current practices and the standards for effective programs;
   d) To identify short-term and long-term recommendations that will connect support services to school improvement efforts;
   e) To identify where there is duplication and overlap in services and where services are independent or unique;
   f) To determine how MPS interfaces with external community agencies at all levels of the organization, with special attention being given to the local school level;
   g) To determine how to manage effective support programs at the building level, the SDA level, and the central office level:
      -where services are delivered outside of school;
      -how to establish communication linkages with DSS, DHSS, and the City Health Department, including sharing of data;
      -legal issues, state codes, and confidentiality;
      -effective internal communications; and -time management;
   h) To eliminate individual responses to various state mandates and develop instead a coordinated approach

4. The task force has completed its report, which has been transmitted to Board members under separate cover. It is being submitted to the Committee for hearing this month, with the administrations' response planned for June. In addition, the administration's response will also include a response to the report of the Health Education Task Force as requested by the Instruction and Community Relations Committee.

Your Committee recommends that:

1. The Board accept the Report of the Integrated Pupil/Family Support Services Task Force, with appreciation expressed to the task force members for their many hours of work.

2. The administration respond to the recommendations of the task force in June, 1990 .

* * * * *

(ITEM 8) Your Committee reports having received informational reports from the Superintendent on the following matters; these reports have been made a part of the minutes of your Committee's meeting of May 16, 1990:

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. Informational Report on Chapter I ECIA

C. Informational Item Regarding the Urban Youth Council

D. Informational Item Regarding MPS Reading Program

E. Informational Item Regarding Earth Day Observances

F. Informational Report With Respect to Indian Education Legislation

* * * * * *

Separate consideration having been requested of Items 1, 2, 3, and 6, the remainder of the report was adopted, the vote being as follows:

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—9.

Noes—None.

Item 1 of the report, relating to recommendations for the Department of Municipal Recreation and Community Education, having been set aside for separate consideration, Director Stacy moved to adopt the report.

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

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—9.

Noes—None.

Item 2 of the report, relating to social studies textbook adoptions, 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, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, and President Mitchell—8.

Noes—None

Present—Director Stacy—1.

Item 3 of the report, relating to the acceptance of and recommendations to the Comprehensive Plan for Prevention and Intervention of Adolescent Parenthood in Milwaukee Public Schools, having been set aside for separate consideration, Director Mallory moved for adoption.

Director Stacy moved an amendment to change Number 3 and have the Administration reexamine, update the current Growth and Development Curriculum.

The amendment prevailed, the vote being as follows:

Ayes – Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—9.

Noes—None.

The original motion as amended prevailed, the vote being as follows:

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Connell, Pajewski, Stacy, and President Mitchell—8.

Noes—None.

Present—Director O'Neil—1.

Item 6 of the report relating to the adoption of the CHANGE Curriculum as an affective component of the MPS K-12 Curriculum, having been set aside for separate consideration, Director Mallory moved for adoption of the report.

The motion prevailed the vote being as follows:

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—9.

Noes—None.

COMMITTEE ON FINANCE AND FACILITIES

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

May 30, 1990

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:

JUNEAU HIGH SCHOOL—6415 West Mount Vernon Avenue

PYRAMID HEATING & AIR CONDITIONING CO., INC.; Heating Work (Vacuum Pump Replacement), as per base bid .....$ 10,500

GARDEN HOMES SCHOOL—4456 North Teutonia Avenue

PYRAMID HEATING & AIR CONDITIONING CO., INC.; Heating Work (Vacuum Pump Replacement), as per base bid 11,400

CASS STREET SCHOOL—1647 North Cass Street

MASTER COM, INC.; Communications Work (Installation of Public Address System), as per base bid ($23,128 plus acceptation of Mandatory Alt. Bid of $2,205 to provide an individual four pair station cable to each office and classroom as well as an expansion 183 Bl blue backboard 25,333

EIGHTY-FIRST STREET SCHOOL—2964 North 81st Street

MASTER COM, INC.; Communications Work (Installation of Public Address System), as per base bid ($15,092) plus acceptation of Mandatory Alt. Bid of $1,764 to provide an individual four pair station cable to each office and classroom 16,856

ENGLEBURG SCHOOL—5100 North 91st Street

SELECT SOUND SERVICE, INC.; Communications Work (Installation of Public Address System), as per base bid ($29,570) plus acceptation of Mandatory Alt. Bid of $5,263 to provide an individual four pair station cable to each office and classroom 34,833

FERNWOOD SCHOOL—3239 South Pennsylvania Avenue

MASTER COM, INC.; Communications Work (Installation of Public Address System), as per base bid ($14,014) plus acceptation of Mandatory Alt. Bid of $2,535 to provide an individual four pair station cable to each office and classroom 16,549

GARFIELD AVENUE SCHOOL—2215 North 4th Street

SELECT SOUND SERVICE, INC.; Communications Work (Installation of Public Address System), as per base bid ($25,243) plus acceptation of Mandatory Alt. Bid of $4,395 to provide an individual four pair station cable to each office and classroom 29,638

GRANT SCHOOL—2920 West Grant Street

MASTER COM, INC.: Communications Work (Installation of Public Address System), as per base bid ($19,810) plus acceptation of Mandatory Alt. Bid of $2,389 to provide an individual four pair station cable to each office and classroom .....$ 22,199

HAYES SCHOOL- 2431 South 10th Street

MASTER COM, INC.; Communications Work (Installation of Public Address System), as per base bid ($17,112) plus acceptation of Mandatory Alt. Bid of $1,651 to provide an individual four pair station cable to each office and classroom 18,763

HI-MOUNT SCHOOL—4921 West Garfield Avenue

MASTER COM, INC.; Communications Work (Installation of Public Address System), as per base bid ($20,865) plus acceptation of Mandatory Alt. Bid of $2,145 to provide an individual four pair station cable to each office and classroom 23,010

KAGEL SCHOOL—1210 West Mineral Street

MASTER COM, INC.; Communications Work (Installation of Public Address System), as per base bid ($21,173) plus acceptation of Mandatory Alt. Bid of $1,926 to provide an individual four pair station cable to each office and classroom 23,099

LINCOLN AVENUE SCHOOL—1817 West Lincoln Avenue

MASTER COM, INC.; Communications Work (Installation of Public Address System), as per base bid ($22,620) plus acceptation of Mandatory Alt. Bid of $2,058 to provide an individual four pair station cable to each office and classroom 24,678

SEVENTY-EIGHTH STREET SCHOOL—3727 South 78th Street

MASTER COM, INC.; Communications Work (Installation of Public Address System), as per base bid ($17,150) plus acceptation of Mandatory Alt. Bid of $1,936 to provide an individual four pair station cable to each office and classroom 19,086

VIEAU SCHOOL—823 South 4th Street

MASTER COM, INC.; Communications Work (Installation of Public Address System), as per base bid ($21,560) plus acceptation of Mandatory Alt. Bid of $1,862 to provide an individual four pair station cable to each office and classroom 23,422

7TH STREET GARAGE—1741 North 7th Street

UNI-PUMP, INC.; Automated Fuel Dispensing System, as per base bid ($11,150) plus an extra $1,500 for software and hardware 12,650

GRANTOSA SCHOOL—4850 North 82nd Street

MARED MECHANICAL CONTRACTORS CORP.; Kitchen Modification, as per base bid 21,800

HAMPTON SCHOOL—5000 North 53rd Street

MARED MECHANICAL CONTRACTORS CORP.; Kitchen Modification, as per base bid ..... $ 15,300

HOLMES SCHOOL—2463 North Buffum Street

MARED MECHANICAL CONTRACTORS CORP.; Kitchen Modification, as per base bid 17,900

VINCENT HIGH SCHOOL—7501 North Granville Road

MARED MECHANICAL CONTRACTORS CORP.; Kitchen Modification, as per base bid 27,600

ALLEN-FIELD SCHOOL—730 West Lapham Boulevard
KITCHEN-WEAR, INC.; Kitchen Modification, as per base bid 29,500

VIEAU SCHOOL—823 South 4th Street
KITCHEN-WEAR, INC.; Kitchen Modification, as per base bid 25,589

ZABLOCKI SCHOOL (Kitchen and Storage remodeling)—1016 West Oklahoma Avenue
Division

1. HUNZINGER CONSTRUCTION COMPANY; General Construction Work, as per base bid ($26,900) plus $920 for acceptation of Mandatory Alt. Bid A-l to provide a drop ceiling 27,820
2. KITCHEN-WEAR, INC.; Kitchen Equipment Work, as per base bid 19,490
3. KURTH-CONWAY PLUMBING CORP.; Plumbing Work, as per base bid 19,400

BAY VIEW HIGH SCHOOL—2751 South Lenox Street
SELECT SOUND SERVICE, INC.; Communications Work (Replacement of Telecommunications System), as per negotiated bid, sole bidder 45,576

SHOLES MIDDLE SCHOOL—4965 South 20th Street

SELECT SOUND SERVICE, INC.; Communications Work (Replacement of Telecommunications System), as per negotiated bid, sole bidder 59,707

PROJECT PLUTO ELEMENTARY SCHOOL
C. W. PURPERO, INC.; Site Preparation, as per base bid 123,938

ELM CREATIVE ARTS ELEMENTARY SCHOOL
J. F. L. TRUCKING & EXCAVATING, INC.; Site Preparation, as per base bid 34,194

* * * * * *

(ITEM 2) Your Committee recommends that contracts be, and they hereby are, awarded as follows for gasoline and diesel fuel to be delivered by tank wagon in various amounts to certain buildings during the period from September 1, 1990 to August 31, 1991, based upon proposals received pursuant to advertisement and specifications on file:

LAKESIDE OIL COMPANY; approximately 96,000 gallons Gasoline .....$ 86,413.80
less 2% cash discount—20 days

SAV-ON OIL; approximately 11,500 gallons Diesel Fuel 10,057.50

* * * * * *

(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:

DONOVAN FLOORS, INC.; 3,100 sq. ft. Resilient Surfacing .....$ 19,375.00

MILLER & ASSOCIATES; Playground Structures—Benches, Ladder, and Parallel Bars 590.84

GERBER LEISURE PRODUCTS, INC.; Playground Structure and Beam 13,044.00

MAINSTAGE THEATRICAL SUPPLY; Stage and House Light Dimming System 31,311.00

* * * * * *

(ITEM 4) Your Committee also recommends the following sole source purchases from:

IBM CORPORATION; IBM Computer Lab .....$ 34,927.66

SYSTEMS IMPACT COMPANY; Video Disk System: Core Concept Mathematics Curriculum Program 14,400.00

APPLE COMPUTER CORPORATION; Apple Computer Lab 24,566.00

* * * * * *

(ITEM 5) Your Committee further recommends that the following Request for Proposal be approved:

LAB CORP.; Computer Integrated Manufacturing System .....$ 83,579.00

* * * * * *

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

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

2. Mr. Ricardo Diaz, Commissioner, Department of City Development, recommends payment of the following claim filed against the Board of School Directors by persons displaced from premises being acquired for the Sarah A. Scott Middle School:

a. Fannie Savage—Site Address: 1039 North 12th Street, #l

Moving expenses.....$ 650
Rent Differential.....5,904
Total. $6,554

b. Rhonda Rosenthal and Maureen Jackson-Site Address: 1308 West State Street, #15

Moving expenses.....$250
Rent Differential.....5,050
Total $5,300

c. Mary Williams—Site Address: 1039 North 12th Street, #2

Moving expenses.....$ 650
Rent Differential.....5,184
Total. $5,834

d. Brad Amore—Site Address: 1306 West State Street, #5

Moving expenses.....$ 250
Rent Differential.....3,120
Total $3,370

Your Committee recommends that the claims be paid.

* * * * *

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

1. At its meeting of January 4, 1989, the Board approved a building program for the years 1989-1993 in the amount of $43 million. Contained in this program was $15.5 million for the replacement of 8th Street School to be located on the site bounded by 12th Street, 13th Street, State Street, and Highland Boulevard. Legislation was subsequently obtained to finance this project through the use of promissory notes.

2. On February 20, 1989, the Department of City Development was instructed to begin acquisition activities related to this site the following offers to purchase have been transmitted and recommended by Ricardo Diaz, Commissioner, Department of City Development:

From

Bernard and Melba Paget, Tax Roll Key Nos. 390-0501, 390-0502, 390-0504, 390-0505, 390-0508, 391-0239, and 391-0240; (1226-30 West State Street, 1234-8 West State Street, 1018 North 13th Street, 1234-8 West State Street, 1018 North 13th Street, 1024 North 13th Street, 1038 North 13th Street, 1208 West State Street, and 1212-22 West State Street); for $950,000

Benjamin A. Enlow (vendee) and T.T. Masonry, Inc. (vendor), Tax Key Roll No. 391-0238 (1200-1204

West State Street); for $192,000

Your Committee recommends that the above offers for properties required for the Sarah A. Scott Middle School site be accepted.

* * * * *

(ITEM 8) The Superintendent advised your Committee that the following donations have been offered:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Alcott	Alcott PTO	$ 500	Purchase library books
Allen Field	Wisconsin Bell	$200	Pom-pon squad supplies
	Wisconsin Bell	$200	Trip for School Safety Cadets
	Wisconsin Bell	$200	Multicultural Chorus
Auer	School Funds	$5311	Field trips
	Ameritech Foundation	$300	R.I.F. Books
Burbank	UWM Foundation	$100	Honorarium
Cass	Cass St. Fund Raiser	$1285	Three Image Writer Printers
Cooper	School Funds	$840	Books
Eighty-eighth	21st TAACOM	$125	Parent Appreciation
Emerson	Badger Meter	$450	Color TV
	School Funds	$838	Cadet Trips
	School Funds	$1200	Laminating machine
	School Funds	$300	Binding Machine
Fulton	School Funds	$48	Music powerhorn
Goodrich	Goodrich PTA	$89	Megaphone
Grandview	Grandview PTO	$80	Electric stapler
Grant	School Funds	$5464	Fund raiser for general school use
Green Bay	School Funds	$115	Field trips
Humboldt Park	Fund Raiser	$1800	Two Apple lle Computers
	Humboldt Park PTA	$950	Refrigerator/Stove
Kilbourn	School Funds	$195	Microwave oven
LaFollette	Chicago Computer Tech.	$500	Spring Carnival
Milw. Tech	Wenniger Compressor Co.	$500	Arc Welder
Morse	Presidential Award (Science)	$ 1880	Apple 11 GS Color System/Printer
Riverside	Rotary Club	$300	Read-a-thon promotion
Silver Spring	School Funds	$1485	Three computer printers
Thirty-first	Soda Fund	$459	Hardwick Stove
Twenty-first	Twenty-first PTA	$1790	Computer/Printer
Washington	Northwestern Mutual Life	$5000	Computer Specialty Program
	Deluxe Data Systems, Inc.	$500	Computer Specialty Program
Wright	Wright PTA	$885	VCR
TOTAL		$33,709	

Your Committee recommends that authorization be given to accept the above mentioned donations with appropriate acknowledgment to be made on behalf of the Board of School Directors.

* * * * * *

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

1. On April 23, 1990 (Proc. p. 4), the Board received a communication from Gary Knutson of the Milwaukee Church of Christ. The communication requests approval to hold religious services in the auditorium of Juneau High School. The length of time would be six months to one year.

2. The Principal of Juneau High School has been contacted regarding this request and is very receptive to Milwaukee Church of Christ utilizing the school building for worship services.

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 not normally used for school activities on Sundays, there appears to be 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 pay all expenses incurred by the Board in opening the school for this event.

* * * * * *

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

1. On April 23, 1990 (Proc. p. 3), the Board received a communication from Dennis Viehland, Pastor of Gospel Outreach Christian Fellowship. The communication requests approval to hold religious services at the Craig Alternative School.

2. The Principal of Craig Alternative School has been contacted regarding this request and is very receptive to Gospel Outreach Christian Fellowship utilizing the school building for worship services.

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

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 not normally used for school activities on Sundays, there appears to be 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 pay all expenses incurred by the Board in opening the school for this event.

* * * * * *

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

1. As part of the current building program, a building addition is being constructed at 55th Street School.

2. To accommodate the heating of this new space, a new boiler is required to be purchased and installed in the existing boiler room of the school.

3. The Clever Brooks Company has offered to donate a new boiler for the project in exchange for them being able to test and evaluate this new product.

4. The approximate value of this donation is $28,000.

Your Committee recommends that the Board accept this donation and arrange for the installation through the current construction contract.

* * * * * *

(ITEM 12) The Superintendent advised your Committee that:

1. It has been the practice of the Administration to annually bring the Board an item authorizing action to renew, renegotiate or terminate lease agreements currently in force for programs not housed in regular school facilities. This action permitted the Department of Planning, Budget, Research and Evaluation to work in concert with the City Real Estate Agent to take the appropriate actions on each individual lease knowing the parameters for negotiations and maximizing the bargaining power of the Board.

2. The following locations will require some action to be taken:

   a. We Indians—1551 West Greenfield Avenue
   b. Telechek Building—5401 North 76th Street
   c. Bay View Methodist Church—2772 South Kinnickinnic Avenue
   d. Boys and Girls Club—Seher Unit—2404 West Rogers Street
   e. Junior Achievement Demmer Center—734 North 8th Street
   f. St. Peter's Lutheran Church—3908 West Capitol Drive
   g. Seeds of Health—1107 West Mitchell Street
   h. Sites to be determined for Washington, Riverside and Vincent High Schools

   Given the shortness of time left in many of the current agreements, it is recommended that negotiations begin immediately with the owners, with recommendations brought back to the Board for approval in June. The Department of Planning, Budget, Research and Evaluation, in consultation with the Associate Superintendent for Educational Programs, will work with the City Real Estate Agent to negotiate renewals or new agreements (as applicable) with the owners, keeping in mind both the beat interest of the Board and the needs of individual programs.

Your Committee recommends that authorization be given to the Department of Planning, Budget, Research and Evaluation and the City Real Estate Agent to negotiate the appropriate renewals or new agreements with recommendations to be brought to the Board for approval at its June meeting.

* * * * * *

(ITEM 13) The Superintendent advised your Committee that:

1. On April 20, 1990, a communication was received from the Department of City Development requesting the Board of School Directors to enter into a lease agreement with the Milwaukee Enterprise Center. This

lease agreement would permit the Milwaukee Enterprise Center to construct a parking lot on the playground of the former 5th Street School located at 2770 North 5th Street. This school and playground are currently leased to the City of Milwaukee Health Department for its Isaac Coggs Health Center. The Health Department currently does not utilize the playground.

2. In reviewing the requests, the Administration has expressed a number of concerns relative to the proposal, but supports the proposal on a conceptual basis. These concerns have been discussed with DCD and it is expected that all of the concerns will be easily resolved. As a result, authorization is sought to enter into an agreement contingent upon satisfactory resolution of our concerns.

Your Committee recommends that:

1. Authorization be given to enter a lease agreement with the Milwaukee Enterprise Center contingent upon reaching mutually satisfactory conditions of the lease.

2. The City Real Estate Agent be authorized to execute the lease and modify the lease agreement with the Milwaukee Health Department to reflect these changes.

* * * * *

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

1. At its meeting on April 23. 1990, (Proc. pp. 4-5) the Board referred the following resolution which was introduced by Director Bills to the Finance and Facilities Committee.

   WHEREAS We have just celebrated the 20th Earth Day; and

   WHEREAS, the school system uses a lot of paper and paper products; therefore be it

   RESOLVED, The Milwaukee Public Schools will ban styrofoam cups and products; and be it

   FURTHER RESOLVED, The Milwaukee Public Schools will purchase recycled paper products including textbooks; and be it

   FURTHER RESOLVED the Milwaukee Public Schools will plant trees on all new school sites; and be it

   FURTHER RESOLVED, the Board of School Directors directs the administration to develop a recycling program for implementation in September, 1990.

2. Beginning in 1981, the Food Service and Purchasing Divisions discontinued the purchase and use of styrofoam bowls, plates, and trays and replaced them with paper products. Plastic cold drink cups were converted to wax paper in 1989. Styrofoam cups continue to be purchased and used for hot drinks and for certain science projects such as the planting of seedlings. Current pricing for styrofoam cups is $11.79 per case of 1,000. Paper cups with handles for hot drinks are triple in price at $35.90 per case. MPS purchases about 250 cases of cups per year.

3. Textbook publishers currently do not indicate whether their texts are printed on recycled paper. It is doubtful it would be feasible for MPS to demand that its books be printed on recycled paper since books are shipped out of available warehouse stock.

4. The Purchasing Division has for some time requested pricing and availability of copy. mimeo, and duplicator paper made from recycled pulp. Currently this type of recycled paper runs 22 percent-25 percent higher due to the costs associated with collecting. hauling. sorting. and de-inking of waste paper.

Since

MPS uses approximately 170,000 reams of this paper yearly. it would cost an additional $74,000 per year to convert to recycled paper.

5. Recycled paper may not perform as well on high speed production duplicators used by MPS for the majority of its bulk printing. It will work fine on other types of smaller machines.

6. As of November, 1989, Milwaukee Public Schools has an agreement with one recycling firm and, thus far, is recycling all the waste paper at the Central Office, with plans to expand to other buildings.

7. In addition to the Arbor Day Program, Milwaukee Public Schools replaces, annually. all trees and shrubs that have been damaged by weather or any other source.

Your Committee recommends that:

1. The administration continue to investigate the economic and practical feasibility of purchasing paper and paper products, textbooks, and commercial printing products made with partially recycled pulp fibers, as defined by the EPA federal guidelines.

2. The administration investigate and find alternative paper products to replace the use of styrofoam cups.

* * * * * *

(ITEM 15) The Superintendent advised your Committee that:

1. A proposal submitted to the Aetna Foundation/College Board, entitled *Discovering/Developing Student Potential,* has been approved for funding. The project requires $30,000 in matching funding from the district.

2. This project supports the district's effort to develop the potential of academically promising but at-risk urban you, so as to increase their likelihood of pursuing post-secondary educational opportunities. Priority attention will be given to college-potential prospects from minority and/or low socioeconomic circumstances. The focus is on developing the mathematical literacy necessary for college success and for careers in engineering, mathematics, sciences, and technology.

3. This two-year project involves both students and parents in four schools: Bell, Edison, Custer, and Hamilton. Activities are offered to students and parents to acquaint them with the merits of participation in post-secondary educational experiences.

   Activities include:

   - Parent information workshops regarding course selection leading to college enrollment;
   - Promotional information regarding the need for academic excellence and planning for higher education;
   - Staff/student visitations to schools, colleges, and universities.
   - Shadowing activities for students, and mentoring by community role models;
   - Accelerated course offerings.

4. Longitudinal analyses will be conducted by the MPS Office of Educational Research and Program Assessment to evaluate the effectiveness of the student identification program, curricular and instructional efforts, guidance procedures, promotional activities, and community support.

Your Committee recommends that $30,000 be transferred from the Contingent Fund to the appropriate accounts to match the funds from the Aetna Foundation/College Board.

* * * * * *

(ITEM 16) The Superintendent advised your Committee that:

1. The Classified Staffing Services Unit of the Department of Human Resource Management is housed in a satellite office away from the main office. In the past when duplicating services were needed, the clerical staff in Classified Staffing would use the copier located in the Staff Development Academy which was located across the hall.

2. Since the Academy is no longer a part of Human Resource Management and has moved to a different floor, Classified Staffing has been virtually left without a copy machine to use. The only other copy machine in the department is located in Certificated Staffing on the other end of the building which makes it extremely difficult to handle the volume of paperwork which must be copied.

3. The request to transfer funds from the General Services account to purchase a copier was presented to the Finance and Facilities Committee at the April 12, 1990 meeting. The motion approved by the Committee directed the Administration to seek other alternative methods of providing the department with a copier.

4. The Administration has been unsuccessful in locating a surplus copier available for use by the Classified Staffing Services Unit.

Your Committee recommends that $5,500 be transferred from the General Services account to the Additional Equipment account to be used to purchase a copier for the Classified Staffing Services Unit.

* * * * * *

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

1. The School Food Services Division's Office Manager/Secretary III position has been vacant for the entire 1989-1990 school year.

2. A substitute secretary was hired in late September to handle various clerical responsibilities while the process of hiring a School Secretary 111 went forward. To date, the examination process has not advanced beyond the written exam.

3. Effective January 5, 1990, the 12-month Secretary I has been underfilling the Secretary 111 position on an interim basis.

4. The substitute secretary line is significantly over expended; correspondingly, the School Secretary 111 line is significantly under expended.

Your Committee recommends that $10,000 be transferred from the Food Services Division School Secretary III account to the Part Time Clerical account to cover the cost of substitute secretaries through June.

* * * * * *

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

1. Tuition charges for non-resident and adult students fall into two principal categories:

   a Individual payments which must be paid in advance.

b. Governmental payments (state, county, or other school districts), for which tuition charges are billed at the end of the year.

2. Since individual tuition charges must be paid in advance, it is necessary to annually fix tuition rates for this category, based on the costs in providing instruction.

Your Committee recommends that the following tuition rates for individuals be adopted:

1990 Summer School Session		1990-1991 School Year	
Grades 1-12	$688	Grades K-12	$5,067

* * * * * *

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

1. On April 23, 1990 (Proc. p. 2), the Board received a communication from the Community Relations-Social Development Commission regarding their second quarter billing of $34,730 and their expenditure report for the quarter ending March 31, 1990.

2. As of the month ending April 30, 1990, the Milwaukee Public Schools have no outstanding claims with the Community Relations-Social Development Commission.

Your Committee recommends that the second quarter billing of $34,730 be paid to the Community Relations-Social Development Commission.

* * * * * *

(ITEM 20) The Superintendent advised your Committee that:

1. The Washington High School Summer Music/Enrichment Center has been closed as a summer school site due to asbestos removal that had been previously scheduled. Wilbur Wright Middle School has been identified as an alternate site for the Music/Enrichment Program.

2. Additional electrical outlets are needed in 14 classrooms at Wilbur Wright Middle School to accommodate the computer equipment that is needed for a variety of computer courses that are offered in this Music/Enrichment Program.

3. It will be necessary to move over 200 microcomputers and related equipment to Wilbur Wright Middle School for the computer course offerings that have been included in the 1990 Summer School Manual and Student Registration Form. This equipment will be moved from Washington High School and other school sites. It is also necessary to return all of the equipment to the appropriate .schools at the end of summer .school.

Your Committee recommends that $12,500 be transferred from the Contingent Fund to the appropriate Summer School account to cover the cost of electrical wiring in 14 classrooms and moving microcomputer equipment.

* * * * * *

(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 17, 1990:

A. Facilities Reports

l) Monthly Discussion of Facility Needs
2) Report on New Construction and Building Modifications
3) Report on the Capital Improvement Program

B. Statement of Operating Revenues

The Secretary-Business Manager submitted the following Statement of Operating Revenues for the month ending April, 1990, showing the following totals for the School Operations, Categorically Aided, Food Services, Construction, and Extension Funds:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$ 472,668,315	$ 1,380,959	$ 474,049,274	$ 368,785,336	$ 105,263,938	77.8%
Categorically Aided	22,430,383	16,621,017	39,051,400	24,116,007	14,935,393	61.8%
Food Services	18,625,869	350,000	18,975,869	14,194,626	4,781,243	74.8%
Construction	34,400,000	217,195	34,617,195	13,074,198	21,542,997	37.8%
Extension	9,002,821	64,000	9,066,821	8,931,278	135,543	98.5%

C. Statement of Expenses

The Secretary-Business Manager submitted the following Statement of Expenses as of April 30, 1990, showing the following totals for the School Operations, Categorically Aided, Food Services, Construction, and Extension Funds:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Expenditures (2)	Unexpended Balance	Percent Expended
School Operations	$ 472,668,315	$ 1,380,959	$ 474,049,274	$ 365,611,866	$ 108,437,408	77.1%
Categorically Aided	22,430,383	16,621,017	39,051,400	27,586,577	11,464,823	70.6%
Food Services	18,625,869	350,000	18,975,869	15,568,182	3,407,687	82.0%
Construction	34,400,000	217,195	34,617,195	11,802,118	22,815,077	34.1%
Extension	9,002,821	64,000	9,066,821	6,741,006	2,325,815	74.3%

(1) Represents 1988—1989 appropriations carried over to the 1989—1990 fiscal year and board approved transfers during the 1989 -1990 fiscal year.

(2) Expenditures included through April 30,1990 and payrolls through April 27,1990.

D. Monthly Report on Expenditure Controls

E. Communication Acknowledging the Receipt of a Remodeling Award for the Brown Street School

F. Item on Food Services Division Budget

G. 1989-1990 Third Quarter Report on Minority/Women/Disadvantaged Business Enterprise Program

* * * * * *

Separate consideration having been requested for Items 4, 9, 10, 15 and 20 the remainder of the report was adopted, the votes being the same as that preceding.

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—9.

Noes—None.

Item 4 of the report relating to purchases, authorized computer labs, video disk systems, having been set aside for separate consideration, Director Pajewski moved to adopt the report.

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

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—9.

Noes—None.

Item 9 of the report, relating to issuance of a building use permit for religious worship services, having been set aside for separate consideration, Director Johnson moved for suspension of Board Rules and adopt the recommendation.

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

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—9.

Noes—None.

Item 10 of the report, relating to issuance of a building use permit for religious worship services, having been set aside for separate consideration, Director O'Connell moved for suspension of Board Rules and adopt the recommendation.

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

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—9.

Noes—None.

Item 15 of the report relating to a Contingent Fund transfer to match funds from the Aetna Foundation College Board, having been set aside for separate consideration, Director Stacy moved to adopt the report.

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

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—9.

Noes—None.

Item 20 of the report, relating to Contingent Fund transfer to cover the cost of electrical wiring and moving of microcomputer equipment, having been set aside for separate consideration, Director Pajewski moved for adoption of the report.

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

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—9.

Noes—None.

SPECIAL COMMITTEES

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

Director Mallory moved concurrence in all the recommendations.

The motion Prevailed, the vote being as follows:

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—9.

Noes—None.

UNFINISHED BUSINESS

Director Bills moved the appointments of Susan Buss and Susan Kappas that have been previously held at the Board Level.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—9

Noes—None

COMMUNICATIONS AND PETITIONS

The Secretary-Business Manager presented the following communications:

Communication from Ms. Peggy Love on behalf of the Milwaukee Area Workers for Southwestern Christian College requesting the use of a school auditorium for a fund raising event.

Referred to the Committee on Finance and Facilities.

Communication from the Milwaukee City Council of PTA/PTSA's Inc. requesting the use of a school property for a fund raising event.

Referred to the Committee on Finance and Facilities.

Communication from Ms. Angela Wegner on behalf of the Coalition for Quality Education regarding a proposal for increasing art, music, physical education, and library specialists.

Referred to Committee on Instruction and Community Relations and the Committee on Personnel and Negotiations.

Communication from State Representative Polly Williams requesting a hearing regarding a proposed student assignment.

Referred to the Committee on Finance and Facilities.

RESOLUTIONS

By Directors Johnson, O'Connell, O'Neil and Stacy

WHEREAS, Dr. William Larkin is resigning from the Milwaukee Public Schools after seventeen years of loyal and exemplary service to the children and citizens of the City of Milwaukee; and

WHEREAS, Dr. William Larkin's record as junior and high school principal in the Milwaukee Pubic Schools from 1973 to 1980 is typified as outstanding; and

WHEREAS, From 1980 to 1990 Dr. William Larkin served as Assistant Superintendent and Director of the Division of Curriculum and Instruction, providing loyal and conscientious service; and

WHEREAS, Under Dr. William Larkin's leadership the Division of Curriculum and Instruction was noted for excellence and creative educational programming; therefore, be it

RESOLVED, That the Milwaukee Board of School Directors extend deep appreciation and admiration for Dr. William Larkin's many years of excellent service to the children and staff of the Milwaukee Public Schools and their well wishes for a successful superintendency in Monona Grove, Wisconsin; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent minutes of the Board; and be it

FURTHER RESOLVED, That the Board instruct its Secretary-Business Manager to have an engrossed copy of this resolution, suitably signed and sealed, prepared and delivered to Dr. William Larkin in recognition of his work and services to the students, parents, staff, administration and Board members during his professional career with the Milwaukee Public Schools.

The resolution was adopted by unanimous consent.

By Director O'Neil

WHEREAS, For many years PAT students could apply to any middle school having a PAT program without regard for attendance area; and

WHEREAS, During the 1988-89 school year, the administration changed this policy and limited PAT students to their attendance area school or schools where they enhanced racial balance; and

WHEREAS, At the present time there are middle schools with room in their PAT programs after having accommodated all attendance area student requests; therefore, be it

RESOLVED, That, where space permits, and all attendance area requests have been met, enrollment in PAT programs be reopened to accommodate non-attendance area students.

Referred to Committee on Instruction and Community Relations.

By Director O'Neil

WHEREAS, The students in the Milwaukee Public Schools are of various multi-ethnic and multi-cultural 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; therefore, be it

RESOLVED, That a committee be established by the Board president to set guidelines for proper display of 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.

Referred to the Committee on Instruction and Community Relations

By Director Bills

WHEREAS, The Milwaukee Board of School Directors continually strives for more ways to teach children effectively; and

WHEREAS, Waldorf Education, developed by Rudolph Steiner, teaches concepts through encounter and experience; and

WHEREAS, The Board recognizes that children learn most successfully through direct experiences; and

WHEREAS, Waldorf Education integrates subjects in teaching; and

WHEREAS, The Board recognizes that children learn best when subjects are integrated; and

WHEREAS, Waldorf Education teaches through the arts; and

WHEREAS, The Board recognizes that learning through the arts enriches children's lives; therefore, be it

RESOLVED, That the administration set up a committee to study the possibility of opening a Waldorf Education School in Milwaukee Public Schools in 1991-1992.

Referred to the Committee on Instruction and Community Relations

The Board adjourned at 9:27 PM.

JOHN J. PETERBURS
Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of May 30, 1990

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	299	348		9	537	10	40	44	8		647
K3	82	90		2	94	7	9	57	3		172
PK	693	324		7	617	11	55	310	17		1017
K4	1542	1548		21	1142	109	286	1200	32		3090
K5	4303	3951		100	4413	286	769	2602	84		8254
01	4878	4521		99	5386	343	881	2579	111		9399
02	4164	4084		95	4609	280	799	2364	101		8248
03	4077	3826		97	4491	260	738	2236	81		7903
04	4097	3908		96	4627	238	744	2195	95		7995
05	3740	3666		90	4306	206	704	2021	79		7406
06	3433	3194		89	3821	169	638	1844	66		6627
07	3241	3134		78	3691	147	580	1813	66		6375
08	2932	2956		61	3299	204	556	1705	63		5888
09	3926	3633		94	4145	212	734	2293	81		7559
10	3305	3176		82	3513	163	511	2252	60		6581
11	2632	2792		58	2743	167	398	2000	58		5424
12	1877	2182		41	1995	138	266	1584	35		4059
13	3	1			1			3			4
Invalid	4	3			3			4			7
TOTAL	49218	47437		1118	53733	2950	8708	29106	1040		96655

Total Active Detached..... (Included above) Total Suburban Transfers—4852

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

Brown Deer	164	Greendale	271	New Berlin	66	St. Francis	107
Cudahy	184	Greenfield	275	Nicolet	177	Wauwatosa	713
Elmbrook	137	Hamilton	6	Oak Creek	268	West Allis	427
Fox Point	137	Maple Dale-Indian Hills	81	Shorewood	269	Whitefish Bay	306
Franklin	226	Menomonee Falls	240	South Milwaukee	266	Whitnall	261
Glendale-River Hills	130	Mequon-Thiensville	141				

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1716	71.5	119.0	5.0	North Division	1233	67.0	106.0	6.0
Custer	1138	73.1	87.0	5.0	Pulaski	1740	70.9	115.0	5.0
Hamilton	1744	80.5	113.0	5.0	Riverside	1602	82.4	113.0	5.0
Juneau	846	77.4	65.0	4.0	South Division	1807	70.1	139.0	5.0
King	1177	90.3	72.0	3.0	Vincent	1603	76.8	110.0	5.0
Madison	1783	68.7	113.0	5.0	Washington	1543	76.1	119.0	5.0
Marshall	1216	78.4	92.0	4.0	HS of the Arts	385	93.8	55.0	3.0
Milwaukee Tech	1842	89.9	124.0	4.0	TOTAL	21675		1542.0	69.0
MIDDLE SCHOOLS									

Audubon	971	85.8	66.0	3.0	Parkman	584	80.7	45.0	3.0
Bell	925	85.7	63.0	3.0	Robinson	482	92.1	38.0	2.0
Burroughs	900	86.7	59.0	3.0	Roosevelt	619	91.6	42.0	2.0
Edison	840	87.1	64.0	3.0	Sholes	831	79.5	58.0	3.0
Eighth St.	335	90.9	27.0	2.0	Steuben	900	89.9	59.0	3.0
Fritsche	969	85.6	67.5	3.0	Walker	856	82.4	57.0	3.0
Fulton	674	75.5	53.0	3.0	Webster	971	89.0	62.0	3.0
Kosciuszko	742	79.7	62.0	3.0	Wright	792	87.9	56.0	4.0
Morse	1004	93.0	65.0	3.0					
Muir	936	84.6	64.5	3.0	TOTAL	14331		1008.0	52.0

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

Alcott	419	92.8	17.2	1.0	Hopkins	765	89.2	45.5	2.0
Allen Field	1031	91.1	50.0	2.0	Humboldt Park	551	92.1	26.6	1.5
Auer	631	93.9	34.8	1.5	Irving	715	94.3	36.0	2.0
Barton	578	92.5	27.0	1.0	Kagel	447	92.7	23.0	1.0
Berger	536	89.8	31.6	1.5	Keefe Av.	641	91.0	39.2	1.5
Brown St.	563	92.9	35.0	2.0	Kilbourn	390	89.6	20.5	1.0
Browning	433	92.3	21.3	1.0	Kluge	574	92.6	30.1	1.5
Bruce	571	90.7	27.1	1.5	LaFollette	676	93.0	39.8	2.0
Bryant	576	90.2	29.0	1.5	Lancaster	563	93.9	29.0	1.0
Burbank	564	90.9	22.8	1.0	Lee	652	92.0	36.8	1.5
Burdick	498	86.4	29.6	1.5	Lincoln Av.	646	90.4	30.5	1.5
Carleton	511	93.0	24.1	1.0	Lloyd St.	572	93.1	28.0	1.0
Cass	594	90.9	35.6	2.0	Longfellow	635	92.2	28.8	1.5
Clarke	498	92.2	30.3	1.0	Lowell	291	91.2	12.9	1.0
Clemens	413	90.6	20.2	1.0	MacDowell	551	93.5	26.0	1.0
Clement	478	92.5	21.0	1.0	Manitoba	373	95.2	32.5	2.0
Congress	496	92.5	23.9	1.0	Maple Tree	522	92.8	23.0	1.0
Cooper	409	89.9	21.5	1.0	Maryland Av.	327	91.2	19.2	1.0
Curtain	348	92.3	16.7	1.0	Mitchell	762	91.2	33.5	1.5
Doerfler	679	92.7	30.0	1.5	Morgandale	594	91.9	25.8	1.5
Douglass	305	95.3	15.7	1.0	Neeskara	433	93.7	27.5	1.0
Dover	636	92.0	26.1	1.5	Ninety-fifth	349	93.9	17.1	1.0
Eighty-eighth	363	94.1	17.9	1.0	Palmer	591	89.9	39.8	2.0
Eighty-first	477	92.5	19.8	1.0	Parkview	378	94.1	18.5	1.0
Eighty-second	410	95.2	17.2	1.0	Phillip	323	93.6	17.7	1.0
Elm	376	95.8	20.0	1.0	Pierce	606	91.2	30.0	1.5
Emerson	304	92.8	16.9	1.0	Riley	607	91.8	29.6	1.5
Engleburg	490	92.5	26.6	1.0	Seventy-eighth	556	90.2	29.0	1.0
Fairview	455	91.0	27.5	1.0	Sherman	590	94.2	27.7	1.5
Fernwood	506	89.0	27.0	1.0	Siefert	595	90.8	34.0	1.5
Fifth-fifth	368	96.0	14.9	1.0	Silver Spring	368	90.8	18.7	1.0
Fifty-third	396	93.8	18.4	1.0	Sixty-fifth	369	91.1	20.5	1.0
Forest Home	852	92.3	38.5	2.0	Sixty-seventh	336	90.9	15.7	1.0
Franklin	603	91.1	40.6	1.5	Story	547	94.0	30.5	1.5
Fratney	329	91.9	18.7	1.0	Stuart	339	93.9	16.0	1.0
Gaenslen	614	88.2	56.0	2.0	Thirty-eighth	563	94.6	26.9	1.5
Garden Homes	523	91.0	29.1	1.5	Thirty-fifth	346	92.2	14.9	1.0
Garfield	446	95.2	28.0	1.0	Thirty-first	541	93.3	29.1	1.0
Garland	375	88.9	14.9	1.0	Thirty-seventh	674	91.8	30.1	1.5
Golda Meir	256	96.3	12.8	1.0	Thoreau	698	93.8	31.0	1.5
Goodrich	450	92.0	23.0	1.0	Tippecanoe	235	93.9	12.5	1.0
Grandview	347	90.5	17.5	1.0	Townsend	498	95.4	20.5	1.0
Grant	579	91.2	26.2	1.0	Trowbridge	342	88.7	17.4	1.0
Grantosa	628	92.2	30.5	1.5	Twentieth	662	91.0	36.3	1.5
Granville	455	93.1	21.5	1.0	Twenty-first	624	92.9	34.5	1.5
Green Bay Av.	594	92.2	30.6	1.5	Twenty-fourth	346	92.0	21.0	1.0
Greenfield	406	95.9	17.0	1.0	Twenty-seventh	688	91.7	38.0	2.0
Hampton	620	92.5	27.0	1.5	Victory	561	89.2	27.0	1.5
Happy Hill	534	91.5	23.3	1.5	Vieau	678	91.9	35.1	2.0
Hartford	613	93.1	32.2	1.5	Whitman	449	89.7	22.5	1.0
Hawley	310	92.7	14.4	1.0	Whittier	213	96.1	8.9	1.0
Hawthorne	398	92.5	18.0	1.0	Wisconsin Av.	695	82.0	28.8	2.0
Hi-Mount	489	92.9	24.3	1.0	Zablocki	685	88.4	31.0	1.5
Holmes	715	88.2	45.6	2.0	TOTAL	54780		2812.0	138.0

OTHER SCHOOLS

Craig	76	72.2	11.0	1.0	Lincoln Alt. HS	86	67.5	7.5	1.0
Demmer	26	69.7	2.0	1.0	Lincoln Voc.Lab.	69	78.1	18.0	1.0
Hayes	75	74.5	12.0	1.0	Manitoba Ortho.	114	89.2	0.0	0.0
Kilmer	182	81.8	17.5	1.0	Pleasant View	123	88.8	23.0	1.0
Lady Pitts	197	55.8	16.0	1.0	Sixty-eighth	158	66.1	10.0	1.0
Lapham Park	106	69.9	10.0	1.0	Commun. Based	771		9.0	1.0
					TOTAL	1983		136.0	11.0
					MPS TOTAL	92769		5498.0	270.0

SUPERINTENDENT'S MONTHLY REPORT as of May 30, 1990
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.	44	0	1780	17	15	0	290	2	931	18	25	0	3085	37	3122
Emotion. Dist.	18	0	1203	38	3	0	106	3	529	26	27	3	1886	70	1956
Autistic	0	0	67	6	3	0	4	0	47	1	1	0	122	7	129
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	2	1	35	35	2	0	4	3	19	31	0	1	62	71	133
Physically Hdcp.	5	2	211	111	8	4	43	9	182	138	9	6	458	270	728
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	2	0	74	21	12	0	15	1	93	16	11	0	207	38	245
Mentally Ret.	12	2	1178	177	14	2	116	22	389	109	9	6	1718	318	2036
Speech/Languag	36	18	1616	1122	39	25	210	176	1044	683	40	34	2985	2058	5043
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par. Disability Total	119	23	6164	1527	96	31	788	216	3234	1022	122	50	10523	2869	13392
Ethnic Total	142		7691		127		1004		4256		172		13392		

142

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 11, 1990

Special meeting of the Board of School Directors called to order by President Mitchell at 6:13 PM.

Present—Directors Bills, Mallory, O'Connell, Pajewski, and President Mitchell—5.

Absent and excused—Directors Cullen, Johnson, O'Neil, and Stacy—4.

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

June 5, 1990

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, June 11, 1990 in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin for the purpose of continuing to give hearing in the matter of an appeal of disciplinary action under Part IV, Section N (1)(c)(2), Allegations of Misconduct, 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 Board may retire to executive session to deliberate the matter and reconvene in open session to take action on matters considered in executive session under Section 19.85, Wisconsin Statutes .

JOHN J. PETERBURS
Secretary-Business Manager

Director O'Connell moved that the Board resolve itself into a Committee of the Whole for the purpose of continuing to give hearing in the matter of an appeal of disciplinary action under Part IV, Section N (1)(e)(2), Allegations of Misconduct, 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, Mallory, O'Connell, Pajewski, and President Mitchell—5.

Noes—None.

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

The Board retired to executive session at 9:40 PM.

The Board reconvened in open session and rose from the Committee of the Whole at 10:31 PM.

Director Pajewski moved to uphold the Superintendent's decision to terminate Mr. Wilbourn's employment with the Milwaukee Public Schools due to sexual intercourse with a student following a school activity.

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

Ayes—5; Noes—0.

The Board adjourned 10:32 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 12, 1990

Special meeting of the Board of School Directors called to order at 7:08 PM.

Present—Directors Bills, Cullen, Johnson (7:15), Mallory (7:15), O'Connell (7:18), O'Neil, Pajewski, Stacy, and President Mitchell (7:19)—9.

Absent—None.

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

May 31, 1990

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

Pursuant to Section II 9.16 (8)(a), Wisconsin Statutes, the Board of School Directors will meet at 7:00 PM, Tuesday, June 12, 1990 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 1990-1991 School Operations, Construction, and Extension Fund Budgets.

JOHN J. PETERBURS
Secretary-Business Manager

Director Stacy moved that the Board resolve itself into a Committee of the Whole for the purpose of giving public hearing on the proposed 1990-1991 School Operations, Construction, and Extension Fund Budgets.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Cullen, O'Neil, Pajewski, and Stacy—5.

Noes-None.

The Board resolved itself into a Committee of the Whole at 7: 10 PM.

Director Stacy left the meeting at 9:30 PM.

The Committee rose and Chairperson Mallory reported that the Committee had given hearing on the proposed 1990-1991 budget.

The meeting adjourned at 9:57 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 27, 1990

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:07 PM.

Present—Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—9.

Absen—None.

SUPERINTENDENT'S COMMUNICATIONS

June 27, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

REPORT OF THE ASC PROFESSIONALIZATION TASK FORCE

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 purposed only, the names of probationary employees I did not nominate for reappointment:

Texas Carolyn Bufkin

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Received and placed on file.

JOINT COMMUNICATIONS

June 27, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

Negotiations have been completed between the Board of School Directors and the Administrators' and Supervisors' Council (ASC). The contract has been ratified by the ASC Executive Board.

It is the recommendation of the Superintendent and the Secretary-Business Manager that the Board approve and adopt the extension of the contract with the Administrators' and Supervisors' Council (ASC) through June 30, 1991.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

JOHN J. PETERBURS
Secretary-Business Manager

(attachment)

Director Bills moved to approve and adopt the extension of the contract between the Board of School Directors and the Administrators' and Supervisors' Council.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Connell, Stacy, and President Mitchell—7.

Noes—Directors O'Neil and Pajewski—2.

June 27, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

During the 1989-90 school year two psychologist positions and two social work positions were funded under 94-142 funds to provide assistance to the violence reduction and school community collaboration initiatives. Since these initiatives served basically a non-EEN population, the administration was advised that 94-142 monies could not be used to fund these positions. Subsequent to the public hearings regarding the proposed 1990-91 budget, conversations were finalized between MPS administrators and representatives of the Department of Public Instruction regarding the utilization of 94-142, 99-457, and 89-313 funds to support certain exceptional education program expansion requests and, thereby, free up monies reflected in the 1989-90 exceptional education program requests to support the school psychologist and school social work positions which could not be funded under 94-142. Proposals reflecting this change have been prepared and submitted to the DPI. This action will require certain line item modifications.

The following lines found in the 1990-91 Budget Request would be affected:

Programs for the Emotionally Disturbed

Line:	00300	**Reduce** teachers from 238 to 236	-$ 64,000
Line:	01600	**Reduce** paraprofessionals from 76.75 to 75.25	- 22,500

Early Childhood Programs

Line:	00300	**Reduce** teachers from 56 to 54	- 60,600
Line:	01600	**Reduce** paraprofessionals from 39.25 to 37.25	- 30,000
Total Cost Reduction			-$177,100

Note: All of the staff reductions listed above will be covered with 94-142 flow-through monies.

Psychological Services

Line:	00900	**Increase** psychologists from 81 to 83	+ 86,500

Social Work Services

Line:	00800	**Increase** social workers from 94 to 96	+ 90,600

Total Cost Additions	+$177,100

These recommended actions result in the total budget for the Department of Exceptional Education and Supportive Services remaining the same. Proposed increase are offset by proposed reductions. There will be no increase on tax levy.

Monies Obtained from the Sale of the Clairmont Site

At its meeting of April 19, 1990, the Board approved the sale of the Clairmont Trucking site to the Milwaukee Fire Department for $45,000. We are recommending that the $45,000 obtained from this sale be added as a revenue to the Construction Fund, and that the money be earmarked for the construction of a pole building to store trucks, tractors, and implements which are used as a part of the Pulaski High School transportation specialty.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

JOHN J. PETERBURS
Secretary-Business Manager

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

June 27, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

As part of an on-going effort to expedite the acquisition of the site for the new Sarah Scott Middle School, the Administration is continually providing the Board of School Directors with the most current information possible. Since the meeting of the Finance and Facilities Committee on June 14, 1990, communications have been received from the Department of City Development recommending payment of a relocation claim. In order to permit the project to continue on schedule, it is recommended that:

The following relocation claim be paid:

Carl Daase - Site Address: 1236 West State Street, #11

Moving Expenses	$ 2500
Rent Differential	7,200
Total	$7,450

In the future months, the Administration will be continuing to make every effort to move similar claims or payments to the Board in a most expeditious manner possible as directed by the Board of School Directors.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

JOHN J. PETERBURS
Secretary-Business Manager

Director Pajewski moved to adopt the recommendation. The motion prevailed, the vote being as follows:

Ayes—±Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy and President Mitchell—9.

Noes—None.

June 27, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

Before the Board for consideration this evening are recommendations regarding the annual approval of salary schedules (Report of the Personnel and Negotiations Committee, Item 14, pages 36-69).

In developing the salary schedules, it was anticipated that Local 1616 would ratify its contract prior to tonight's Board meeting. Since this ratification has not occurred, it has been necessary to modify the schedules and the Board item.

A revised Board item and salary schedules are attached. It is recommended that these be substituted for Item 14.

Also included in the revised item and schedules is a new salary schedule, 3E, as recommended by the Personnel and Negotiations Committee (page 11a). This schedule includes all administrative positions of director and above. These positions are shown at the current (June, 1990) rates of pay. The schedule does not provide for annual increments but includes minimum and maximum ranges. Future increases for these positions will be determined by the Superintendent and the Secretary-Business Manager based on merit.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

JOHN J. PETERBURS
Secretary-Business Manager

Director Cullen moved to accept the corrections.

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

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy and President Mitchell—9.

Noes—None.

June 27, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

On June 20, 1990 the Board of School Directors Budget Committee increased the driver education fee from $60 to $170 per pupil as part of the 1990-91 budget. This action will generate revenues in excess of actual program costs when considering local fees and state aids. In order to make the driver education budget self supporting a modification to the 1990-91 amended budget should be considered. Considering projected state categorical aid and equalization aid, a student material fee of $100 is recommended. Below is the estimated budget breakdown of revenues to support the projected 3,900 student enrollment.

Revenues

State Aid	$200,000
Equalization aid	159,466
Student Fees ($100)	390,000
Total Revenue	$749,466
Proposed Budget	$749,466

This would provide sufficient revenue to make the program self supporting.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

JOHN J. PETERBURS
Secretary-Business Manager

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

SECRETARY-BUSINESS MANAGERS' COMMUNICATIONS

June 27, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

Please be advised that the Physical Plant Division has been selected as a national High Technology Award winner by the Hewlett-Packard Company. This award is one of five being presented to school districts around the country. The award is for "Best Integration of Organization and Technology." We have also been informed by Hewlett-Packard that the application submitted by Mr. Richard Moore, Assistant Director of the Physical Plant Division, was the best entry received nationally by the awards committee. We congratulate the Physical Plant Division and Mr. Richard Moore for this notable accomplishment.

Respectfully Submitted,

JOHN J. PETERBURS
Secretary-Business Manager

Received and placed on file.

June 27, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

This is the informational memorandum to accompany the 1990-91 Revenue Statement for the School Operations Fund, Construction Fund, and Extension Fund. Following are comments concerning several of the items contained in each of the funds:

A. School Operations Fund

1. State School Aids - Equalization Aid

The Wisconsin Legislature has established the components of the equalization aid formula for the 1990-1991 budget year.

Beginning in Fiscal Year 1986-1987, equalization aids were distributed to the extent that there is funding in the state budget. Any aid distribution calculations in excess of the formula amount will be eliminated. The effect of this change in the distribution method is to make the formula calculation of aids an estimate subject to reduction for inadequacies in state appropriations.

Revenue estimates were based on information available from the Wisconsin Department of Public Instruction as of March 28, 1990.

No changes in the calculation methods of equalization aides are anticipated.

The primary factors affected the calculations of equalization aids are the primary and secondary guaranteed valuation, pupil counts, and property values. The values of the variables for the 1990-1992 Budget.

Primary Guaranteed Valuation	$293,900
Secondary Guaranteed Valuation	185,900
Pupil Count (F.T.E.)	95,000
Property Value (in billions)	$11.7

2. Programs for the Handicapped

These aids are for state reimbursement of certain expenditures for the expanded Chapter 115 programs. The funding is received in the year subsequent to the expenditures. Based on the 1989-

90 budgeted expenditures, the estimated amount to be received in 1990-1991 is $35,000,000. Additionally, aids for transportation of handicapped students are estimated at $5,000,000. The total amount estimated to be received for the Handicapped aids is $40,000,000.

State aids for Chapter 115 programs are projected at the statutory funding rate of 63%. Current available information indicates the 1990-1991 reimbursement rate will be 63% for programs for the handicapped and 57% for eligible costs of psychologist and social workers.

Changes in the Wisconsin Statutes eliminates the provision that eligible costs be paid at 63% and 57%. Current law requires payment only to extent of available appropriations. Consequently, if the statewide appropriation for funding is inadequate, a revenue shortfall will result.

3. Deferred Revenue - Operations Fund

The Deferred Revenue requirement for 1990-1991 is $128.7 million. The calculation in accordance with the Board action of May 25, 1982 is as follows;

a. One month's estimated expenditures for 1990-1992.

$532.6 million/12 months = $44.4

b. Current year's levy x $\frac{\text{Number of school days 7/1/90 to 12/31/90}}{\text{Number of school days 1/1/90 to 12/31/90}}$

$208.3 million x 72/178 $84.3 million

Total Deferred Revenue $128.7 million

4. Applied Surplus

The 1990-1991 revenue statement includes an applied surplus amount. The applied surplus is an appropriation of undesignated fund balance.

The change in the undesignated fund balance from July 1, 1989 through June 30, 1990 is estimated as follows:

Increase in Deferred Revenue Requirement	$(11.3)	million
Estimated Budget Spending Surplus 1989-90	3.0	million
Estimated Revenue Surplus	4.5	million
Change in Undesignated Fund Balance	2.6	million
Applied Surplus 1990-1991 Budget	$ 4.9	million

5. Cash Flow Estimates

The deferred revenue formulas as developed to provide funding to meet financing requirements from July 1, 1990 through June 30, 1991. Based on recent operating experience and a change in the payment schedule for state aid payments, cash shortfalls during November and May are anticipated.

	Operations Fund	Extension Fund
Projected Cash Balance June 30, 1990	$46,312,000	$5,900,000

Anticipated Cash Expenditures July 1 - November 30, 1990	193,088,000	4,000,000
Anticipated Cash Inflows July 1 - November 30, 1990	116,528,000	100,000
Projected Cash Balance November 30, 1990	$(30,248,000)	$2,00,000

Approximately $30,000,000 additional cash will be needed to finance operations for the months of November and May.

B. Construction Fund

1. Fund Balance and Project Carryover

The fiscal year end fund balance is estimated at $3,000,000. This amount represents unexpected project monies from prior years and is routinely carried forward to the current fiscal year and is applied to ongoing projects.

C. Extension Fund

1. Deferred Revenue

The Deferred Revenue requirement for 1989-1990 is $4.6 million. The calculation in accordance with the Board action of February 21, 1985 is as follows.

a. One month's estimated expenditures for 1990-1991

$9.3 million/12 months = $.8 million

b. Current year's levy x $\frac{\text{Number of school days 7/1/90 to 12/31/90}}{\text{Number of school days 1/1/90 to 12/31/90}}$

$9.333 million x 72/178 = $3.8 million

Total Deferred Revenue $4.6 million

2. Applied Surplus

Applied surplus is contained in the 1990-1991 revenue statement. The combined Revenue Surplus/(Deficit) and Budget Surplus/(Deficit) resulting from 1989-1990 operations is estimated as follows:

Decrease in Deferred Revenue Requirement	$ 0	million
Estimated Budget Spending Surplus 1989-1990	.7	million
Estimated Revenue Surplus 1989-1990	.2	million
Decrease in Undesignated Fund Balance	.1	million
Applied Surplus 1990-1991 Budget	1.0	million

D. Property Valuations for Local Property Tax and State Aid Purposes

Tentative valuations are available at the time of this report. All taxable classes of property are assessed at full market value. Assessed valuations is the basis used in determining local property tax rates. The valuations shown are net of the estimated value of property exempt from taxation

as

a "Tax Incremental Funding District." The estimate as of June, 1990 as supplied by the Wisconsin Department of Revenue is:

1. Assessed Valuation

Year	Total Value	Change	Percent Change
1990	$12,257,997,237	$634,458,188	+5.5
1989	$11,623,539,049		

2. Equalized Valuation

Section 121.06 of the Wisconsin Statutes provides for the certification of the full value of all taxable property in each school district exclusive of Public Lands not subject to school taxes. The equalized valuation is used to compute general state aid and will not be determined in time for the 1989-1990 Budget. For budget development purposes, it is assumed that there will be no relative increase in the equalized values for aid calculations.

E. Tax Levies and Rates

1. City School Tax levies

Factors to use in estimating property tax impact at January 1, 1991 using the 1990 assessed value:

a. $1.00 tax increase yields $12,257,997.

b. $1,000,000 tax levy increase adds $.082 to property tax rate per $1,000 of assessed value.

c. Comparative Tax Levies for January 1, 1990 and January 1, 1991 are as follows:

Fund	1991	1990	Change	Percent Change
School Operations	$205,816,226	$189,583,708	$16,232,518	+8.6
Construction	7,072,808	6,900,000	172,808	+2.5
Extension	4,504,018	8,252,821	(3,748,803)	-45.0
Total Tax Levy	$217,393,052	$204,736,529	$12,656,523	+6.18

2. Comparative City School Tax Rates per $1,000 of Assessed Valuation

	1991	1990	Change
School Operations Fund	$16.79	$16.31	$.48
Construction Fund	.58	.59	(.01)
Extension Fund	.37	.71	(.34)
Tax Rate	$17.74	$17.61	$ .13

Respectfully Submitted,

JOHN J. PETERBURS

Secretary-Business Manager

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

June 27, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Notice of Claim from Mr. and Mrs. Eddy Cruz filed against the Milwaukee Public Schools on behalf of their daughter, Damiana Cruz who allegedly sustained personal injuries at the Maple Tree School approximately one year ago.

2. Notice of Claim against the Milwaukee Public Schools filed by Michael D. Leffler, attorney, on behalf of Rebecca Fritch and her son Eric Inman, a minor, who allegedly sustained personal injuries at the Madison High School on March 17, 1989.

   Claim is made in the sum of $3,000 for Ms. Rebecca Fritch and in the sum of $11,500 for Eric Inman.

3. Notice of Claim for Damages against the City of Milwaukee, Milwaukee Public School District, Milwaukee Board of School Directors, and Spence Korte, principal, filed by the Law Offices of Alvin H. Eisenberg, on behalf of Quwan Booker, a minor, and his mother, Lavita Booker, for injuries allegedly sustained by Quwan Booker at the Hi-Mount Boulevard Elementary School on October 21, 1987.

   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 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 documents attached)

Director O'Neil moved to concur with the Secretary-Business Manager's recommendation.

The motion prevailed, the vote being as follows.

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy and President Mitchell—9.

Noes—None.

June 27, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

In order that the following items are made available or accomplished in a timely manner, it is recommended, under suspension of Board Rule 2.09, Purchases & 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 on file, as follows:

The Pluto bids being taken at this time are a direct result of the delay in the approval of the Educational Specifications. Any additional delay in awarding of the contracts will jeopardize school completion for the start of school in 1991.

The following recommendations are made for award contracts on bids received on Monday, June 25, 1990:

	Certified MBE/WBE	% of MBE/WBE Participation	% of Minority Employees
Project Pluto Elementary School			
Contract 1			
FOUNDATION WORK, CONCRETE AND MASONRY			
Gruman Construction, Inc. Low bidder, base bid only . . $152,400	No	0%	8%
Contract 2			
BUILDING PLUMBING AND FIRE PROTECTION			
Braden Plumbing Heating Air Conditioning Inc. Low Bidder, base bid only . . $294,253	No	0%	0%
Contract 3			
STRUCTURAL STEEL, JOISTS, AND DECK			
Ace Iron and Steel Corp. Low bidder, base bid of $265,500 minus voluntary deduct of $8,200 to furnish manufacturers standard prime painted roof deck, for a total contract of . . $257,300	NO	0%	0%
Contract 4			
PRECAST CONCRETE FLOOR SYSTEM			
Spancrete Industries, Inc. Low bidder, base bid only . . $17,730 Recommend we waive the minor irregularity of using Korolath bearing pads.	No	0%	10%

The hardware bids are a part of the Aging Schools work. These bids were taken separately from the bids for electrical work taken on June 12, 1990 and the renovations work taken on June 7, 1990 (submitted to the Finance and Facilities Committee on June 14, 1990) to allow a more cost-effective purchase. We are required to have this hardware to the installing contractors by August of 1990.

Respectfully Submitted,

JOHN J. PETERBURS
Secretary-Business Manager

(above-mentioned documents attached)

Director Cullen moved for suspension of Board Rules and adoption of the recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Cullen, O'Connell, O'Neil, Pajewski, Stacy —6.

Noes—Directors Johnson, Mallory—2.

Present—President Mitchell—1.

June 27, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

Due to time constraints, we were unable to formally present this as a Board bid. However, the Purchasing Division did solicit informal, written, competitive bids for locks and related hardware being replaced under the Aging School Project. For each item we are recommending award to the low bidder.

As a routine practice, copies of all bids are sent to four resource centers, Milwaukee Minority Business Development Center, Milwaukee Minority Chamber of Commerce, Milwaukee Urban League, and the Small Business Development Center, for posting and distribution to any interested supplies. Bids were solicited from two additional disadvantaged businesses, which did not respond.

FS-855 Locks and Hardware (Various - Aging Schools)

Pre - 1930

Item 1A	CYLINDERS to American Millwork at	$ 6,552.00
Item 2A	EXIT DEVICES to Aetna Hardware at	218,856.00
Item 3A	PUSH PLATES to American Millwork at	5,866,06
Item 4A	EXIT ALARMS to Precision Metals at	3,213.00
Item 5A	DOOR CLOSERS to LaForce Millwork at	38,949.12
Item 6A	FLOOR STOPS to American Millwork at 843.64	
Item 6A	FLOOR STOP RISERS to Block Iron at	316.00

1930-1950

Item 7A	CYLINDERS to American Millwork at	2,173.50
Item 8A	EXIT DEVICES to Aetna Hardware at	71,836.00
Item 9A	PUSH PLATES to American Millwork at	1,565.24
Item 10A	EXIT ALARMS to Aetna Hardware at	184.00
Item 11A	CLOSERS & TRANSFORMERS to LaForce Hdwe. at	11,540.82
Item 12A	FLOOR STOPS to American Millwork at	241.04
Item 12A	FLOOR STOP RISERS to Block Iron at	79.00
	TOTAL	$362,215.42

Respectfully Submitted,

JOHN J. PETERBURS
Secretary-Business Manager

Director O'Connell moved for suspension of Board Rules and approval of the recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Cullen, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—7.

Noes—Director Johnson—1.

Present—Director Mallory—1.

June 27, 1990

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

Director Mallory moved to adopt the resolution.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy and President Mitchell—9.

Noes—None.

June 27, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

At its meeting of April 19, 1990, the Board approved a disparity study to gather data regarding potential discriminatory practices in the Milwaukee construction, procurement, and professional services marketplace. This study will be a joint endeavor with the City of Milwaukee and the Milwaukee Public Schools as equal partners. The City Attorney's Office has drafted an Inter-Agency Agreement for this joint effort.

It is recommended that the Board approve this Intergovernmental Cooperation Agreement.

Respectfully Submitted,

JOHN J. PETERBURS
Secretary-Business Manager

(attachment)

Director Johnson moved to approve the agreement.

The motion prevailed, the vote being as follows.

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Stacy and PresidentMitchell—8.

Noes—Director Pajewski- 1.

June 27, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

Due to a verified bidding error on the part of Cesarz Company, Inc. I am recommending to reject his bid for Contract 8 - Exterior Finish System at Sarah A. Scott Middle School, Building Construction - Bid Package two.

It is now recommended to award to the second low bidder, Jahn and Sons, Inc. in the amount of $297,902. Their proposal form also indicated that they are not a certified MBE/WBE firm, 0% MBE/WBE vendor/subcontractor participation and 0% minorities within the organization.

Respectfully Submitted,

JOHN J. PETERBURS
Secretary-Business Manager

Director Cullen moved to approve the recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Cullen, Johnson, O'Connell, O'Neil, Pajewski, Stacy and President Mitchell—8.

Noes—Director Mallory - 1.

June 27, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

Please be advised that the Personnel and Negotiations Committee recommended that Sections (N) and (01) of Salary Schedule 07 be forwarded to the Board without recommendation. This motion will be tabled as Sections (N) and (01) are generic in nature and are used for internal payroll processing procedures. These sections are not a part of the salary schedule and will be removed from future printed schedules.

Respectfully Submitted,

JOHN J. PETERBURS
Secretary-Business Manager

Received and placed on file.

COMMUNICATION FROM BOARD MEMBER

June 27, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

The purpose of this letter is to inform the Board of my decision to resign as a Director of the Milwaukee Board of School Directors, representing Board District #2, effective as of the close of the Order of Business of the Board meeting of August 29, 1990.

Please accept my best wished of continued success to all members of the Board.

Sincerely,

DAVID A. CULLEN

Read into Record.

CITY AND COUNTY COMMUNICATIONS

The Secretary-Business Manager presented the following communication from the City:

Communication from the City of Milwaukee Department of Public Works requesting permission for an easement to the Wisconsin Electric Power Company on the Property of 55th Street School Site.

Referred to the Committee on Finance and Facilities.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of May 2 , 1990, through May 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. 26851 to 29833, inc.

Payrolls (net withholdings)	$15,182,048.99	
Accounts	32,137,415.80	
		$47,319,464.79

CONSTRUCTION FUND

Accounts, Voucher nos. 918 to 1016, inc.	$ 1,218,827.19

EXTENSION FUND

Payrolls and Accounts, Voucher nos. 2088 to 2307, inc.

Payrolls (net withholdings)	$ 273,881.32	
Accounts	516,810.90	
		$ 790,692.22
TOTAL		$ 49,328,984.20

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

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, 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 27, 1990

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
Barbara Denter City Wide Reg. Office	05-16-90	Clerk Typist I $11,486.22/yr. (Replacement for transfer)	05-16
Michael Frank Plant Operation	04-30-90	Boiler Attendant $21,071.96/yr. Replacement for promotion)	04-30
Patricia Gonzalez SDA IV	05-15-90	Clerk Typist I $13,853.84/yr. (Replacement for transfer)	05-15
Chad Klumpp Washington	05-07-90	Food Service Mgr. Trainee $6.64/hr.($10,145.92/yr.) (Replacement for promotion)	05-07
Willie Sykes School Safety	02-20-90	School Safety Aide $7.45/hr.($10,966.40/yr.) (Replacement for resignation)	02-20

PROMOTIONS

James Hendrickson Plant Operation	05-28-90	School Engineer I $26,123.24/yr.	05-28
Steven Johnson Hi-Mount	05-07-90	Food Service Mgr. Trainee $6.64/hr.($10,145.92/yr-)	05-07
Wayne Lubner Plant Operation	05-28-90	School Engineer I $23,986.50/yr.	05-28
William Luebbe	05-28-90	School Engineer I	05-28

Plant Operation	$22,918.22/yr.

Gregory Maske Plant Operation	05-28-90	School Engineer I $26,123.24/yr.	05-28
Althea Matlock Grant	05-07-90	Food Service Mgr. Trainee $6.64/hr.($10,145.92/yr.)	05-07
Donald Uschold Fulton	04-30-90	Boiler Attendant $21 071 46/yr	04-30
Darryl Washington Plant Operation	04-30-90	Boiler Attendant $21,071.96/yr.	04-30

CHANGES IN STATUS

Sheila Davis # Story	03-26-90	Clerk Typist I $11,914.89/yr.	08-26
Maticia Dewey # Recreation	03-30-90	Clerk Typist I $13,853.84/yr.	03-30
Gloria Ludka # Doerfler	03-26-90	Clerk Typist I $11,914.89/yr.	01-03
Kathleen Mentkowski ¢ Hamilton	05-22-90	School Secretary I $19,056.92/yr.	05-06
Gloria McGee # Siefert	03-26-90	Clerk Typist I $14,368.64/yr.	09-19

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

Your Committee recommends approval of the joint recommendations and report 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

Teachers-- Schedule I		Division	Salary	Years of Experience Credit	Increment Date
Effective between March 22, 1990 and April 4, 1990, inclusive, under suspension of Section 3.12(4) of the Board's rules:					
(r	Michelle M. Gray Music	B	$20,964	0	March, 1991
(r	David R. Skonecki	B	$20,964	0	March, 1991

Elementary

Teachers-- Schedule I		Division	Salary	Years of Experience Credit	Increment Date
Effective between April 5, 1990, and April 25, 1990, inclusive, under suspension of Section 3.12(4) of the Board's rules:					
(r)	Peggy A. Crowley Learning Disabilities	B	$22,012	1	April, 1991
(nr)	Reuben Hurd Upper Elementary	B	$25,680	5	April, 1991
Effective between April 26, 1990, and May 8,1990, inclusive, under suspension of Section 3.12(4) of the Board's rules:					
(r)	Maureen A. Pastors Upper Elementary	B	$20,964	0	May, 1991
Effective September, 1990 payroll:					
(nr)	Julie R. Anderson Learning Disabilities	B	$20,964	0	September, 1991
(r)	Heidi E. Badzio English	B	$20,964	0	September, 1991
(nr)	Pamela L. Bartee Elementary	B	$24,108	3	September, 1991
(r)	Barbara J. Bednar Upper Elementary	B	$20,964	0	September, 1991
(r)	Susan L. Beese Elementary	B	$20,964	0	September, 1991
(r)	Angelo A. Berry Mathematics	B	$20,964	0	September, 1991
(nr)	Linda Lee A. Betancourt Elementary	B	$25,680	5	September, 1991
(nr)	Laurie E. Blaha Elementary	B	$23,060	2	September, 1991
(r)	Angela K. Boots Upper Elementary	B	$20,964	0	September, 1991
(r)	Marirose L. Borchardt Elementary	B	$25,680	5	September, 1991
(nr)	Marian R. Boschek Elementary	B	$20,964	0	September, 1991
(r)	Soumaly P. Bounket Bilingual Mathematics	B	$20,964	0	September, 1991

Teachers-- Schedule I		Division	Salary	Years of Experience Credit	Increment Date
(r)	Lisa M. Bourdo English	B	$20,964	0	September, 1991
(r)	Diane S. Bridges Elementary	B	$25,680	5	September, 1991
(nr)	Sharlane R. Brown Upper Elementary	B	$23,060	2	September, 1991
(nr)	Thomas D. Brown Elementary	C	$26,540	5	September, 1991
(r)	Ann M. Buckley Elementary	B	$23, 060	2	September, 1991
(r)	Mary L. Campbell Psychology/Sociology	B	$20,964	0	September, 1991
(nr)	Ella S. Case Elementary	B	$20,964	0	September, 1991
(nr)	Nanette M. Conrad Elementary	B	$20,964	0	September, 1991
(nr)	Beth A. Davids Elementary	B	$20,964	0	September, 1991
(r)	Annette M. Dominquez Elementary	B	$20,964	0	September, 1991
(r)	Cynthia R. Eastern Social Studies/History	B	$20,964	0	September, 1991
(r)	Elizabeth A. Eiland Broad Field Sci/Biology	B	$20,964	0	September, 1991
(nr)	Gail J. Essex Elementary	B	$20,964	0	September, 1991
(r)	Pamela H. Frautschi Elementary	B	$23,060	2	September, 1991
(nr)	Gayle M. Gorman Elementary	B	$20,964	0	September, 1991
(nr)	Mary B. Gorsuch Elementary	B	$20,964	0	September, 1991
(nr)	Bryan Grau Elementary	B	$23,060	2	September, 1991
(nr)	Lori J. Hale Elementary	B	$20,964	0	September, 1991

Teachers-- Schedule I		Division	Salary	Years of Experience Credit	Increment Date
(r)	Kathleen M. Hall Elementary	B	$25,680	5	September, 1991
(r)	Patti J. Harebo EC:EEN	B	$20,964	0	September, 1991
(nr)	Bonnie L. Henriksen Elementary	B	$23,060	2	September, 1991
(r)	Alicia M. Herrera Upper Elem/Bilingual	B	$20,964	0	September, 1991
(r)	David Hetzer Elementary	B	$23,060	2	September, 1991
(nrj	Tammie J. Jacob Elementary	B	$20,964	0	September, 1991
(r)	Sharon A. Kiernan Elementary	B	$20,964	0	September, 1991
(r)	Brian R. Kirwan Upper Elementary	B	$24,108	3	September, 1991
(r)	Margaret R. Kleiber Upper Elementary	B	$20,964	0	September, 1991
(r)	Elaine C. Koltz Elementary	B	$20,964	0	September, 1991
(r)	Reginald L. Lawrence II Elementary	B	$20,964	0	September, 1991
(nr)	Margaret A. Lawton Upper Elementary	B	$20,964	0	September, 1991
(r)	Andrea M. Loss English/History	B	$20,964	0	September, 1991
(nr)	Juli A. Malstrom Elementary	B	$22,012	1	September, 1991
(nr)	Nancy J. Maney Meer Elementary	B	$25,680	5	September, 1991
(nr)	Julie M. Martin Learning Disabilities	B	$20,964	0	September, 1991
(r)	Pamela J. Mc Groarty Elementary	B	$20,964	0	September, 1991
(nr)	Emily A. Merisalo Elementary	B	$23,060	2	September, 1991

Teachers-- Schedule I		Division	Salary	Years of Experience Credit	Increment Date
(r)	Stephanie L. Meyer English	B	$20,964	0	September, 1991
(nr)	Constance A. Michaud Elementary	B	$25,680	5	September, 1991
(nr)	Peter J. Michaud Elementary	B	$25,680	5	September, 1991
(nr)	Cynthia L. Oliver Physical Education	B	$25,680	5	September, 1991
(nr)(b)	Catherine A. Osborne Elementary	B	$30,168	8.2	May, 1991 1991
(r)	Linda J. Owen Elementary	B	$20,964	0	September, 1991
(nr)	Karen Y. Patrick Elementary	B	$25,680	5	September, 1991
(r)	Melinda A. Petzel Elementary	B	$20,964	0	September, 1991
(nr)	Veronica A. Pfaffle Elementary	B	$22,012	1	September, 1991
(r)	Michelle L. Phipps Upper Elementary	B	$20,964	0	September, 1991
(r)	Karl A. Polm-Faudre Elementary	C	$26,540	5	September, 1991
(nr)	Maggie M. Quigley Elementary	B	$24,108	**3**	September, 1991
(nr)	Michelle C. Quillin Elementary	B	$20,964	0	September, 1991
(r)	Jodi A. Radowicz Upper Elementary	B	$20,964	0	September, 1991
(nr)	Gregory Reid Elementary	B	$24,646	4	September, 1991
(r)	Susan M. Reis Elementary	B	$20,964	0	September, 1991
(r)	Darren V. Schacht Learning Disabilities	B	$20,964	0	September, 1991
(nr)	Jason T. Schaffidi Upper Elementary	B	$20,964	0	September, 1991

Teachers-- Schedule I	Division	Salary	Years of Experience Credit	Increment Date
(nr) Colleen M. Scharf Elementary	B	$22,012	1	September, 1991
(nr) Jenny R. Schulz Elementary	B	$20,964	0	September, 1991
(r) Steven L. Schulz Upper Elementary	B	$20,964	0	September, 1991
(r) Scott H. Steebs Elementary	B	$20,964	0	September, 1991
(r) Geri B. Steinhofer Elementary	B	$24,632	4	September, 1991
(nr) Cynthia A. Stokman Upper Elementary	B	$25,680	5	September, 1991
(r) Kathleen R. Studer Elementary	B	$25,680	5	September, 1991
(nr) James D. Sylvester Elementary	B	$25,680	5	September, 1991
(r) Michele A. Taylor Evans Montessori	B	$20,964	0	September, 1991
(nr) Gwaub T. Thao Upper Elementary	B	$20,964	0	September, 1991
(nr) Karen M. Thomas Elementary	B	$20,964	0	September, 1991
(nr) Carl B. Tipton Upper Elementary	B	$20,964	0	September, 1991
(r) Jennifer C. Vanderbush Broad Field Sci/Bio	B	$20,964	0	September, 1991
(r) Ben A. Vogel Broad Field Social Studies	B	$20,964	0	September, 1991
(nr) Elizabeth G. Vogel Elementary	B	S20,964	0	September, 1991
(r) Pamela Wahlstrom Elementary	B	$20,964	0	September, 1991
(r) Peggy A. Waldera Elementary	B	$22,012	1	September, 1991

Teachers-- Schedule I	Division	Salary	Years of Experience Credit	Increment Date
(nr) Douglas J. Walkner Industrial Education	B	$20,964	0	September, 1991
(nr) Colleen M. Walter Elementary	B	$20,964	0	September, 1991
(r) Lisa A. Winterkorn Elementary	B	$20,964	0	September, 1991
(r) Jennifer L. Young Mathematics	B	$22,012	1	September, 1991
(r) Mark R. Zager Upper Elementary	B	$25,680	5	September, 1991
(r) Judith L. Zerger Elementary	B	$20,964	0	September, 1991

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

ADMINISTRATIVE APPOINTMENTS, PROMOTIONS, AND REASSIGNMENTS

(r) Jackolyn Mathews	High School Principal (King)	Schedule III, Range 15c $57,499
(r) JoAlice Bender	High School Principal (Milwaukee High School of the Arts)	Schedule III, Range 15c $60,757
(r) Michael Sonnenberg	High School Principal (Pulaski)	Schedule III, Range lSc $58,076
(r) Morgan Phenix	High School Principal (Vincent)	Schedule III, Range 15c $46,757
(r) Jerry Fair	Middle School Principal (Audubon)	Schedule III, Range 14d $48,791
(r) Rogers Onick	Middle School Principal (Morse)	Schedule III, Range 14d $57,391

(r) Theadoll Taylor	Middle School Principal (Muir)	Schedule III, Range 14d $59,822
(r) Daniel Donder	Middle School Principal (Sholes)	Schedule III, Range 14d $55,979
(r) Yvonne Hopgood	Elementary Principal (Carleton)	Schedule III, Range 13d $48,573
(r) John E. Johnson	Elementary Principal (Dover)	Schedule III, Range 13d $43,558
(nr) Deborah Bent	Elementary Principal (Granville)	Schedule III, Range 13d S54,000
(r) Thomas Huwiler	Elementary Principal (Lincoln Avenue)	Schedule III, Range 13d $54,241
(r) Joan Kuehl	Elementary Principal (Stuart)	Schedule III, Range 12d $42,885
(r) Donna Zoble	Elementary Principal (38th Street)	Schedule III, Range 13d $50,300
(r) Raymond Robinson	Elementary Principal (37th Street)	Schedule III, Range 14d $57,391
(r) Glenn Schilling	Elementary Principal (21st Street)	Schedule III, Range 14d $42,829

Your Committee also recommends the following principal reassignments:

	From	To
Kay Mantilla	Morse Middle School	65th Street School
Evelyn Hoffmann	Brown Street School	Neeskara School
Robert Helminiak	Garland School	Hawley Road School
Mack Hughes	Neeskara School	Brown Street School

* * * * * *

(ITEM 4) Your Committee, upon recommendation of the Superintendent, nominates for reappointment the following probationary teachers and teacher-librarians, principals, assistant principals, and support staff, contingent upon proper Wisconsin certification:

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Altenburg, Nancy A. - Vincent
Baldewicz, Merrie L. - City-Wide Zone
Beitzel, Nancy E. - Fulton
Ben-Shalom, Miriam - Riverside
Bottoni, Grace - Hi-Mount Blvd.

Boucher, Linda A. - 31th Street
Boz-Stolcers, Shannon M. - 95th Street
Bucci, Janel A. - Sholes
Burns, Amy L. - Garfield Avenue
Campbell, Donnalee - Fernwood

Carter, Geoffrey M. - North Division
Childs, Gary - Recreation Division
Christenson, Jennifer R. - Alcott
Damask, Cynthia - Pierce
Draxler, Jaclyn A. - Lincoln Ctr.

Drobnik, John H. - Lincoln Ctr.
Dulmes, David J. - Lincoln Ctr.
Edwards, Felicia - Parkman
Edwards, Terina G. - Webster
Fahser, Danielle C. - Grant

Farrell, Anne M. - Garden Homes
Fischer, Susan - Bruce
Fleming, Amy L. - Parkman Reg. Ofc.
Fogel, Brenda K. - Marshall
Freeman, Mary A. - Congress

Garrison, Eugene G. - Forest Home Avenue
Gass, Ellen L. - Pierce
Glaeser, Alice - Fritsche
Greb, William H. - Marshall
Gutierrez, Jacqueline - Holmes

Halsema, Karen L. - LaFollette
Hamilton, Robert A. - llayes
Harsch, Jacqueline L. - Audubon
Hart, Curtis M. - LaFollette
Heck, Sally B. - Forest Home Reg. Ofc.

Heilman, Victoria A. - Holmes
Her, Chris N. - Story
Herbst, Denis J. - Browning
Hernandez, Elvia - Vieau
Hersey, Tongenell L. - Parkview

Jackson, Arlious - Day-to-Day
Jensen, Linda R. - Phillip
Kasim, Lisa A. - Fritsche
Kenitzer, Jane L. - Parkman Reg. Ofc.
Kerznar, Gayle E. - Wright

Klemp, Amy N. - Forest Home Reg. Ofc.
Kluge, Beverly F. - Mitchell
Koch, Amy S. - Morgandale
Konkel, Jane E. - Pulaski
Korsi, James E. - Parkman

Kraus, Nina E. - Vincent
Kress, Randolph J. - Marshall
Lane, Ray U. - Bay View
Lisowsl<i, Rochelle S. - Pulaski
Locklear, Bettye L. - Morse

Lopez, Maria T. - 27th Street
Lozada, Elias A. - Hamilton
Lozada, Talitha S. - Kagel
Luna, Linda M. - Humboldt Park
Lydolph, Andrew H. - Kosciuszko

Mandella, Julie A. - Kilbourn
Manke, Rebecca L. - Lincoln Ctr.
Maynard, Maryann - Kilbourn
Meyer, Jill B. - Burbank
Meyers, Matthew E. - Wright

Meyers, Matthew E. - Wright
Mikals, Louise - Guidance Dept.
Mohr, Steven A. - Stuart
Molter, Jeffrey W. - Forest Home Reg. Ofc.
Mutranowski, Joseph F. - Manitoba

(Completing One Semester)

Olsen, Elizabeth M. - Holmes
Omdahl, Lorraine J. - 35th Street
Palacio, Yvonne M. - Wright
Pearson, Elizabeth A. - Townsend
Piedziak, Cynthia A. - Riley

Pollard, Joanne M. - Trowbridge
Prichard, Marie A. - Engleburg
Ptacek, Kathleen M. - King
Radmanovic, Marko - Parkman
Railsback, Janet N. - Carland

Reiter, Marcia L. - Roosevelt
Rezash, Julie A. - Carleton
Rodriguez, Maria S. - Kagel
Rogers, Marha A. - Parkman Reg. Orc.
Ruiz, Jacqueline E. - 8th Street

Ryan, Kelly A. - Walker
Salvat, Graciela E. - Vieau
Savage, Michelle A. - Roosevelt
Schauer, Joseph M. - Vincent
Schuenke, Gayle R. - Pulaski

Schultz, Gloria M. - Sholes
Seisdedos, Dorcas R. - Holmes
Sell, Carolyn A. - Webster
Sherman, Jeanine M. - Morse
Simonson, Kriste L. - Forest Home Reg.

Smith, Joel J. - Hampton
Starr, Rachelle L. - Burroughs
Steck-Eguino, Noemi - Wisconsin Avenue
Stoll, Mary M. - Grant
Sumner, Joan K. - Webster

Thomas, Michele - Day-to-Day
Thusius, Paul S. - Fulton
Voelz, Sally - Keefe Avenue
Wanta, Karen A. - Trowbridge
Wells, 1ynn F. - Garfield Avenue

Wertschnig, Karen A. - Thoreau
West, Thomas D. - South Division
Williams, Frances W. - 68th Street
Witzke, Lisa T. - Victory
Zelewski, Patricia - Day-to-Day

(Completing Two Semesters)

Abraham, Irma M. - 65th Street
Adams, Jo Ella - Tippecanoe
Aizen, Fred - Lincoln Downtown Ctr.
Alcorta, Robert A. - Parkman Reg. Ofc.
Alexander, Barrett D. - Fulton

Amukele, Rosaline O. - Alcott
Anderson, Geralyn B. - Palmer
Araujo, Bridget - Douglass
Austin, Cecil - Hayes
Axline, Sandra L. - 20th Street

Barbuch, Mary - Webster
Barkow, Elizabeth K. - Bryant
Barnard, Denis G. - Auer Avenue
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. - Elem. & Sec. Ed.
Biermann, Deanna E. - Grandview

Billmann, Denise K. - McNair
Birdsall, Kathy M. - Hopkins Street
Bolanos, Catherine - Morse
Bold, Steven H. - Silver Spring
Borsari, Alan K. - Bell

Boulware, Shaley G. - Fulton
Braxton, Jerrell J. - Parkman Reg. Ofc.
Brick, Susan M. - LaFollette
Britton, Kimberly - Craig
Brusha, Sandra A. - Clemens

Buczex, Jeflrey D. - North Division
Budzisz, Mary G. - Craig
Bugnacki, Todd W. - Fulton
Burns, Edward J. - Bell
Burris, Alethea A. - Sherman

Buss, Robert T. - Lee
Byzewski, Jennifer L. - Brown Street
Camacho, Guadalupe M. - Allen-Field
Camacho, Luis E. - Forest Home Reg. Ofc.
Campbell, Colleen - Wright

(Completing Two Semesters)

Cheyne, Michele C. - Hamilton
Chu, Patirica V. - uawthorne
Chudy, Kathleen A. - Alcott
Clark, Adlena A. - Gaenslen
Clark, Denise A. - llopkins Street

Clark, Kelly A. - Walker
Clemens, Christine M. - Bryant
Coleman, Eric C. - Webster
Coles, Frances D. - Fritsche
Corriere-Gazo, Rosalyn - Clarke Street

Cullinane, Mary K. - Audubon
Cwiklowski, Sharon K. - Story
Daillke, Catherine E. - Bryant
Dale, Michelle R. - Muir
Damiano-Lantz, Margaret M. - Fulton

Darby, Barbara R. - Audubon
Davis, Jennifer L. - Goodrich
Deblitz, Lucy M. - Sholes
DeMoe, Jennifer L. - Edison
Dennee, Peter D. - Edison

Derge, John M. - King
Desotelle, Anne K. - Lloyd Street
Dittmar, Wendy S. - Clement Avenue
Dixon, Martha R. - Recreation
Dobbs, Mary L. - Forest Home Reg. Ofc.

Dobbs, Melvyn W. - Fulton
Donnellan, Kathleen E. - 37th Street
Doran, Ann M. - Morse
Dorsey, Rosita J. - Pulaski
Drobac, Nadine - MacDowell

DuBois, Mary C. - Douglass
Due, Phillip R. - Parkman
Dummer, Katherine H. - Sherman
Dunkerson, Alma R. - Burbank
Dunn, Mary K. - 21st Street

Ebert, Ruth E. - 81st Street
Edwards, Elizabeth M. - Edison
Ehlinger, Nancy M. - King
Ergen, Gregory C. - City-Wide Zone
Evans, Laurie B. - 20th Street

Eyssautier, Lisa A. - Grant
Fahl, Denise L. - Webster
Fay, Janine M. - Vincent
Feierstein, Heidi A. - Emerson
Fein, Kathleen F. - Burroughs

Feltyberger, Earl K. - King
Fendry, Michael E. - Lincoln Avenue
Ferschl, Donna B. - Maple Tree
Fillipi, Laurie E. - Bell
Fischer, Heidi A. - Bryant

Fischer, Karen E. - 37th Street
Fisher, Joel A. - Kilmer
Flom, Luann F. - Franklin
Flowers, Lynda G. - North Division
Forsyth, Lisa J. - Sholes

Foxhall, Morris L. - Fulton
Freitag, Kerry A. - Goodrich
French, David J. - Clement Avenue
Gaddy, Gwendolyn L. - Zablocki
Gage, Katherine M. - Mitchell

Galaszewski, Karen L. - Gaenslen
Gales-Stamsta, Gail A. - Fernwood
Gaudynski, Susan - Franklin
Gesell, Susan M. - Parkman Reg. Ofc.
Gibson, Jennifer L. - Maple Tree

Gigosky, Julie A. - Emerson
Goetz Kathryn A. - 8th Street
Gonzaiez, Maria N. - Riverside
Goode, Teri L. - Kosciuszko
Gottinger, Rock M. - Fulton

Graves, Daria - Kilbourn
Graycarek, Richard A. - Zablocki
Gregorcich, Meg J. - 88th Street
Grogan, Marylaurel - Audubon
Gross, Celeste - Irving

Gutierrez, Marisol - Wisconsin Avenue
Hackbarth, Reathy M. - Audubon
Hall, Nancy A. - Auer Avenue
Harrington, Patrick J. - Parkman Reg. Ofc.
Harris, Ijoister - Day-to-Day

Harrison, Colleen M. - Kilbourn
Harrison, Sheryl E. - Allen-Field
Hasenzahl, Patricia A. - Walker
Heimbold, Nancy L. - City-Wide Zone
Heller, Jean M. - Day-to-Day

Hernandez, Yolanda - Holmes
Herold, Laura C. - Siefert
Herriges, Kristen A. - Fritsche
Herro, Janelle H. - Clarke Street
Hesiak, Thomas G. - Holmes

(Completing Two Semesters)

Hibben, Michael R. - Fritsche
Himden, Joseph A. - Edison
Hoffman, Deborah A. - Bell
Hoffmann, Ann M. - Siefert
Hoffmann, Mary P. - Hartford Avenue

Holland, Mark E. - Meir
Hollinger, Rosann L. - Fritsche
Howland, Jean H. - 37th Street
Hren, Michele J. - Cooper
Hubacher, Heather - Audubon

Hubbard, Gloria J. - Kosciuszko
Hudrick-Tracy, Tracy A. - Roosevelt
Huenink, Heidi L. - Bruce
Hugin, Kathie S. - Webster
Huizenga, Beth A. - Stuart

Immel, Valerie V. - Brown Street
Ingram, Barbara J. - Parkman Reg. Ofc.
Iganski, Wendy A. - Washington
Jackson, Betty D. - Cass Street
Jackson, Pandora - Grantosa Drive

Jaeger, Jane S. - Parkview
Jameson, Pamela J. - Cass Street
Johnson, Arnetta M. - Clement Avenue
Johnson, Melissa I. - Sholes
Johnson, Ronnie - Lee

Johnson, Sylvia M. - Day-to-Day
Jones, Terri A. - Lapham Park
Jostock, Val - Siefert
Joyce, Nancy A. - Forest Home Reg. Ofc.
Joys, Kathryn A. - Lancaster

Kabat-Silverstein, Debra L. - 38th Street
Kadera, Mary L. - 8th Street
Kaiser, Rosemarie - Morse
Kallies, Susan J. - Custer
Kanning, Ruth E. - Sherman

Karls, Ann M. - 31st Street
Kawczynski, Kim M. - Audubon
Kenefick, Beth M. - Franklin
Kennedy, Clare - Brown Street
Kettner, Sharon E. - 67th Street

Kitscha, Patricia M. - Congress
Klabunde, Michelle D. - Fritsche
Klandrud, Lisa J. - Irving
Knoespel, Christine L. - Victory
Korducki, Richard A. - Forest Home Reg. Ofc.

Kosobucki, Brenda L. - Palmer
Kowalski, Jean A. - Walker
Kozlowski, Kathryn M. - 37th Street
Kraft, Nancy J. - Webster
Krahn, Marbey J. - Edison

Krall, Donald E. - Muir
Krause, Erin E. - Fratney Street
Kreuser, Thomas D. - Lincoln Avenue
Kreutz, Karen L. - Roosevelt
Krygiel, Mary B. - Vieau

Kumbera, Kris M. - 65th Street
Kurtn, Mary B. - Hampton
Kush, Margaret R. - Fulton
Kushner, Mary M. - Garfield Avenue
Laeser, Heidi A. - Recreation

Lalko, Mary E. - Edison
Larene, Tammy J. - Steuben
LaRoque, Kristin G. - Siefert
Layer, Linda L. - Roosevelt
LeClair, Melissa K. - Bryant

Leonard, Michelle A. - Zablocki
Li, Chieh - Forest Home Reg. Ofc.
Lieber, Mary M. - Goodrich
Lietz, Priscilla Y. - Auer Avenue
Lieven, Susan L. - Edison

Listinsky, Jean K. - North Division
Listwan, Catherine J. - Kosciuszko
Loomis, Thomas - Fratney Street
Lopez-Zaragoza, Irma - Kosciuszko
Lukacs, Michelle G. - Pierce

Macejkovic, Steven A. - Milwaukee Tech
Madison, Andrea D. - Walker
Magulski, Amy M. - 81st Street
Mahler, Christine M. - Tippecanoe
Makurat, Janice L. - Mitchell

Mamon, June R. - Forest Home Reg. Ofc.
Manion, Lori L. - Kosciuszko
Maniscalco, Beth J. - Victory
Marisch, Dawn C. - Burdick
Marks, Dana E. - 37th Street

Marquez, Sara - Morgandale
Marshall, Alexis M. - Bell
Martin, Helen L. - Wright
Martin, Mary A. - Audubon
Martin, Teresa G. - Curtin

(Completing Two Semesters)

Mason, Jacqueline R. - Bell
Mattmiller, Thomas M. - Fulton
Mazanetz, Martha L. - Webster
McElvain, Katrice - Audubon
McSherry, Sharon L. - Burdick

Meier, Heather - Audubon
Middleton, Lisa M. - Trowbridge
Miles, David M. - 8th Street
Miller, Karen C. - Holmes
Miller, Lisa G. - City-Wide Zone

Miller, Mary A. - Parkman
Miller, Maureen E. - Goodrich
Miller, Ruth - Kosciuszko
Mineau, Gordon P. - Lee
Minik, Stephen J. - Madison

Mohr, Jayne M. - Brown Street
Moore, Altamese - Vincent
Moore, Hazel R. - 67th Street
Morales, Adrienne J. - Maple Tree
Moran, Jane M. - Fulton

Moritz, Kay L. - 35th Street
Moses, Steven A. - Maple Tree
Moultry, Vickie R. - Muir
Mueller, Eric M. - Fulton
Muhonen, Debra S. - Bruce

Munson, Sharon A. - Barton
Nelson, Kim M. - Pierce
Nennig, Therese M. - Holmes
Nesmith, Karen J. - Berger
Neubert, James B. - Parkman Reg. Ofc.

Nichols, Julie A. - Pierce
Nichols, Marilynn J. - Webster
Nicksic, Rosemarie J. - Goodrich
Nolan, Patricia M. - Kosciuszko
Nunes, Marcia G. - Kagel

O'Day, Kelly K. - Parkman
Olson, Mary K. - Parkman Reg. Ofc.
O'Malley, Jayne M. - Muir
O'Rourke, Carmene M. - Longfellow
Ottens, Amy M. - Keefe Avenue

Owens, Linda C. - Burbank
Paccagnella, Lisa - Goodrich
Palmer, Mary Beth - Burroughs
Palmif-ri, Susan - Riley
Pankratz, Claire - Silver Spring

Passante, Anna Marie - South Division
Pearson, Lisa A. - Palmer
Petroff, Robert J. - Hamilton
Petzold, Peggy L. - Bell
Pittman, Barbara N. - Craig

Placek, Laurie A. - McNair
Plagens, Marcia L. - Keefe Avenue
Plennes, Cynthia A. - Clement Avenue
Pliszka, Michael R. - Morse
Poole, Jeanette R. - Brown Street

Powell, David M. - North Division
Powell, Susan C. - Kagel
Prather, Marc W. - Lincoln Ctr.
Pryzbyla, Daniel J. - Parkman
Pucci, Suzanne M. - South Division

Purefoy, Cornelia V. - 65th 5treet
Putrow, Lora - Fritsche
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. - Forest Home Reg. Ofc.

Richter, Susan D. - Elem. & Sec. Ed.
Rideout, Heidi K. - Bruce
Rieck, Paula J. - Happy Hill
Ristow, Jeffrey D. - Washington
Roberts, Susan E. - Parkman

Robins, Pamela L. - Palmer
Robinson, Kelvin J. - Sholes
Robinson, Lisa A. - Morse
Roddy, Robin L. - Whitman
Rodriguez, Lisette M. - Riverside

Roginske, Lynn A. - Tippecanoe
Romero, Leonor - Fratney Street
Rondinelli, Cathy - Hi-Mount
Roos, Emily M. - Parkman Reg. Ofc.
Roschke, Judith A. - Parkman

Roth, Cynthia M. - Fritsche
Rozga, Susan E. - Holmes
Ruiz, Xenia - Day-to-Day
Russell, Mary E. - Whitman
Russell, Michelle C. - Kluge

(Completing Two Semesters)

Sabat, Irene M. - Holmes
Samu, Teresa E. - Clarke Street
Sapp, Juliana M. - McNair
Schauer, Joseph M. - Vincent
Scherbert, Therese M. - 67th Street

Schlicht, James R. - Hartford Avenue
Schmahl, Stephanie H. - Forest Home Reg. Ofc.
Schmitz, Andrea J. - Siefert
Schnell, Christopher H. - Vincent
Schroeder, Sandra J. - Bell

Schulte, Clara A. - Douglass
Schumacher, Elizabeth M. - Burroughs
Schwaller, Mary E. - 27th Street
Scicero, Mari Jo - Parkman Reg. Ofc.
Seibt-Helmers, Selena S. - Siefert

Seitz, Lisa M. - City-Wide Zone
Senzig, Jon L. - 37th Street
Sheehan, Jacqueline A. - Kluge
Shepich, Robin S. - Maple Tree
Shereck, Lynda C. - Barton

Silverstein, Mark A. - Instr. Res.
Smirl, Tamar D. - Edison
Smith, Daron K. - Bell
Smith, Joe H. - South Division
Smith, Judith - MacDowell

Smith, Rebecca J. - Custer
Spear, Susan - Lancaster
Speckbrock, Angie M. - Happy Hill
Spheeris, Nicki H. - Walker
Springob, Barbara M. - Roosevelt

Stachnik, Laura M. - Fritsche
Staff, Katherine F. - Parkman Reg. Ofc.
Stardust, Merry L. - Auer Avenue
Steavpack, Kimberly A. - Siefert
Steinacker, Teresa A. - Philipp

Stoltz, Paul L. - Parkman Reg. Orc.
Stone, Amy L. - Palmer
Stoner, Mary S. - Clement Avenue
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, Joanne B. - 20th Street

Taylor, Mary M. - 65th Street
Terranova, Stephanie K. - Clarke Street
Theisen, Dawn M. - 8th Street
Thomas, Bonnie J. - Fulton
Thomas, Janis M. - Vincent

Thompson, Brian B. - Madison
Thurston, H. Frances - 21st Street
Tillman, Catherine G. - King
Timm, Heidi S. - Kilbourn
Todd, Barbara M. - Day-to-Day

Urquhart, Joyce - Audubon
Vail, Mary M. - Morgandale
VanDerLoop, Christine - Lincoln Ctr.
Voigt, Fred C. - Hopkins Street
Walker, Jacqueline S. - Muir

Walsh, Cathleen B. - Hampton
Wastrack, Richard H. - Kosciuszko
Watson, Susan - Roosevelt
Watts, Margetrie - Fairview
Weber, Connie J. - Clarke Street

Weber, Deborah R. - Kluge
Weisbeck, George - Secondary Zone
Wells, Peter M. - LaFollette
Westley, Allison K. - 31st Street
Wetzel, Deena R. - Elementary Zone

Whalen, Donna A. - Allen-Field
White, Dennis L. - Sholes
White, Nanette D. - Cooper
Wilds, Joy H. - Palmer
Williams, Brenda - Pulaski

Williams, Evelyn M. - Trowbridge
Williams, Sherry B. - Riverside
Witter, Mark A. - Walker
Wojczulis, Donald E. - Lancaster
Wood, Karen E. - Grantosa Drive

Wright, Diane L. - Bryant
Wright, S. Denise - Bruce
Wucinski, Susan B. - Vincent
Wuenstel, Michelle K. - Kluge
Yench, Darice R. - Robinson

Zinda, Renee - 65th Street
Zizzo, Nick - Fulton

(Completing Three Semesters)

Audi, Joanne - Steuben
Aumann, Amy S. - 21st Street
Balzer, Jody - Day-to-Day
Barlow, Linda R. - Bilingual Ed.
Barrera, Elizabeth G. - Wright

Baumgardner, Charles P. - Brown Street
Bauter, Susan M. - Washington
Bearskin, Benjamin - Elem & Sec Ed
Belton, Sam E. - Mitchell
Bishop, Anne - Forest Home Reg. Ofc.

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 Avenue
Gray, Denise - Silver Spring
Green, Ann M. - Lincoln Downtown
Greenemeier, Lora K. - Fernwood
Griego, Santa - Longfellow

Gruba, Joseph A. - Kilbourn
Gueny, Lorena C. - Forest Home Avenue
Guerin, Margaret E. - Burdick
Haack, Lisa J. - Gaenslen
Hackbarth, Carol A. - Garden Homes

Hays, Lesley - 21st Street
Heiser, Madeline F. - Riverside
Hinkfuss, Mary B. - 35th Street
Hoehnke, Valerie J. - Parkman Reg. Ofc.
Holba, Michael A. - Cass Street

Hubbell, Richard J. - Milwaukee Tech
Hudson, Sandra J. - Parkman
Itzin, William J. - Hartford Avenue
Jensen, Robert J. - Parkman
Johnson, Cheryl C. - Maryland Avenue

Jorgenson, Joel D. - Kilbourn
Justin, Carol - Holmes
Klatt, Betty - 81st Street
Kropp, Judith A. - Lincoln Downtown
Kuepper, Debra - Sholes

Laskowski, Michelle K. - Whitman
Martin, Anne M. - Forest Home Reg. Ofc.
Matson, Astri G. - Bell
May-Batres, Betsy - Fratney
McClellan, Laurie A. - Craig

Milbrath, Gail M. - Parkman Reg. Ofc.
Miller, Linda C. - Sholes
Miller, Robert J. - 82nd Street
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.
Pawlowski, Christine T. - Grantosa Drive

Prodehl, Barbara A. - Garfield Avenue
Pumphrey, Roger M. - Lapham Park
Rajkovic, Miodrag - Garland
Reed, Linda - Day-to-Day
Reid, Judy N. - Lancaster

Riester, Margaret T. - Morgandale
Rinderle, Lynn T. - Walker
Roberson, Lorraine - Maryland Avenue
Robertson, Carolyn H. - Fernwood
Rogers, Laura Lee - 67th Street

Rohlfing, Mark C. - Lincoln Avenue
Roy, Michele L. - Story
Sack, Susan E. - Berger
Schroeder, Claire D. - Marshall
Schuh, Mary E. - Carleton

Schutz, Barbara J. - 81st Street
Siebers, Sherry A. - Neeskara
Skroch, Cheryl J. - Hamilton
Smart, Debra A. - Bilingual Ed.
Stroud, Joanne - Auer Avenue

Tongpalad, Saadia M. - Kosciuszko
Traindl, Dawnmarie - Muir
Weisrock, Michelle A. - Franklin
Whiteman, Victor M. - Wisconsin Avenue
Wicker, Tommy D. - Fritsche
Willis, Gregg R. - Roosevelt
Wright, Eula M. - Lee

(Completing Four Semesters)

Aaron, Lary - King
Alcorta, Kathryn A. - North Division
Allen, Carolyn A. - Webster
Allen, Eddie C. - Fritsche
Anacta, Lerma L. - Wisconsin Avenue

Anderson, Kim T. - 53rd Street
Andreoli, Jacqueline E. - Steuben
Andrews, Julie A. - Emerson
Andrews, Luanne M. - Sholes
Antony, Mona L. - Emerson

Baldwin, Alvin K. - Fritsche
Bamberg, Christopher A. - Burroughs
Baranowski, Richard J. - 88th Street
Barker, Sheila L. - Carleton
Bartelt, Jeffrey P. - Berger

Bastian, Joseph H. - Keefe Avenue
Battiste-Johnson, Jacqueline D. - Bell
Becher, Thomas P. - Craig
Becker, Stacey J. - Pierce
Bellehumeur, James C. - Siefert

Benedetto, Erin J. - Walker
Bennett, Sheryl A. - Walker
Benning, Kay L. - 82nd Street
Bensman, Melinda A. - 31st Street
Bergmann, Warren - Lancaster

Bertsche, William P. - Engleburg
Blais, Eileen C. - Philipp
Blake, Marsha Y. - Forest Home Reg. Ofc.
Blooming, Janice E. - Mitchell
Brown, Carole L. - Fulton

Bryant, Nicolette A. - Siefert
Brynelson, Rebecca - Steuben
Brzenk, Laura L. - Kagel
Budzynski, Amy M. - Granville
Buerosse, Peggy A. - Bilingual Ed.

Burns, Pamela A. - Sherman
Campion, Karen L. - Palmer
Canada, Wonza L. - Brown Street
Cano, Janine F. - Franklin
Capozzi, Patricia L. - LaFollette

Carroll, Suzanne M. - Edison
Caruso, Judith A. - Audubon
Case, Marianne A. - Wisconsin Avenue
Casillo, Patricia A. - Riverside
Casperson, Laura B. - Longfellow

Cassini, Thomas F. - Hopkins Street
Chambers, Martha L. - Recreation Division
Chism, Wesley - Alternative & Voc. Ed.
Chopp, Linda S. - Sherman
Christensen, Ellen R. - LaFollette

Coleman, Patty A. - Forest Home Avenue
Crenshaw, Debra R. - Fulton
Crenshaw, Lionel - Lancaster
Curtis, Linda B. - Longfellow
Dale, Tami E. - Steuben

DeGrace, Ann Marie - Maple Tree
Delgado, Mary L. - Robinson
Diehl, Janet - Parkman
Diliberti, Ann E. - Forest Home Reg. Ofc.
Dillhunt, Lisa A. - Douglass

Dosemagen, William D. - Forest Home
Dye, Welton - Bell
Dzurak, Jon J. - 31st Street
Eary, Mark L. - Auer Avenue
Ebel, Sharon K. - McNair

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 Drive
Friebert, Lori B. - Bell
Gardner, Nam Jin - 95th Street

Garman, Wendy A. - Gaenslen
Gasparri, Daniela - Wisconsin Avenue
Gebhardt, Mary E. - Bell
Geeza, Helena J. - Holmes
George, Kari F. - Fairview

(Completing Four Semesters)

Getse, Joseph J. - Parkman Reg. Ofc.
Giebel-Puck, Kathleen M. - Parkman
Gigot, Therese M. - Clarke Street
Gjertson, Debra R. - Webster
Gordon, Tammie M. - Douglass

Gosz, James M. - Hopkins Street
Govin-Matzat, Stephanie M. - Parkman
Graetz, Jessie L. - Hopkins Street
Crogan, Margaret E. - Webster
Gross, Nicolette M. - Whitman

Gwidt, Kathleen A. - Fulton
Gadley, Pamela L. - 35th Street
Hafemann, Julienne M. - Wright
Haldane, Dorothy D. - Greenfield
Hammelev-Jones, Justine - Sholes

Hansen, Mary L. - Engleburg
Harris, Clorine A. - Forest Home Reg. Ofc.
Harris, Sheila L. - Forest Home Reg. Ofc.
Hartung, Joan M. - Wright
Harvey, Jeanne - Cass Street

Harvey, Kiku Y. - Robinson
Haskins, Dianne M. - Lincoln Downtown
Hawkins, Dorothy N. - Parkview
Helfenbein, Monica K. - 27th Street
Herre, Pamela A. - Keefe Avenue

Hettrick, Sharon J. - Clement Avenue
Hightower, Debora A. - Fulton
Hintz, Kathleen M. - 37th Street
Hoffman, Douglas M. - Muir
Holdren, Christina M. - Sholes
Hoskins, Robert G. - Lady Pitts
Hushek, Sarah A. - Gaenslen
Igowsky, Margaret J. - Maple Tree
Jackson, Carmen M. - Engleburg
Jennings, Joan M. - Brown Street

Jester, Carrie F. - 31st Street
Johlke, Gordon F. - Vincent
Johnson, Diane C. - Longfellow
Jones, Carolyn A. - Webster
Jones, Michael I. - Vincent

Jones, Patrick A. - North Division
Jorgensen, Torin L. - Stuart
Kannel, Jeffrey A. - Gaenslen
Kaszubowski, Jon A. - Hamilton
Keigher, Margaret M. - Barton

Kesl, Jude - Fulton
Klar, Barbara S. - Garden Homes
Klikizos, Stili G. - Fratney Street
Kloecker, Thomas - Greenfield
Kneisler, Elaine - City-Wide Zone

Knurr, Constance A. - Burbank
Koenig, Barbara E. - llamilton
Kolo, Jean M. - Lloyd Street
Krickeberg, Lisa M. - Webster
KrolikowsKi, Mary Jo - Parkview

Kroll, John R. - Bemmer
Krueger, David G. - Grantosa Drive
Kuhlmann, Kristin M. - Bryant
Lagerlof, Harriett J. - Engleburg
Lampkin, Larry J. - Milw HS of the Arts

Lampkins, Sandra D. - Douglass
Langhus, Carla T. - 37th Street
Langman, Geralyn A. - 38th Street
Larson, James B. - Bruce
Larson, Jeffrey A. - Story

Lasee, Debra L. - Burroughs
LeMay, Jennifer M. - Grant
Lexmond, Martin G. - Vincent
Lichtig, Tracy A. - Garden Homes

Liedl, Ann M. - Fratney Street
Lindberg, Jill A. - Clement Avenue
Lister, Rebecca L. - Steuben
Lloyd, Sally L. - Grantosa Drive
MacGregor, Elizabeth A. - Goodrich
Marino, Patricia A. - Curtin
Marshall, Steven G. - Milwaukee Tech
Martines, Mary-Alice - Forest Home Reg.
Martinko, Thomas G. - Burroughs
Marz, Nancy A. - MacDowell
Matthew, Calvin E. - 37th Street

Mayfield, Janet M. - Bell
McIntosh, Carolyn - Edison
McKinney, Luann - Audubon
Melin, Dolores A. - Muir
Melnarik, Darlene M. - 65th Street

Melvin, Margaret L. - Fratney Street
Meyer, Sandra A. - Holmes
Mezydlo, Mary B. - Garfield Avenue
Miller, Joan M. - Holmes
Miller, Suzanne B. - Green Bay Avenue

(Completing Four Semesters)

Moeckler, Laurie E. - Forest Home Reg. Ofc.
Molot, Jody L. - Lee
Molzahn, Gregory D. - Bay View
Moon, Constance M. - Kilbourn
Moreland, Katherine M. - Audubon

Mormann, Rebecca J. - Milw HS of the Arts
Moses, Alicia H. - Bell
Moss, Donna J. - Audubon
Murray, Todd N. - Fritsche
Musolf, Janet L. - Gaenslen

Nemoir, Dean C. - Madison
Neville, Sheila M. - Day-to-Day
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 Street
Payne, Mary B. - Steuben

Payton, Marie A. - 95th Street
Penn-Lichty, Sharon R. - Emerson
Perinovic, Richard S. - Kagel
Peters, Ginny Lee - Webster
Phillips, Jeannine P. - Burbank

Pritzlaff, Caroline B. - Riverside
Race, Paul D. - Franklin
Ricco, Roberta L. - Forest Home Reg. Ofc.
Riege, Rose A. - Bell
Riegert, Lynn J. - Maple Tree

Riemer, Philip L. - Forest Home Avenue
Rivera, Maria M. - Fratney Street
Roch, John P. - Fulton
Rohlederh, Barbara A. - Parkman Reg. Ofc.
Roldan, Nellie - Forest Home Avenue

Rolf, Sara A. - Garland
Rooney, Kathryn D. - 31st Street
Rosten, Terri D. - Holmes
Rozowski, Yvonne M. - Green Bay Avenue
Rustvold, Julie A. - Bryant

Ruzga, Mary E. - Brown Street
Sacharski, Robert M. - Auer Avenue
Santoy, Julie A. - Juneau
Scaffidi, Susan K. - 21st Street
Scardino, Patricia A. - Steuben

Scherbarth, William J. - Emerson
Schill, Pamela A. - 21st Street
Schimke, Elizabeth A. - Bryant
Schmitz, Linda M. - 21st Street
Schneider, Stephen H. - Lloyd Street

Schrameyer, Alice J. - Silver Spring
Schreiber, Elaine R. - Kilbourn
Sena, Rae Ellen - 8th Street
Sewell, Maxine K. - Hampton
Shakespeare, Edward O. - Bilingual Ed.

Siemsen, Craig - 27th Street
Silverstein, Jodi F. - Emerson
Sinllr, Janice C. - Kluge
Sisel, M. Kathleen - Berger
Smith, Marjorie H. - 27th Street

Smith, Susan F. - Fairview
Snyder, Sandra J. - Riley
Sobocinski, Shirley P. - Vincent
Sopko, James M. - Muir
Spann, Kemberly N. - Grant

Stafford, Paul P. - Palmer
Stathas, Mary E. - Fritsche
Stencil, Susan L. - Sholes
Stensberg, Mary M. - Bruce
Stewart, Brenda - 35th Street

Stotts, William S. - Milw HS of the Arts
Sutkiewicz, Angela W. - Brown Street
Sydnor, Clare M. - Garland
Taylor, Betty A. - Morgandale
Thompson, Beverly M. - Kluge

Torres, Carmen M. - Pierce
Torsrud, Jacqueline - 88th Street
Trimble, Laura J. - Auer Avenue
Turk, Barbara C. - Thoreau
Unold, Margaret - Forest Home Reg. Ofc.

Vey, Lauren M. - Green Bay Avenue
Vollmers, Estelle K. - Muir
Vonckx, Pamela A. - Doerfler
Walsh, Kevin M. - Palmer
Warsaw, Lynne R. - 31st Street

Wasielewski, Mary A. - Sholes
Watts, Peter J. - Brown Street
Weitzer, Joanne L. - 37th Street
Welsh, Denise L. - Robinson
Werner, Mary Beth - Gaenslen

(Completing Four Semesters)

Wild, Thomas R. - Riverside
Willis, Carmen K. - Fulton
Wittig, Roberta C. - Cooper
Woosmann, Heike - McNair
Wszalek, Shari A. - Washington

Yanny, Rita A. - Auer Avenue
Young, Margaret M. - Maple Tree
Zachari, Susanna C. - Berger
Zachow, Gary W. - Bay View
Zeile, Clare T. - Fritsche
Zeitler, Kerrie L. - Robinson
Zettel, Paul R. - Fairview
Zilisch, Norah A. - Edison
Zimmermann, Kelly J. - Parkman Reg.
Zwickey, Rhonda L. - Hartford Avenue

(Completing Five Semesters)

Allen, John B. - Irving
Arneson, Bradford W. - Pleasant View
Birler, Karen L. - Hartford Avenue
Bishop, Rae L. - 27th Street
Black, Laura A. - Lincoln Avenue

Brilowski, Pamela A. - North Division
Bruneau, Nikki A. - Keefe Avenue
Carter, Gerladine - Webster
Cruz, Maria M. - Vieau
Detweiler, Joan M. - Holmes

Dreist, Kathy M. - Humboldt Park
Drinan, Elaine - Milwaukee Tech
Feay-Shaw, Sheila - Parkman Reg. Ofc.
Fehl-Wildt, Nancy J. - 20th Street
Gallitz, Ann C. - Parkman Reg. Ofc.

Gerrity, Judy L. - Longfellow
Gibbons, Suzanne - Wisconsin Avenue
Green, Sannia E. - Forest Home Reg. Ofc.
Harris, Sharyl - Parkman
Hayashi-Sucevic, Angela - 67th Street
Hayes, Mary - Philipp
Hunt, Tammy M. - Philipp
Jerabek, Leah J. - Forest Home Reg. Ofc.
Jones, Delores - Story
Lewis, Drunell - Longfellow

Lewis, James M. - Sholes
Love-Bullox, Janice - Audubon
Maegli, William - Whitman
Malenga, Essie - Holmes
Marfilius, Scott W. - 78th Street
Martin, Mildred - 67th Street
Mehlberg, Roger K.-- 8th Street
Meier, Mark A. - Edison
Moore, Raymond G. - Audubon
Moore, Yvette L. - Washington

Mueller, Michael J. - 21st Street
Parker, Dorothy L. - Fritsche
Perry, Esamenia - Day-to-Day
Polk, Ronnie - Forest Home Reg. Ofc.
Rucker, Gail D. - 20th Street

Rushing, John C. - 20th Street
Schram, Jodi A. - Milw HS of the Arts
Sherrer, Shirley T. - Day-to-Day
Sliker, Joseph M. - Forest Home Reg. Ofc.
Smith, Lottie Jean - Bay View

Struye, Yves T. - Riverside
Tamayo, Ruth - Fratney Street
Trewyn, Lisa A. - Garfield Avenue
Velazquez, Jose E. - Forest Home Reg.
Wessels, Rita M. - 82nd Street
Whitmore, Judith K. - Washington
Wilde, Kevin S. - Browning
Worachek-Jarocki, Mary - Parkman Reg.
Zepnick, Janice L. - Curtin

(Completing Six Semesters)

Abrams, Opal L. - Garland
Adams, James R. - North Division
Alfonso, Marianna R. - Wright
Allen, Susan J. - Lancaster
Babiash, Susan K. - North Division

Baier, Beth A. - Happy Hill
Ballweg, Kathryn M. - Fritsche
Barry, Patricia K. - Wright
Beard, Cynthia L. - Bilingual Ed.
Beine, Jessica L. - Edison

Berceau, Janice M. - Clarke St.
Beveridge, Michael J. - Longfellow
Blaessing, Susan C. - Cooper
Boggs, Brenda S. - 81st Street
Borkenhagen, Maribeth - Sholes

Bradtke, Margaret A. - Craig
Britsch, Uwe K. - Milwaukee Tech
Bronikowski, Catherine M. - Bell
Brown, Gilberto - Kagel
Brown, Renee E. - Trowbridge

Bull, Joyce E. - 95th Street
Bullock, Linda C. - Happy Hill
Burton, Donald R. - Clemens
Cantlon, Prudence K. - Bay View
Cardiel, Anthony B. - Washington

Carolan, Nancy K. - Longfellow
Cascarano, Michele T. - Kosciuszko
Chambers, Antoinette C. - Marshall
Chong, Ivy W. - Burroughs
Christians, Jose F. - Edison

Ciezki, Karen A. - Bell
Collareno, Alice O. - North Division
Conti, Joseph L. - 31st Street
Crews, Linda R. - Wright
Cummings, Sue C. - 31st Street

Davey, Constance L. - South Division
Dentice, Sue M. - Clarke St.
DePuydt, Darren J. - Forest Home Reg. Ofc.
Desotelle, Richard J. - Fulton
DeVorse, Robert K. - Riverside

Dominguez, Beth - Longfellow
Doucette, James L. - Vincent
Dreblow, Lois L. - Franklin
Duxbury, Betsy L. - Happy Hill
Dynicki, Peggy - Wright

Ebert, Therese L. - Clarke Street
Eichmann, Kathleen A. - Craig
Eisenhauer, John E. - Garfield
Engel, Michelle M. Hawthorne
Fabisctl, Grace M. - Clarke St.

Feldmeier, Anna Marie - Fulton
Feldmeier, Deborah K. - Fritsche
Ferguson, Lola J. - Clarke St.
Fetherston, Patricia J. - Hopkins St.
Fleet, Jean M. - Riverside

Flores, Donna L. - Longfellow
Gad, Carol L. - Hampton
Geil, Thomas P. - llamilton
Gifford, John F. - Philipp
Giller, Mary - Juneau

Graham, Dawn L. - 8th Street
Greco, Sue A. - Clemens
Griffin, Sherrie S. - Bryant
Grindrod, Robin K. - Riley
Gross, Laurie A. - Lady Pitts

Grotsky, Carolyne R. - MacDowell
Gruber, Jerome C. - Holmes
Guenthner, Theresa L. - 35th Street
Gurtner, Kristen M. - Wright
Haas, Rose M. - Cooper

Hader, Ellen C. - Burroughs
Hagenow, Jaclyn A. - Fritsche
Hamilton, G. Dwight - Pulaski
Hansen, Christian P. - South
Hare, William S. - Marshall

Hauser, Thomas A. - North Division
Hegge, Karen A. - Browning
Heine, Penny L. - Clarke St.
Heinitz, Jan M. - Forest Home Reg. Ofc.
Henderson, Barbara J. - Vincent

Henschel, Dianne F. - Allen-Field
Hernandez, Luz Maria - Parkman Reg.
Herriges, Jane T. - Morgandale
Hesseling, Eileen M. - Webster
Hickman, Willie J. - Webster

Hicks, Nancy K. - City-Wide Zone
Hilber, Michael J. - Marshall
Hokenson, John A. - Hampton
Hoppe, Kathleen - Burbank
Howard, Jennifer L. - Walker

(Completing Six Semesters)

Ingraham, James L. - Marshall
Iwen, Larry K. - City-Wide Zone
Jackson, Carolyn J. - Day-to-Day
Jackson, William W. - Milw HS of the Arts
James, Paula L. - Lincoln Downtown Ctr.
Jarmes, Jill A. - Grant
Jarmes, Joel G. - Lincoln Downtown Ctr.
Jelich, Debra L. - 81st Street
Jensen, Jill K. - Edison
Jensen, Patrice K. - Roosevelt

Johnson, Beverly L. - Webster
Jones, Bonnie L. - Lincoln Avenue
Kahn, Diana L. - Townsend
Kane, Meaghan M. - llopkins St.
Kasch, Mary Lynne - MacDowell

Kaufman, Kathleen R. - Elem & Sec Ed
Keats, Margret M. - Bryant
Kegley, Margaret M. - Lee
Kesicll, George - North Division
Key, Michael D. - Mitchell

Kiehl, Amy B. - Madison
King, Constance S. - Granville
King, Mary P. - Clemens
King, Sandra R. - Manitoba
Klassy, Marilyn J. - Alcott

Kniskern, Mark A. - Bay View
Kornely, Jo Ann - LaFollette
Kraeblen, Susan M. - Siefert
Kramer, Margaret A. - Longfellow
Kramschuster, Jan M. - Fritsche

Kroll, Debra A. - 31st Street
Kuenning, Thomas E. - Sholes
Kumbier, Russell G. - Bay View
Kvapil-Meyer, Jerianne K. - Morse
Labisch, Barbara J. - Longfellow

Labisch, Genevera A. - Riverside
Labucki, Cynthia A. - 20th Street
LaVelle, Kent S. - South Division
Lawton, James F. - Forest Home Reg. Ofc.
Leinfelder, Jonathan D. - llopkins St.

Lerche, Richard J. - 31st Street
Levine, Lisa J. - Browning
Levy, Adele J. - Franklin
Lewandowski, Cathleen H. - Fairview
Lindberg, Cheryl L. - Zablocki

Linn, Nancy L. - 8th Street
Look, Maureen J. - Walker
Lopez, Jeannette - South Division
Losin, Eric B. - Milwaukee Tech
Lotesto, Daniel V. - Riverside
Louis, Susan M. - 53rd Street
Luehring, Charles F. - Forest Home Reg.
Lyons, Patricia E. - Audubon
Madiedo, Mcluricio - Kagel
Mahony, Dennis J. - South Division

Majchrowicz, Deann M. - Berger
Malelc, James J. - Audubon
Mamon, Vern L. - Bay View
Marko, Jane E. - 65th Street
Marlega, James L. - Custer

Marone, Victoria E. - Bilingual Ed.
Mathews, Phyllis - Burroughs
McDonnell, Kari K. - Whitman
McKeown, Shelia - 27th Street
McRoberts, Janet M. - Clemens

Melendez, Vilma - Burdick
Merchant, Jody M. - Fairview
Merkel, Sandra J. - Hopkins St.
Messerschmidt, Donna J. - 38th Street
Meyer, Julie A. - 8th Street

Meyer, Thomas L. - Riverside
Meyers, Richard J. - Riverside
Miedtke, Helga M. - 82nd Street
Miller, Michael M. - Bell
Mitchell, Shirley L. - Goodrich

Mooney, Edward S. - Wright
Morgan, Diana L. - 31st Street
Morgan, Diane L. - Garden Homes
Morris, Kyoko H. - Riverside
Muehl, Wendi L. - Washington

Mukai, Carole R. - Auer Avenue
Munch, Colleen L. - Story
Musickant, Phillip N. - Juneau
Myles, Beverly F. - North Division
Napoli, Lisa J. - Whittier

Nastulski, Karen E. - Kagel
Nehmer, Doreen L. - Maple Tree
Nettesheim, Karen A. - Hamilton
Nicholas, Eileen M. - Keefe Ave.
Nichols, Nancy J. - Congress

(Completing Six Semesters)

Nilssen, Betty J. - Gaenslen
Nokovic, Priscilla - Allen-Field
Novak-Tibbet, Susan - Bilingual Ed.
O'Brien, James P. - Washington
O'Donnell, Denise M. - Bell

O'Shea-Dorn, Donna T. - Thoreau
Ostrander, Mathew R. - Lady Pitts
Pagan, Nancy - Riverside
Parker, Phillip C. - Madison
Patterson, Charlotte L. - Keefe Ave.

Paul, Adolph - Garden Homes
Pavlic, Pamela M. - Parkman
Philipps, Lynn M. - Thoreau
Pollman, Jacqueline A. - Story
Pratt, Scott R. - North Division

Prendergast, Mary E. - Wright
Pritzlaff, James H. - Lapham Park
Ramirez, Jorge L. - Edison
Ramsey, Irma L. - Palmer
Rapkin, Troi - Lincoln Ave.

Raton, Taki S. - Milwaulcee Tech
Reifenberg, Judith L. - Mitchell
Reinert, Jennifer A. - 65th Street
Reinhold, Karen M. - Marshall
Reiter, Marion L. - Lee

Reitzenstein, Heidemarie C. - Gaenslen
Richman, Kelly J. - LaFollette
Riegert-Dudley, Ann - Clarke St.
Roby, Barbara A. - Webster
Rollefson, Ruth G. - Bell

Rucker, Robert - Day-to-Day
Ryan, Sharon D. - Carleton
Saindon, Mary B. - 31st Street
Salo, Cristina E. - Wright
Sarnowski, Joy - Burbank

Schaefer, Amy B. - llawley
Scheibengraber, Erwin - Vincent
Schinner, Michael .J. - Bay View
Schmidt, Joan A. - Fritsche
Schmidt, Lori A. - Maryland Ave.

Schneck, David H. - Edison
Schneider, Melissa E. - Dover St.
Schoening, Gertraud L. - 82nd Street
Schoone, Elizabeth A. - Carleton
Schwalbe, Laura L. - Hi-Mount Blvd.

Schweder, Lisa A. - Hawthorne
Scott, Cherie A. - Grant
See, Mary M. - Victory
Serebin, Tara K. - Holmes
Shanti, Jacquelyn B. - McNair

Sherba, Grace M. - Berger
Shinners, Donald W. - Riverside
Siemsen, Erika - Neeskara
Sikkema, Arloa B. - Milw HS of the Arts
Slagowski, Janet M. - Burroughs

Smith, Anita C. - Steuben
Smith, Daniel B. - Pierce
Snapp, Kristina M. - MacDowell
Speaker, David H. - King
Speich, Dawn R. - 78th Street

Sprtel, Lisa M. - Clemens
Stadelmann, Mary Anne - Robinson
Stauffacher, Bonnie H. - Goodrich
Steele, Karen - Longfellow
Stinson, Ronnie M. - Walker

Sujecki, Lisa M. - Garfield Avenue
Taylor, Therese A. - City-Wide Zone
Tejera-Vollmar, Mayra - Allen-Field
Tharp-Nader, Karen J. - Longfellow
Thelen, Kriscine M. - 20th Street

Thompson, Susan M. - 21st Street
Thomsen, Grace A. - South
Toporek, Debra F. - 20th Street
Torcivia, Mary C. - Burdick
Toro, Haydee A. - Edison

Toth, Jennifer M. - Milw HS of the Arts
Treul, Jeftrey J. - Green Bay Ave.
Tyler, Desire L. - Trowbridge
Valitchka, Luke J. - Lincoln Downtown
VanDyke, Gary - North Division

Vick, Walter H. - Edison
Wagner, Jean E. - Fulton
Waldman, Mary K. - Wisconsin Avenue
Ward, Edward R. - Maple Tree
Ward, Mary R. - Fulton

Weiner, Wendy L. - Lancaster
Weiss, Ronald L. - North Division
Werner, Carolyn - Audubon
Westfahl, Catherine K. - 55th Street
Wheeler, Sandra R. - Fritsche

(Completing Six Semesters)

Wherry, Erin A. - Bryant
Willems, Charles T.—North Division
Williams, Redona L. - Story
Willis, Iester - Audubon
Winget, Cynthia A. - 67th Street
Witzeman, Linda S. - Hopkins St.
Woloszyk, Sally J. - Morgandale
Workman, Julie M. - Bruce
Zeidler, Geoffrey A. - Pulaski
Zieher, Jill - Webster

PRINCIPALS AND ASSISTANT PRINCIPALS

PRINCIPALS

(Completing One Semester)

Harry Oden

ASSISTANT PRINCIPALS

(Completing One Semester)

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

PRINCIPALS

(Completing Two Semesters)

Terrill Balster
Victor Brazil
Kathleen Brau
Jacquelyn Brimley
Sallie A. Brown
Estaban de la Torre
Jane Empey-Theep
Sarah Jackson
Robert E. Kraiss
Clark Lovell, Jr.
Robert A. Miller
Norman I. Mishelow
James Novak
Robert Schleck
Carol A. Schmuhl
Bettye Washington

ASSISTANT PRINCIPALS

(Completing Two Semesters)

Erma Cannon
Cora O. Coleman
Virginia K. Cullen
Ralph A. DeVito
Donna E. Elliott
Ora L. Ewing
Sharon L. Filipowicz
Michael J. Fraley
Bobbie A. Griffin
Renee Hampton
Yvonne Hopgood
Dolores Keirn-Jackson
Donald A. Krueger
Ivanlca Kuzmanovic
Charles T. Marks
Clara Moore
Hector Perez-Laboy
Glenn Schilling
James Sonnenberg
Maria L. Tovar
Catherine F. Washabaugh
Nancy A. Weber
Robert W. Wenner
Gregory A. Wong
Gwyneth A. Young
Donna Zoble

PRINCIPALS

(Completing Four 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 Four Semesters)

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

PRINCIPALS

(Completing Five Semesters)

Patricia M. Holmes

ASSISTANT PRINCIPALS

(Completing Five Semescers)

Fred K. Bartelt
Daniel J. Donder, Jr.
Kathleen C. Gomez
John E. Johnson
Susan D. Kappas
Barbara E. Reamer

PRINCIPALS

(Completing Six Semesters)

William Davis
Robert J. Krueger
Nicholas R. Schaeve
Maria A. Walwork
Kathryn A. Weiskopf
Martha B. Wheeler-Fair

ASSISTANT PRINCIPALS

(Completing Six Semesters)

Sherrie K. Akinsanya
Susan K. Buss
Michael T. Hickey
Thomas J. Huwiler
Joan M. Kuehl
Robert A. Laures
Judson M. Myon
Rogers E. Onick
Carey A. Rehm
Mary Ann F. Zapala

SUPPORT STAFF

(Completing One Semester)

Coy W. Davis, Jr.
Karen D. Fowler
Dorothy Placide
Stevie B. Summers
Deborah K. Wheeler

(Completing Two Semesters)

Sheena Carey
Barbara Rodriguez-Grac
Carol Topinka

(Completing Three Semesters)

Derek Brewer

(Completing Four Semesters)

Martin M. Armato
Karen Hoppens
Harold D. Schmidt
Sylvia M. Trenhaile

(Completing Five Semesters)

Gwendolyn Y. Sullivan

(Completing Six Semesters)

Deborah A. Ford
Sheryl M. Gotts
Jeffery P. Harkins

* * * * * *

(ITEM 5) In accordance with the provisions of Section 3.26 of the Board's Rules which requires that the Superintendent shall report the absence of a teacher for more than 45 days during a half year, the Superintendent advised your Committee of the absence without leave of the following teacher:

Catherine Lyman

It is the recommendation of the Superintendent that her name be removed from the list of appointed teachers.

Concurring with the Superintendent's recommendation, your Committee recommends that the name of Catherine Lyman be deleted from the list of appointed teachers.

* * * * * *

(ITEM 6) Your Committee recommends that the following leaves of absence be, and they hereby are, granted as follows:

LEAVES OF ABSENCE		Beginning
Illness leave, to June, 1990:		
Ida Butler	Hamilton	April 2, 1990
Verner Kappes	Uniced Comm. Cntr.	March 12, 1990
Illness leave, to June, 1991:		
Lowell Davis, Jr.	Edison Middle	August, 1990
Maternity leave, co January, 1991:		
Diane Woppert	Forest Home	August, 1990
Maternity leave, to June, 1991:		
Marybeth Andersen	On leave	August, 1990

Paternity leave, to June, 1991:

Mark Luebke	On leave	August, 1990

Personal leave, Lo June, 1990:

Anita F. Simansky	On leave	January, 1990

Sabbatical leave, to June, 1991:

Michele Oxman	S.D.A. III	August, 1990

Study leave, to June, 1991:

Carolyn Josie Vargo	Eighty-eighth	August, 1990

Extension of leave for illness, to June, 1991:

Frederick L. Lanzl	On leave	January, 1990

Extension of leave for maternity, to January, 1991:

Mary A. Blomgren	On leave	August, 1990
Diane LaVelle	On leave	August, 1990

Extension of leave for maternity, to June, 1991:

Linda Deskalo	On leave	August, 1990
Julia A. Grams	On leave	August, 1990
Anne Knackert	On leave	August, 1990
Athene Kralik	On leave	August, 1990
Michalene Krombach	On leave	August, 1990
Hollice Olsen	On leave	August, 1990
Laura Salituro	On leave	August, 1990
Deborah Stuessi	On leave	August, 1990
Susan Stuckert	On leave	August, 1990

Extension of leave for maternity, to June 1992:

Ellen R. Christensen	On leave	August, 1990

Extension of leave for personal, to June, 1991:

Kathleen Conley	On leave	August, 1990
Linda M. Long	On leave	August, 1990
Hannelore Schilling Zarse	On leave	August, 1990

* * * * * *

(ITEM 7) 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 was curtailed:

CURTAILMENT OF LEAVE

Rita Pelzer	-- was granted a sabbatical leave from January 26, 1990 to June, 1990. Curtailed as of May 7, 1990.

* * * * * *

(ITEM 8) 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

Bobbie A. Griffin	-- was granted an unpaid personal leave of absence from June 15, 1990 to September, 1991. Rescinded as of May 18, 1990.

* * * * * *

(ITEM 9) The following resignations have been received and accepted by the Superintendent, effective as of the dates indicated:

RESIGNATIONS

William Barnes Jr.	Milw Tech	July 1, 1990
Sabine G. Connerton	Hamilton	June 18, 1990
Robert S. Derrell	On Leave	May 5, 1990
James A. Ebner	Central Office	July 6, 1990
Belle Anne Freund	Trowbridge	June 23, 1990
James R. Guten	On Leave	May 1, 1990
Heidi Haeberli	On Leave	June 18, 1990
Carolyn Hill-Robertson	Fernwood	June 18, 1990
Myrtle J. Hyman	King	July 15, 1990
Lisa Ann Kasim	Fritsche	May 18, 1990
Kristin Kieft	On Leave	June 5, 1990
La Vera S. Laws	Granville	June 20, 1990
Susan M. Levandowski	On Leave	May 31, 1990
Ellestine L. Mack	20th	June 18, 1990
Joanne L. Michalak	Webster	July 1, 1990
Darlene R. Norman	Granville	June 18, 1990
Denise M. O'Donnell	Bell	June 18, 1990
Carolyn Oldham-Hill	Morse	June 18, 1990
Carl E. Pagel	Milw Tech	July 1, 1990
Mary K. Schuld	Hamilton	June 18, 1990
Sharon Silverthorn	On Leave	June 15, 1990
Kathy Van Wyhe	On Leave	May 4, 1990
Gerald Vance	Central Office	June 29, 1990
Deborah R. Weber	Kluge	June 18, 1990

* * * * * *

(ITEM 10) The Superintendent advised your Committee that:

1. The school selection process is one of the most visible functions that the district performs. Annually over 15,000 students participate in the school selection process. The selection system since its inception has been increasingly complex. As a result of concerns over the current school selection process, a study was authorized to review the current process with the expectation of developing a new and improved process by which schools are selected by students and parents. The goals for the new process are as follows:

   a. Promote educational excellence in all schools
   b. Develop the full potential of each child
   c. Increase parental and student choice
   d Enhance equitable treatment for all racial, linguistic, and socio-economic groups
   e. Increase parental involvement
   f. Avoid increased segregation
   g. Reduce the cost of transportation and use the savings to improve the quality of education.
   h. Simplify the school selection process

2. At the request of the Superintendent and approved by the Board of School Directors, Dr. Charles Willie was hired as a consultant to analyze and make recommendations regarding the district's school selection process. The following issues generated the need for the study:

   a Overburden of busing on black students
   b. Increased cost of transportation
   c. Funds diverted from educational programs to transportation
   d. Need for coordination of student assignment plans for inter and intradistrict transfers
   e. Equity in school selection for Milwaukee residents
   f. Concern for enhanced selection of schools (choice) of all parents
   g. Concern that some parents did not have adequate information to exercise choice within the school selection process
   h. Involvement of parents/proximity of school to home
   i. Maintenance of desegregation in schools
   j. Building a sense of community
   k. Coordination of school selection with new regional concept
   l. Potential of new school buildings
   m. Simplification of school selection process

3. After a year of talking extensively with various individuals, community groups, Milwaukee Public Schools staff, and reading various related reports and studies, Dr. Willie submitted to the Superintendent and the Board of School Directors a report entitled Long-Range Educational Equity Plan For Milwaukee Public Schools (LEEP).

4. Numerous public hearings were held at various locations and with community groups to explain the plan and to gather public reaction to the plan. Written responses regarding the plan were also solicited from groups and individuals.

5. As a result of the public hearings held by Dr. Willie and the Superintendent, a Long-Range Educational Equity Plan Planning Committee was appointed by the Superintendent and chaired by Dr. Deborah McGriff, Deputy Superintendent. Other committee members were David Begel, Douglas Haselow, Janie Hatton, Aquine Jackson, Robert Lawrence, Suzanne Lundin, Calvin McIntyre, Belkis Santos, Michael Turza, and Gerald Vance. The committee members represented various MPS departments. The committee's charge was to analyze information and testimony from the public regarding LEEP and to provide recommendations to the Superintendent. The Milwaukee Assignment Plan Planning Committee held five public planning sessions to ensure that the recommendations were responsive to the concerns of the community.

6. The recommendations formulated by the Superintendent are grouped into the three areas: (a) creation of a school selection task force, (b) reaffirmation of certain existing policies, and (c) establishment of new policies. Each of the three areas are described as follows:

   a. The creation of a broad based school selection task force which will be made up of representatives from the community, Community Advisory Council, Service Delivery Areas, city government, community organizations, and the school system. The broad based school selection task force will report to the Board at the May 1991 meeting with recommendations regarding the following issues:

      1. Pairing/clustering/partnerships of schools
      2. New decisions as related to transportation, attendance areas, walk zones, Service Delivery Areas, feeder patterns
      3. Criteria for an effective school that takes in a wide variety of indicators
      4. Definition of desegregation that may take into account racial, socioeconomic, ethnic, or other demographic variables
      5. The designation of three-year-old, four-year-old, and five-year-old kindergarten as temporary or permanent school assignments
      6. Establishment of a college preparatory and vocational/commercial emphasis only at our comprehensive high schools

   b. Reaffirmation of certain existing policies is needed due to the amount of concern selected policies generated at the public hearings. The policies for reaffirmation during the 1990-91 school year are:

      1. Racially Identifiable Schools: The racially identifiable schools were exempt per the desegregation settlement. The racially identifiable schools will be included in the district's improvement initiative.
      2. Exempt Bilingual Schools: Will retain their exempt status as provided by the desegregation settlement.
      3. Feeder Patterns: Establish middle schools for Brown, Fratney, Tippecanoe, and 21st Street Schools. Specific middle schools will be recommended at the October 1990 Board meeting.
      4. Specialty Schools Programs: Will remain city-wide schools.
      5 Three, Four, and Five-Year-Old Kindergarten Selection procedures and locations will remain in effect.

   c. The third set of recommendations that resulted after receiving input from the community regarding the school selection plan involved the establishment of new policies. These new policies are:

      1. School Improvement: Efforts will continue to enhance desirability of all schools. School improvement includes establishing a vision or focus for school improvement and replication of selected specialty schools/programs. Racially identifiable schools will receive school improvement funds.
      2. Funding for School Improvement: Magnet funds, state desegregation funds, and other attainable unallocated resources be directed at school improvement effort.
      3. Single Stage Three Choice School Selection Plan: Authorization to implement the Single Stage Three Choice school selection plan for assignments for the 1991-92 school year.
      4. Grandfathering: Establish policy so that any new school selection plan permits students to remain in their assignment until they leave at top grade.
      5. Parent Information: Intensive information campaign involving SDAs, principals, and Office of Public Information directed at emphasizing the unique programs of our schools.
      6. Change the Specialty Schools Descriptor to Focus Schools:
         Schools with unique program emphasis be referred to as focus schools emphasizing the program theme or focus.
      7. Chapter 220: Begin negotiations with 23 suburban districts to obtain relief in the areas of screening Milwaukee students, sharing of transportation costs, and eliminating holding 10 percent of seats for suburban students.

8. Integrated Attendance Areas : Students living in a naturally integrated attendance area be given preference to attend the attendance area school up to building capacity as long as racial balance is maintained.
9. Appeal Process: Appeals only be granted if it can be proven that the system violated its own published assignment procedures in the assignment of a particular student or for specific humanitarian reasons, such as the need for a child who has serious medical problems. Appeals assignments should not be allowed for schools closed to additional enrollments.
10. Sibling Preference: Siblings be given preference for school selection before random selection.

7 Fiscal Note: The only additional resources needed to implement the recommendations will be those associated with the implementation of the Three Choice school selection plan.

Your Committee recommends:

1. Long Range issues requiring additional community input to be studied by a broad based school selection task force. The task force will make recommendations at the May 1991 Board meeting regarding:

   a. Pairing/clustering/partnerships of schools

   b. New decisions as related to transportation, attendance areas, walk zones, Service Delivery Areas, feeder patterns

   c. Criteria for an effective school that take in a wide variety of indicators

   d. A definition of desegregation that may take into account racial, socioeconomic, ethnic, or other demographic variables

   e. The designation of three-year-old, four-year-old, and five-year-old kindergarten as temporary or permanent school assignments

   f. Establishment of college preparatory and technical/commercial programs in our comprehensive high schools

2. That the Board reaffirm the existing policies related to the following issues:

   a. Racially Identifiable Schools -- The nineteen racially identifiable schools are exempt as part of the desegregation settlement. However, the nineteen schools will be included in the school improvement initiatives.

   b. Exempt Bilingual Schools -- The four exempt bilingual schools (Allen Field, Kagel, Vieau, and Kosciuszko) will retain their exemption status as provided in the desegregation settlement.

   c. Feeder Patterns -- Four city-wide elementary schools do not have a feeder pattern to a specific middle school. The four elementary schools are Brown, Fratney, Tippecanoe, and 21st Street schools. After receiving input from the four schools, the administration will recommend, for the 1991-92 school year, a middle school feeder pattern for the four schools at the October 1990 School Board meeting.

      Reaffirm that no automatic feeder pattern exists between any middle and high schools.

   d. Specialty Schools/Programs -- Focused schools/programs will remain city-wide schools with existing random selection procedures.

   e. Three, Four, and Five-Year-Old Kindergarten -- Maintain the present assignment procedures and locations for three, four, and five-year old kindergarten programs.

3. That the Board establish new policies per the Pertinent Facts for the following areas:

   a. School Improvement -- To continue the school improvement effort of the district and to enhance the desirability of all schools, the following are recommended:

      1. That during the 1990-91 school year each school establish its own focus which will drive its school improvement efforts.

      2. Prior to recommending to the Board of School Directors the replication or creation of new specialty schools, a review of staff availability will be made, waiting lists will be analyzed to determine interest, and an assessment of success in meeting the needs of urban students will be made.

      3. Racially identifiable schools will receive school improvement funds.

   b. Funding for School Improvement -- In order to fund school improvement it will be necessary to earmark specific funds for school improvement. Therefore, it is recommended that magnet funds, state desegregation funds, and other obtainable unallocated resources be directed at school improvement efforts. The Superintendent urges approval of his proposed Equity Fund and class size reductions in the 1990-91 budget.

   c. Single Stage Three Choice School Selection Plan -- The desegregation settlement mandated that Milwaukee Public Schools implement a Three Choice school option for parents. Therefore, authorization is requested to implement the Single Stage Three Choice school selection plan for the for the 1991-92 school year to replace the current student assignment plan.

   d. Grandfathering -- Numerous concerns were generated by the public regarding what effect any new school selection plan would have on current student assignments. To address this concern it is recommended that any new school selection plan permit students to remain in their assignments until they leave the top grade of their schools.

   e. Parent Information -- The lack of appropriate information to parents was cited at several public hearings as a concern, along with the lack of parental involvement and information in decisions that affect their children. An additional concern was the lack of information on non city-wide schools/programs. It is recommended that as part of the Three Choice school selection plan that there be an intensive information campaign involving the SDA parent liaisons and their parent centers, school principals, and the Office of Public Information. The information to parents would highlight the unique program emphasis of each of our schools. A detailed parent information plan will be provided at the October 1990 Board meeting.

   f. Change the Specialty Schools Descriptor to Focus Schools — The perception of the Milwaukee community is that Milwaukee Public Schools is a two-tiered system of specialty schools and neighborhood schools. The belief is that the specialty schools are special and better than our neighborhood schools. The word "Specialty" implies that the non-specialty schools are not special. It is being recommended that all schools be referred to as focus schools, emphasizing their program theme or focus -- computer, immersion, science, etc. -- and the term "Specialty" not be used.

   g. Chapter 220 -- The impact of the Chapter 220 program on the student assignment process and the system in general is a concern of the administration - specifically, the insufficient number of seats available for our own students and the transportation cost to Milwaukee Public Schools which is higher than aid received. It is being recommended that negotiations begin with the 23 suburban districts to gain relief in the area of transportation costs. Board support is needed for the Compact for Educational Opportunity's recommendation that Chapter 220 applicants from Milwaukee to the suburbs be randomly selected. In addition, discussions should begin with the 23 suburban districts to review the practice of holding 10 percent of seats for suburban students. A more equitable selection process for suburban and city white students is needed.

h. Integrated Attendance Areas -- The city-wide neighborhood developmental task force's interest in connecting real estate with seats in neighborhood schools, the desire to attend integrated attendance area schools rather than be transported, both contribute to nurturing integrated attendance areas. It is recommended that naturally integrated attendance areas be able to give preference to attendance area students up to building capacity as long as racial balance is maintained. This should reduce transportation costs and increase school/neighborhood stability. Four high schools, four middle schools, and 21 elementary schools have attendance area black student population between 25-70% (See attachment). Attendance areas with between 50-68% black student population will be considered an integrated neighborhood for this recommendation.

i. Appeal Process -- The current appeal process allows parents to submit appeals for educational, health, safety, hardships, or for procedural reasons. With the wide latitude allowed, over 4800 appeals were submitted for the 1988-89 school year with an approved rate of one in four. The current appeals process allows too much circumvention of the student assignment process and takes valuable time away from administrators and staff. It is recommended that appeals only be granted if it can be proven that the system violated its own published school selection procedures in the assignment of a particular student or for specific humanitarian reasons, such as the need for a child who has a serious medical problem. Appeal assignments will not be allowed for schools closed to additional enrollments. The Appeals Committee will be made up of Central Office administrators not associated with the student assignment process, and chaired by the Director of Community Relations. Individual committee members will review appeals and either approve or deny the request. The decisions may be appealed to the full committee for review. The decision of the Appeals Committee is final. The decision of individual committee members and of the full committee will be mailed to the parents.

j. Sibling Preference: When there is an oversubscription of applicants for a school, preference for school assignments will be given to siblings before random selection.

* * * * * *

(ITEM 11) The Superintendent advised your Committee that:

1. As a part of the negotiations for the 1989-90 contract between the Board and the Administrators' and Supervisors' Council, an agreement was reached to establish a series of joint study topics so that areas of mutual concern could be addressed. The Report of the ASC Professionalization Task Force is a summary of the issues that were discussed and recommendations relative to those issues.

2. At its meeting on May 30, 1990 (Proc.p. 15), the Board referred the report to the Personnel and Negotiations Committee for consideration at its regular June meeting.

3. A fiscal note regarding cost estimates to implement the recommendations contained in the report has been attached to the minutes of your Committee's meeting of June 19, 1990. Costs for the leadership academy have already been included in the budget requests. It is the intention of the administration to work with the ASC to develop a timeline to implement the remaining recommendations.

Your Committee recommends that:

1. The report be adopted.

2. The Board support the budget request for funding for the leadership academy, with the administration to work with the ASC on a timeline and plan for the funding and implementation of the remaining recommendations.

* * * * * *

(ITEM 12) The Superintendent advised your Committee that:

1. The Milwaukee Board of School Directors authorized a 3 year school based management implementation pilot in preparation for the use of participatory decision making in all schools. That pilot expires at the end of this school year.

   Twenty-eight (28) schools participated in the pilot:
   High Schools-l
   Middle Schools-6
   Elementary Schools-21.

   Eight(8) additional schools will begin using school based management during the 1990-1991 school year.

   One hundred seventeen(117) schools are not participating at this time:
   High Schools-15
   Alternative Schools-ll
   Middle Schools-10
   Elementary Schools-81.

2. The SBM schools have been supported in the following ways:
   -additional discretionary money in the school budget
   ($2,000/$5,000)
   -money for council training and staff development
   -waivers from specific Board policies
   -budgetary flexibility
   -a full time SBM Coordinator (Office of the Superintendent)
   -SBM Steering Committee composed of persons in SBM schools, Board Members, the Superintendent and Secretary-Business Manager, union leadership, and members of the GMC Education Trust)
   -management partners provided by the GMC Education Trust.

3. Evaluations of the first two years have been favorable. (Evaluations were conducted by Carl Grant, Don McCarthy, and Paula Volpiansky of the University of Wisconsin-Madison.)

Your Committee recommends that:

1. All schools will use some form of shared decision making/shared authority by the 1994-1995 school year.

2. The School Based Management Steering Committee present a plan to the Board at the December meeting. The plan should include specific recommendations on ways to prepare schools for participation; specific functions that can be decentralized to all schools; and a timeline to bring schools into participation when there are no more schools that wish to volunteer.

* * * * * *

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

1. In an effort to provide a more streamlined and cost-effective support system for the schools, the Superintendent and Secretary-Business Manager have been examining the facilities and maintenance services currently located in four central office departments or divisions.

2. The creation of a new Department of Facilities and Maintenance Services will combine the Physical Plant Division and the Plant Operations Division with the Office of Facilities Planning and the maintenance responsibilities of the Division of Municipal Recreation and Community Recreation.

3. The consolidation of these services into a single organizational unit will result in a savings of over one mullion dollars.

4. The mission statement for the new department containing a staffing and fiscal impact statement and an organizational chart has been attached to the minutes of your Committee's meeting of June 19, 1990.

Your Committee recommends that authorization be granted to establish a Department of Facilities and Maintenance Services based upon negotiations and collaboration with the respective unions.

* * * * * *

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

1. The recommendations which follow are submitted for consideration by the Personnel and Negotiations Committee and action of the Board of School Directors. The matter to be considered relates to the annual adoption of salary schedules for the ensuing budget year.

2. The following specific proposals are submitted by the superintendent and the secretary-business manager with the recommendation that they be adopted for the 1990-91 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 1 (Teachers and Community Recreation Specialists), Schedule 2 (School Social Workers), Schedule 5 (School Psychologists), and Schedule EE (Instrumental Music Teachers and Helpers) will expire June 30, 1990. All remaining schedules are effective with the commencement of the 1990-1991 budget year.

Your Committee recommends that:

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

That the following salary schedules be approved or reaffirmed where previously approved by action of the Board.

a. Schedule 1 - Teachers and Community Recreation Specialists (Negotiations in progress. 1990-1991 rates will be submitted for approval upon settlement)

b. Schedule 2 - School Social Workers (Negotiations in progress) 1990-1991 rates will be submitted for approval upon settlement)

c. Schedule 3 - Administrative Personnel in Schools and Central 0ffice (Proc. June 27, 1990) with the exception of the following positions:

Executive Assistant to the Superintendent
Deputy Superintendent
Associate Superintendent
Community Superintendents
Directors of Planning, Budget, Research and Evaluation
Public Affairs and Communications
Human Resources
Inter-governmental Relations
Community Relations
Student Services
School Safety
Curriculum and Instruction
Staff Development
Bilingual Multicultural Education
Alternative and Vocational Education
Exceptional Education

Municipal Recreation and Community Education

Assistant Secretary-Business Manager
Directors of Internal Audit
Accounting
Food Services
Plant Operations
Purchasing
Pupil Transportation
Information Systems
Physical Plant

d. Schedule 4 - Supportive Personnel - Certificated and Classified
Substitute Teachers (Proc. November 9, 1989), School Accountants/Bookkeepers (Proc. May 31, 1989), School Aides (Proc. March 28, 1990)

e. Schedule 5 - School Psychologists (Proc. May 31, 1988)
(Negotiations in progress 1990-1991 rates will be submitted for approval upon settlement)

2. Salary Schedules for Classified Personnel

That the following salary schedules be approved or reaffirmed where previously approved by action of the Board.

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. June 27, 1990)

d. Classified Schedule D - Construction Inspectors, Designers and Draftsmen
(Proc. June 27, 1990)

e. Classified Schedule E - Plant Operations Personnel
(Proc. March 22, 1989)
Operating Engineers (Proc. March 22, 1989), Building Services Helpers (Proc. May 30, 1990), Service and Maintenance Custodians and Labors (Proc. June 27, 1990)

f. Classified Schedule F - Miscellaneous Physical Plant Division Classifications
(Proc. June 27, 1990)

g. Classified Schedule H - Data Processing and Related Personnel
(Proc. June 27, 1990)

h. Classified Schedule I - Instructional Resource Personnel (Proc. June 27, 1990)

i. Recreation Schedule 9 Playground Laborers (Proc. June 27, 1990)

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

That the following rate schedules be approved or reaffirmed where previously approved by the Board.

a. Recreation Schedule 6 - Activity Specialist
(Proc. May 31, 1989)

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

c. Recreation Schedule 8 - Municipal Recreation Athletic Officials

d. Schedule M - Instrumental Music Teachers and Helpers
(Negotiations in progress, 1990-1991 rates will be submitted for approval upon settlement)

e. Schedule O - Interscholastic Athletics
(Proc. January 4, 1990)

4. Customary Salary Resolution

That the following 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 1990-1991 as amended; that all salary schedules, excepting those for prevailing wage rates, in effect for 19891990, and which have not been amended be, and they hereby are, readopted for 1990-91, or, in the case of schedules in negotiations, be, and they hereby are, readopted pending final settlement of 1990-1991 rates, and that all provisions and resolutions pertaining to any salary schedules, and in effect for 1990-91 which are not inconsistent with the foregoing be, and they hereby are, readopted for 1990-91.

* * * * * *

(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 June 19, 1990:

A. Report on the Affirmative Action Personnel Transactions for the Month of May, 1990

B. Monthly Report on Vacancies

C. Item on Beginning Teacher Orientation

D. Report on the Reassignment of Central Office Staff to the Service Delivery Area Offices and on Positions Currently Vacant Which will not be Filled

E. Item Regarding MPS Code of Ethics

REPORT N0. 2

T0 THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Personnel and Negotiations presents the following report:

Your Committee reports having given hearing under Part VIII, Section D, of the contract between the Board of School Directors and the Administrators and Supervisors Council (ASC) in the matter of an appeal of Grievance 89/159 (salary adjustments).

Your Committee reports having heard the evidence in the matter and has determined that the administration's recommendation relative to a request for a retroactive salary adjustment based upon an earned Master's Degree outside the field of education should be upheld.

Your Committee recommends that this grievance be denied.

Director Pajewski moved to hold Item 10 at the Board level and to suspend Board Rules and adopt the balance of the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Neil, Pajewski, President Mitchell—7.

Noes—Director O'Connell—1.

Temporarily Absent - Director Stacy—1.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

President Mallory presented the following report for the Committee on Instruction and Community Relations:

June 27, 1990

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 March 22, 1989, the Board adopted the following resolution, which had been introduced by Director Mallory:

   WHEREAS, African American males' progress in schools appears to be equal to that of their peers during the preschool and primary years; and
   WHEREAS, Subsequent to the primary years of school, African American males' academic progress becomes more depressed than their peers; and
   WHEREAS, This lag in academic progress presages a disproportionate increase in African American males being suspended, dropping out, and/or being referred for exceptional education or alternative school placement; and
   WHEREAS, These school related problems form the basis for the disproportionate number of African American males who become incarcerated, unemployed, or under employed in adult life; now therefore, be it
   RESOLVED, That the Superintendent appoint a Task Force to review all programs dealing with the education of African American male youth and report to his office and the Board of School Directors on steps that could be taken to improve these programs and on innovative efforts that could be initiated in the district.

2. In addition to meeting as a group, the task force was also divided into the following subcommittees:
   a. Student Achievement and Self Esteem;
   b. Community Involvement;
   c. School Climate
   d. the Family.

   Each subcommittee was charged with developing goals and recommendations for addressing the needs of African American males within the educational arena. These goals and recommendations were derived from the literature, from knowledge of the Milwaukee Public Schools, and the Milwaukee Community. Once the subcommittees had completed their work, the entire task force met several times to hear from the subcommittees and to develop and agree upon its recommendations. An additional subcommittee, the technical writing team, was then organized to synthesize the committees' work.

3. The Instruction and Community Relations Committee held a hearing on the report at its regular May meeting at which time it was indicated that the administration would respond to the recommendations this month. The Task Force divided its recommendations into two parts: Phase I, for implementation in the 1990-91 school year, and Phase II, for implementation in the 1991-92 school year. Since the Task Force plans to develop the Phase II recommendations in more detail, only the Phase I recommendations are being submitted for action at this time.

Your Committee recommends that:

1. A legal opinion related to this issue be made available in writing at the June meeting of the full Board.

2. The Superintendent review and prioritize the 21 recommendations of the African American Male Task Force.

3. Supporting data be presented to Board members relative to the success of black male schools in terms of educational processes.

4. A fiscal note be provided with the Task Force recommendations.

5. The administration establish pilot African American Immersion schools at the elementary and middle school levels; that these schools adhere to the district's non-discrimination policy on admission; that these schools provide an African-American centered curriculum; that activities address the emotional, social, developmental, academic needs of African-American male students.

* * * * * *

(ITEM 2) The Superintendent advised your Committee that:

1. At its meeting on August 30, 1989, the Board adopted a resolution by Director Bills directing the Superintendent to develop a comprehensive plan for all our students and their families which would integrate support services. In order to fulfill the mandate contained in the resolution, an Integrated Pupil and Family Support Services Task Force was organized.

2. The task force included parent and administrative representation from each of the Service Delivery Areas, bargaining unit and community agency representatives, and central office staff members involved in providing support services to schools and children. In addition, the task force sought additional parental input from the local school level. Focus groups were formed through parent organizations to receive this input.

3. The task force has completed its report, which has been transmitted to Board members under separate cover. It was being submitted to the Committee for hearing last month, with the administrations' response to be submitted in June, along with a response to the report of the Health Education Task Force.

Your Committee recommends that:

1. The following recommendations of the Health Services Task Force be adopted:

    a. That a pre-kindergarten through grade 12 education for health curriculum be developed emphasizing a holistic approach to health and not focusing on a single health topic.
    b. That teacher inservice training be provided to compensate for lack of teacher experience in health.
    c. That the administration identify a designee to coordinate all appropriate school departments and divisions and community agencies that deal with human growth and development education and activities.

2. The remainder of the task force recommendations be held at the committee level.

* * * * * *

(ITEM 3) The Superintendent advised your Committee that:

1. At its meeting in August, 1989, the Board formed a task force to study the interscholastic athletic program. The task force held meetings and open forums during the months of November, 1989, through April, 1990.

2. The report of the *Task Force to Study the Interscholastic Athletic Program* was submitted to the Instruction and Community Relations Committee of the Board of School Directors at its meeting on May 16, 1990.

3. The administration has reviewed the report, including the statement of athletic purpose, the recommendations, and the analyses of statistical data. The administration recommends the following:

   - It is recommended that additional support be provided to schools for coordination of activities/athletics/equipment. Specific staffing and budget recommendations will be made during the budget process.

   - An Academic Skills Support Program should be implemented, designed primarily for students participating in extracurricular activities, to coordinate support for academic success by coaches, teachers, parents, and students. Existing programs and services should be used as much as possible in each school, and should be strengthened and modified as necessary.

   - Student/athletes who meet the state definition of at-risk must have a support program as part of the educational intervention plan required by the Wisconsin Children At Risk statute. The Department of Alternative and Vocational Education will support the athletic/activities director in assuring that a program is in place for each identified student/athlete

   - The job qualifications for coaches should include a requirement that applicants have experience in the implementation of *an* academic support program, or that the applicant be willing to become involved in training/inservice related to such a program.

   - Partner relationships should be built and maintained with parents and community resources to broaden the impact of the personal growth and development experienced by students participating in school-based athletic activities. This can be done through booster clubs, collaboration with the school's PTO, and expanding on current partnerships with business

   - The grade point average (GPA) to maintain interscholastic athletic eligibility should remain at 2.0. A student who receives a GPA between 1.5 and 1.99 may currently appeal once per year. It is recommended that this be changed to two times in four years. The procedure to apply for an appeal should be expanded to a required hearing before a five member appeal board, which should include the principal, the athletic/activities director, and a coach. The remaining two members should be chosen from two of the following categories: parent, student, non-coaching teacher, or guidance counselor.

   - The number of days a student may be absent during a mark period should be increased from three (3) to four (4), and unexcused/excused criteria will be dropped. This eliminates the confusion and potential for errors-abuse which may occur when the criteria includes the excused/unexcused distinction. A student who is absent more than four (4) times for any reason during a mark period would be ineligible to participate in any interscholastic athletics or academics during the next mark period. Unusual circumstances, which can be documented in writing such as doctor's excuses, court orders, etc., may be appealed to the principal. A subsequent appeal can be made to the Commissioner of Athletics whose decision will be final.

Your Committee recommends that:

1. The Board accept the response of the administration to the report of the Task Force to Study the Interscholastic Athletic Program.

2. The recommendations related to grade point average and attendance be implemented after the first mark period.

* * * * * *

(ITEM 4) The Superintendent advised your Committee that:

1. The Task Force to Conduct a Comprehensive Review of the District's Exceptional Education Programs and Supportive Services submitted their report to the Board of School Directors in February, 1990**.**

2. The Task Force suggests that:

   -- *the district give careful and intense consideration to trends developing throughout the United States in effective, integrated delivery of services to handicapped and non handicapped students;*

   -- *classroom integration of students with exceptional education needs (EEN) and regular education students take place in classroom settings structured differently from those which exist currently;*

   -- *the district not attempt implementation of programs to which it is not willing to commit the personnel and fiscal resources necessary to assure success.*

3. The Department of Exceptional Education and Supportive Services is currently functioning with a number of key positions, including that of the director, being underfilled.

Your Committee recommends that the position of director of the Department of Exceptional Education and Supportive Services be filled as soon as possible and the new director be involved in responding to the recommendations of the Task Force and implementing the plans for the Department of Exceptional Education and Supportive Services.

* * * * * *

(ITEM 5) The Superintendent advised your Committee that:

1. At its March and April, 1990 meetings, the Instruction and Community Relations Committee received reports from the Superintendent describing a proposal to integrate a regular education program at Pleasant View Alternative High School.

2. This proposal, the Career Advancement Program (CAP), was developed by a broad-based planning committee representing exceptional education, regular education, the Exceptional Education Task Force, higher education, parents, the Milwaukee Teachers' Education Association, Pleasant View staff, the Combined Community Services Board, Guidance and Career Education, the Milwaukee City Council of the PTA, and Service Delivery Area 1 and set forth details regarding the integrating of regular and exceptional education programs at Pleasant View.

3. At its April, 1990, meeting, the Instruction and Community Relations Committee approved the Career Advancement Program proposal and directed that funds needed to implement the program be requested through the budget process.

Your Committee recommends that:

1. The approved Career Advancement Program be implemented during the school year based on further development during the 1990-1991 school year.

2. An intensive, personalized program of instruction be developed during the Summer, 1990, to meet the needs of approximately 100 identified eighth grade middle school students, in both regular and exceptional education.

3. A memorandum of understanding be prepared for use in selecting six (6) teachers, one (l) implementor, and six (6) general aides to participate in this new program.

4. $15,000 be allocated in the 1990-1991 budget for curriculum writing at Pleasant View Alternative High.

* * * * * *

(ITEM 6) The Superintendent advised your Committee that:

1. At its meeting on May 30, 1990, (Proc. p. 58), the Board referred the following resolution, which was introduced by Director O'Neil, to the Instruction and Community Relations Committee:

   Whereas, For many years PAT students could apply to any middle school having a PAT program without regard for attendance area: and

   Whereas, During the 1988-1989 school year, the administration changed this policy and limited PAT students to their attendance area schools or schools where they enhanced racial balance and

   Whereas, At the present time there are middle schools with room in their PAT programs after having accommodated all attendance area student requests; therefore, be it

   Resolved, That, where space permits, and all attendance area requests have been met, enrollment in PAT programs be reopened to accommodate non-attendance area students.

2. The middle school Program for the Academically Talented (PAT) has grown over the years. At one time it did not exist in all eligible middle schools. Now it has been established in all fourteen non-city-wide specialty schools. Until the program was fully established, students were assigned to sites where the program was available. Once the program was in place, assignments into the program were to be made based on the student's attendance area school or at schools where the student enhanced racial balance. This practice began prior to 1988-89 school year.

3. Presently, there are middle schools with room in their Program for the Academically Talented. At this time, middle school guidance counselors are reviewing programming information provided by the elementary schools on incoming students. This information will be used to identify potential candidates for the available seats. Students are considered for placement in the program throughout most of the school year. This is a continuous process that accommodates eligible non-attendance area students as well as attendance area students. Presently, no site has a need to assign ineligible non-attendance area students.

4. According to the present student assignment policy, a student who is dissatisfied with a school assignment can follow the appeal procedure to request a different assignment.

Your Committee recommends that:

1. Since the present policy does provide for enrollment into the Program for the Academically Talented (PAT) to be open to accommodate non-attendance area students who enhance racial balance, there is not a need to reopen the enrollment.

2. The present policy continues because it provides for fair treatment of all students and moves the district further along towards equity in the program.

3. The administration review the Gifted and Talented program policies; that the Board receive a report on what has occurred in the Gifted and Talented program in the past and the anticipated future direction of the program; and that the administration develop appropriate policy with related costs for the Board to adopt on the Gifted and Talented program.

* * * * * *

(ITEM 7) The Superintendent advised your Committee that:

At its meeting on May 30, 1990 (Proc. p. 59), the Board referred the following resolution, which was introduced by Director O'Neil, to the Instruction and Community Relations Committee:

WHEREAS, The students in the Milwaukee Public Schools are of various multi-ethnic and multi-cultural 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.

Your Committee recommends that the resolution be adopted.

* * * * * *

(ITEM 8) The Superintendent advised your Committee that:

At its meeting on May 30, 1990 (Proc. p. 59), the Board referred the following resolution, which was introduced by Director Bills, to the Instruction and Community Relations Committee:

WHEREAS, The Milwaukee Board of School Directors continually strives for more ways to teach children effectively; and

WHEREAS, Waldorf Education, developed by Rudolph Steiner, teaches concepts through encounter and experience; and

WHEREAS, The Board recognizes that children learn most successfully through direct experience; and

WHEREAS, Waldorf Education integrates subjects in teaching; and

WHEREAS, The Board recognizes that children learn best when subjects are integrated; and

WHEREAS, Waldorf Education teaches through the arts; and

WHEREAS, The Board recognizes that learning through the arts enriches children's lives; now, therefore, be it

RESOLVED, That the administration set up a committee to study the possibility of opening a Waldorf Education School in Milwaukee Public Schools in 1991-92.

Your Committee recommends that the resolution be adopted with the following addition: that the administration also review five other diagnostic modes of instruction such as Paideia, Comer, and Multiple-Intelligence units.

* * * * * *

(ITEM 9) The Superintendent advised your Committee that:

1. Under Initiative I, Appendix C of the Settlement Agreement between the Milwaukee Public Schools and Suburban School Districts, et. al., the Milwaukee Public School District must annually submit an update of the Five-Year Plan required under that agreement.

2. Initiative I further requires that the update be given public hearing throughout the district for citizen review and input. The required hearings have been scheduled for the week of June 11-15, 1990.

3. Since it was necessary to schedule two of the hearings after the June Instruction and Community Relations Committee meeting, it is requested that the Committee give hearing to the plan without recommendation. The plan will be brought back to the Board for final approval at their June 27 meeting**.**

Your Committee reports having given hearing on the 1990 update of the district's Five-Year Plan.

* * * * *

(ITEM 10) The Superintendent advised your Committee that:

1. The report to the Board of School Directors, *Weapons and Other Criminal Offenses: Administrative Transfer Policy and Plan, September 11, 1989,* called for the administration to establish three planning teams to develop program options for administratively transferred students and the identification of unique intervention strategies that have been effective in changing behavior.

2. Three committees were formed, with representation from each high school, middle school, and each of the alternative site programs (Lincoln, 68th Street, Kilmer, and Demmer). The three committees reached consensus on the following:

   A That each school should have a well defined array of intervention and services to meet the needs of student who are having difficulty functioning in a regular school environment.

   B. That policies and procedures for student referral need to be modified to ensure appropriate placement and transitions between alternative and regular school programs.

   C. That additional alternative site programs are needed in each SDA.

3. The planning committee developed recommendations for intake centers in each SDA for diagnosis and programming of students, and developed recommendations for additional alternative site programs in each SDA to meet specific needs identified by schools and staff members in each SDA.

Your Committee reports having given hearing to members of the Alternate Schools Planning Committee and to other interested parties.

* * * * * *

(ITEM 11) Your Committee reports having received informational reports from the Superintendent on the following matters; these reports have been made a part of the minutes of your Committee's meeting of June 13, 1990:

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 School Improvement Plans for SDA III, Including Modifications to the Program at Brown Street School

C. Task Force to Study the Future of Art and Music Programs in the High Schools 50

* * * * *

Director Pajewski moved to hold Items 1, 3 and 6 at the Board level and to adopt the balance of the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Neil, Pajewski, President Mitchell—7.

Noes—Director O'Connell—1.

Temporarily Absent—Director Stacy—1.

COMMITTEE ON FINANCE AND FACILITIES

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

June 27 1990

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:

NORTH DIVISION HIGH SCHOOL - 1011 West Center Street

UNITED MECHANICAL, INC.; Heating Work (Boiler Replacement), as per base bid ..... $ 79,800

BASEMAN BROS., INC.; Refinish Gymnasium Floor, as per base bid 52,840

CARLETON SCHOOL - 4116 West Silver Spring Drive

DOUBLE T ENTERPRISES, INC.; Interior and Exterior Painting Work, as per base bid 74,475

CLARKE STREET SCHOOL - 2816 West Clarke Street
ED. WEBER, INC.; Interior and Exterior Painting Work, as per base bid . 122,786
PUKALL CO., INC.; Tuckpointing Work, as per base bid 12,300

CRAIG SCHOOL - 7667 West Congress Street
DOUBLE T ENTERPRISES, INC.; Interior and Exterior Painting Work, as per base bid 58,900

DOERFLER SCHOOL - 3014 West Scott Street
DOUBLE T ENTERPRISES, INC.; Exterior Painting Work, as per base bid 12,440

VIEAU SCHOOL - 823 South 4th Street
STATE PAINTING COMPANY; Exterior Painting Work, as per base bid 43,384
WISCONSIN RESTORATION INC.; Tuckpointing Work, as per base bid 26,500

FRITSCHE MIDDLE SCHOOL - 2969 South Howell Avenue
VER HALEN, INC.; Acoustical Treatment Work (Replace Acoustical Ceiling - Kitchen Area), as per base bid 23,890

PHILIPP SCHOOL - 4310 North 16th Street
NAGY CONSTRUCTION CO.; Repair Parapet Wall, as per base bid 26,800

AGING SCHOOLS RENOVATION WORK
78 Locations in Construction Zones 1 through 6

Construction Zones 1 - 6 - Base Bid A
MARINO CONSTRUCTION CO., INC.; General Construction, as per base bid ($1,488,888) plus $25,000 for Mandatory Alt. Bid for installation of panic bars 1,513,888

Construction Zone 2 - Base Bid B

BURKHART CONSTRUCTION CORPORATION OF MILWAUKEE; General Construction, as per base bid ($95,560) plus $24,575 for Mandatory Alt. Bid for installation of panic bars .....$ 120,135

Construction Zone 4 - Base Bid B

REICHL CONSTRUCTION INC.; General Construction, as per base bid ($18,000) plus $800 for Mandatory Alt. Bid for installation of panic bars 18,800

Construction Zone 6 - Base Bid B

K S REMODELERS, INC.; General Construction, as per base bid ($27,631) plus $12,270 for Mandatory Alt. Bid for installation of panic bars 39,901

AGING SCHOOLS RENOVATION WORK

78 Locations in Construction Zones 1 through 6

Construction Zone 1

TRENKO ELECTRIC INC.; Electrical Work, as per base bid A Pre-1930 only 13,538

Construction Zone 2

STAFF ELECTRIC CO., INC.; Electrical Work, as per base bid A Pre-1930 ($74,800) and base bid B 1930-50 ($41,600) 116,400

Construction Zone 3

STAFF ELECTRIC CO., INC.; Electrical Work, as per base bid A Pre-1930 only.....67,800

Construction Zone 4

TRENKO ELECTRIC, INC.; Electrical Work, as per base bid A Pre-1930 ($79,852) and base bid B 1930-50 ($11,435) 91,287

Construction Zone 5

ROMAN ELECTRIC COMPANY, INC.; Electrical Work, as per base bid A Pre-1930 only 77,841

Construction Zone 6

ROMAN ELECTRIC COMPANY INC.; Electrical Work, as per base bid A Pre-1930 only 67,360

TRENKO ELECTRIC, INC.; Electrical Work, as per base bid B 1930-50 only 22,706

SARAH A. SCOTT MIDDLE SCHOOL (Building Construction - Bid Package 2)

Division

1. SIESEL CONSTRUCTION CO.; Concrete, as per base bid ($1,304,777) plus $1,500 for Alt. Bid 4 to change gym floor from vinyl/rubber sheet goods to wood strip flooring 1,306,277
2. JAMES LUTERBACH CONSTRUCTION CO., INC.; Masonry, as per base bid .....$ 771,800
3. CARDINAL FABRICATING CORPORATION; Structural Steel, as per base bid ($431,500) less credit of $3,750 for steel allowance 427,750

4. PETER SCHWABE, INC.; Carpentry, as per base bid 559,000
5. LANGER ROOFING & SHEET METAL INC.; Roofing, as per base bid 226,155
6. GEORGE F. NOLLER & SONS CAULKING SERVICE INC.; Caulking, as per base bid 16,800
7. RICE INSULATION INC.; Fireproofing, as per base bid 137,800
8. CESARZ COMPANY INC.; Exterior Finish System, as per base bid 236,000
9. SIMMONS BUILDING PRODUCTS, INC.; Windows, as per base bid 154,164
11. WM. M. HEINZ & SONS, INC.; Overhead Doors and Grilles, as per base bid 16,685
12. JWC BUILDING SPECIALTIES, INC.; Folding Doors, as per base bid 441,703
13. LEPPIN SERVICE, INC.; Drywall and Plaster, as per base bid 525,000
14. VER HALEN, INC.; Acoustical, as per base bid 84,573
15. STARK MANTEL AND TILE COMPANY; Hard Tile, as per base bid 47,324
16. D&B INDUSTRIAL CLEANING DIVISION OF WILM JANITORIAL SERVICE, INC.; Monolithic Floor, as per base bid 11,940

17A. MAZOLA INSTALLERS, INC.; Wood Floor, as per base bid ($8,100) plus Alt. Bid #4 of $39,710 to change gym floor from vinyl/rubber sheet goods to wood strip flooring 47,810

18. THE BURGMEIER COMPANY; Vinyl Floor and Carpet, as per base bid 153,303
19. ED. WEBER, INC.; Painting, as per base bid 147,380
20. PENCO PRODUCTS; Lockers, as per base bid 88,360
22. D. A. BERTHER, INC.; Kitchen Equipment, as per base bid 177,786
23. ROD IMHOLTE & SONS, INC.; Bleachers, as per base bid 30,000
25. VALLEY SCHOOL SUPPLY; Auditorium Seating, as per base bid 43,232
26. SCHINDLER ELEVATOR CORPORATION; Elevator, as per base bid 45,925
27. DOWNEY INC.; Fire Protection, as per base bid 15,450
28. WENNINGER COMPANY, INC.; Plumbing, as per base bid ($558,795) plus Mandatory Alt. Bid 5A of $38,771 to replace all above ground PVC waste, drain and vent pipe with cast iron pipe (hub and spigot) 597,566

29. A. GOETHEL SHEET METAL, INC.; HVAC, as per base bid ($1,275,979) plus Mandatory Alt. Bid #6 of $325,099 to add air conditioning $1,601,078
30. QUALITY INSULATION OF MILWAUKEE, LTD.; Mechanical Insulation, as per base bid ($219,000) plus Mandatory Alt. Bid #6 of $15,000 to add air conditioning 234,000
31. MEER ELECTRIC INC.; Electrical, as per base bid ($845,775) plus Mandatory Alt. Bid #6 of $15,490 to add air conditioning 861,265
32. SELECT SOUND SERVICE INC.; Telecommunications, as per base bid 209,815

ELM CREATIVE ARTS ELEMENTARY SCHOOL (Bid Package 2)

1. EDWARD E. GILLEN COMPANY; Wood Piles, as per base bid 138,700
2. THOMAS & EGENHOEFER, INC.; Concrete, as per base bid 496,694
3. MARRIOTT CONSTRUCTION, INC.; Masonry, as per base bid 790,880
4. ACE IRON & STEEL CORPORATION; Structural Steel, as per base bid 413,000
5. HARTMANN CONSTRUCTION CO., INC.; Carpentry, as per base bid ($337,400) plus $500 for Mandatory Alt. Bid 3 to provide skylights 337,900
6. LANGER ROOFING & SHEET METAL, INC.; Roofing, as per base bid ($219,400) plus $3,500 for Mandatory Alt. Bid 3 to provide skylights 222,900
7. JAHN & SONS, INC.; Exterior Insulation and Finish System, as per base bid 66,914
8. PUKALL CO., INC.; Joint Sealers, as per base bid 11,550
9. BLOCK IRON & SUPPLY CO.; Hollow Metals and Hardware, as per base bid .. 95,990

12A. SIMMONS BUILDING PRODUCTS, INC.; Windows, as per base bid 67,013
12B. LURIE COMPANIES; Glassand Glazing, as per base bid ($20,325) plus $275 for Performance Bond as stated on Proposal Form 20,600

13. CESARZ COMPANY, INC.; Gypsum Systems, as per base bid ($196,000) plus $2,920 for Mandatory Alt. Bid 3 to provide skylights 198,920
14. STARK MANTEL AND TILE COMPANY; Tile, as per base bid 21,972
15. VER HALEN, INC.; Suspended Ceilings, as per base bid 49,945
16. MAZOLA INSTALLERS, INC.; Wood Flooring, as per base bid 29,760
17. THE BURGMEIER COMPANY; Resilient Flooring and Carpet, as per base bid 89,308
19. BAUMEISTER ASSOCIATES, INC.; Painting, as per base bid 78,657
22. JWC BUILDING SPECIALTIES, INC.; Operable Partitions, as per base bid ... $ 61,407
24. KITCHEN-WEAR, INC.; Food Service Equipment, as per base bid 111,700
27. ROD IMHOLTE & SONS, INC.; Bleachers, as per base bid 30,100
28. WENNINGER COMPANY, INC.; Plumbing, as per base bid ($344,800) plus $24,500 for Mandatory Alt. Bid 2A to provide cast iron sewer piping (hub and spigot) above ground throughout the building in lieu of PCV piping 369,300
29. MARED MECHANICAL CONTRACTORS; HVAC, as per base bid ($832,000) plus $140,000 for Mandatory Alt. Bid 1 to add air conditioning 972,000
30. ROMAN ELECTRIC COMPANY, INC.; Electrical, as per base bid ($469,640) plus $8,850 for Mandatory Alt. Bid 1 to add air conditioning 478,490
31. SELECT SOUND SERVICE, INC.; Telecommunications, as per base bid 108,870

* * * * * *

(ITEM 2) Your Committee recommends that a contract be, and it hereby is, awarded as follows for coal to be delivered in various amounts to certain buildings during the period from September 1, 1990 to August 31, 1991, based upon proposals received pursuant to advertisement and specifications on file:

CENTRAN CORPORATION; approximately 180 tons, Bituminous Coal .....$ 14,938.20

* * * * * *

(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:

FORMAT TYPESETTERS; Printing of 1990-1991 Recreation Guides (780,000 copies) . $ 59,850.00

KESSENICH'S LTD.; 2 Freezers and 4 Refrigerators 22,893.00

UNIVERSAL PAPER & PACKAGING; 26,400 reams Xerox Paper 61,477.60
less 2% cash discount - 20 days

SAX ARTS AND CRAFTS; 9,500 reams Newsprint 20,060.00

MILWAUKEE SPORTING GOODS

Football Helmets (Bike) 13,125.40
Football Helmets (A.H.I.) 12,516.30

NOTE: Your Committee recommends that the following purchase not be approved: MILWAUKEE SPORTING GOODS; Football Helmets (Riddell).

ALL AMERICAN; Football Helmets 10,218.24

* * * * * *

(ITEM 4) Your Committee also recommends that the following contracts be awarded for Telephone Equipment Maintenance:

WISCONSIN BELL COMMUNICATIONS

1990 .....$ 20,578.00
1991 .....117,232.00
1992 .....187,708.00

S & R TELEPHONE AND DATA Hourly Rate

1990 .....$ 28.00
1991 .....32.00
1992 .....32.00

* * * * *

(ITEM 5) The Superintendent and the Secretary-Business Manager advised your Committee that:

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

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 the Sarah A. Scott Middle School:

a. Frank and Helen Kieselhorst - Site Address:
1306-08 West State Street
Rent Loss $2,346.65

Total.....$2,346.65

b. Robert J. Meidl - Site Address:
1306 West State Street, #2

Moving expenses	$ 250
Rent Differential	5,040
Total	$5,290

c. Lu Pong Sheng - Site Address:
1308 West State Street, #17

Moving expenses	$ 250
Rent Differential	4,080
Total	$4,330

d. Ronald Hendrix - Site Address:
1218 West State Street, #104

Moving expenses	$ 250
Rent Differential	8,000
Total	$8,250

e. Terry L. Brzycki - Site Address:
1236 West State Street, #3

Moving expenses	$ 250
Rent Differential	1,440
Total	$1,690

f. William Breitsprecher - Site Address:
1308 West State Street, #19

Moving expenses	$ 250
Total	$ 250

Your Committee recommends that the claims be paid.

* * * * * *

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

1. At its meeting of January 4, 1989, the Board approved a building program for the years 1989-1993 in the amount of S43 million. Contained in this program was $15.5 million for the replacement of 8th Street School to be located on the site bounded by 12th Street, 13th Street, State Street, and Highland Boulevard. Legislation was subsequently obtained to finance this project through the use of promissory notes.

2. On February 20, 1989, the Department of City Development was instructed to begin acquisition activities related to this site. The following offer to purchase has been transmitted and recommended by Ricardo Diaz, Commissioner, Department of City Development:

First Currency Exchange, Inc., Tax Roll Key No.
391-0237; (1013-15 North 12th Street); for $58,000

Your Committee recommends that the above offer for properties required for the Sarah A. Scott Middle School site be accepted.

* * * * * *

(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	Wisconsin Bell	$95	Ice cream cup attendance awards
		305	50 tickets to Pabst Theater
Audubon	School fund	5788	Risograph
Auer	Walden Books	200	RIF books
	Ameritech Corp	300	RIF
Browning	Parents' Club	528	Panasonic printers and interface cards
Burbank	PTO	1,000	Video projector
Clement	School fund	5,000	Educational supplies and enrichment materials
Emerson	School fund	3,800	Copy machine rental and classroom materials
Engleburg	PTO	138	Carpet cleaner
		70	Weed eater
Fairview	PTA	3,040	Computer programs, maps, reading charts, corkboard, tripod
		182	Earth photo and dictionaries
Fifty-fifth St	PTA	1,017	Teachers' materials, movie night, school picnic
		1,988	BABES program, newsletter, library, AIR conference
		1,163	School programs
Garfield	Lynn Gutoski	100	Sewing machine
Granville	PTC	200	Tape recorder
		1,800	Computer for IRC
		840	Independent reader class set
		150	Riser for choir
		450	Motivational materials
		100	Photography
		200	Hospitality fund
		1,060	RIF books, programs, and prizes
Green Bay Avenue	School fund	320	Map of Africa
Guidance	Kiwanis International	500	Career planning
Hamilton	Senior class	900	Portable scoreboard/timer
Hawley	PTA	616	Student trophies
Hawthorne	PTO	214	Grass trimmer
Humboldt Park	All-school fund raiser	2,200	Computer
Irving	PTC	2,125	Computer and disk drive
		80	Labels and catalog cards
Juneau	Whyte & Hirschboeck Law Firm	1,800	Typewriters
King	Sweetbush	150	Plants for school play
	United Junior Tennis Club	2,500	Tennis equipment
	School fund	1,877	Pictures for science hall of fame
	Senior class	1,600	All-conference pennants
Madison	Datavision	300	Rental discount-video projector rental
McNair	PTA	1,000	Copy machine
		335	2 Pictures of Ronald McNair
	School fund	2,107	Copy machine
Milw. Tech	WTMJ, Inc	200	3 filing cabinets
Muir	School fund	3,572	4 classroom computer systems
		459	Computer printer
		432	Smith system carts

North Division	School fund	387	VCR/TV
Parkman	School fund	1,860	Paging units
Pleasant View	Harvester Inn	875	Special Olympics
Pulaski	Athletics Boosters/Volleyball	800	VCR to tape athletic events
Sholes	School fund	375	Walkie-talkie
Sixty-seventh St	PTA	2,360	Phy ed equipment for playground
Story	PTA	508	3 microphones and hookups
Stuart	PTC	775	Office carpeting
Thirty-fifth St	Senator Herbert Kohl	754	50 Milwaukee Bucks tickets
Townsend	School fund	1,000	5 microscopes
Trade & Tech Educ	Alpine Plywood Corp	21,837	Flakeboard and melamine items
	T. J. Hale Co	575	250 sets drawer slides
Vincent	Northwest Milw. Women's Club	80	Spruce tree-Arbor Day planting
	Wisconsin Electric	700	6 Flowering Crab Trees-Arbor Day
Walker	Sunrise Rotary Club	300	Student awards
	Kupper, Inc	500	Awards for students
	Musicland	100	Awards for students
Whitman	PTA	284	Library books
Whittier	PTO	406	Refrigerator for teachers' lounge
		287	oak binding machine

EXTENSION FUND

Muni Rec	Prudential Foundation	$,000	Computer for Beulah Brinton Community Center
	Warner Cable	600	Sixty-Plus Senior Program
	Wisconsin Conservatory of Senior Music Center	300	3 electropianos for Sixty-Plus
	TOTAL	$89,364	

Your Committee recommends that authorization be given to accept the above 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 May 30, 1990 (Proc. p. 57), the Board received a communication from Ms. Peggy Love on behalf of the Milwaukee Area Workers for Southwestern Christian College, requesting the use of John Marshall High School for a gospel concert.

2. As stated in the communication, the Milwaukee Area Workers for Southwestern Christian College is a fundraising organization engaged in an ongoing effort to assist in providing financial support to the private Southwestern Christian College of Terrell, Texas.

3. The representative of the organization has stated that the event would consist of a gospel concert and that an admission would be charged to attend the event. The revenues raised would be used to offset the costs incurred by the Board in opening the school for this event and for ongoing financial support to the college.

4. 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."

5. 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.

Your Committee reports having given hearing to representatives of the Milwaukee Area Workers for Southwestern Christian College and recommends that the Rules be suspended to allow a building use permit to be issued, with the understanding that the organization pay all expenses incurred by the Board in opening the school for this event.

* * * * * *

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

1. At its meeting of May 30, 1990 (Proc. p. 57), the Board received a communication from the Milwaukee City Council of PTA PTSAs, Inc. requesting the use of the MPS administration building cafeteria for a fund raising event.

2. This "Fund Raisers Fair" would involve various vendors who handle fund raising materials, setting up their displays in the administration building cafeteria for viewing by MPS parent groups. This will allow an opportunity for the parent groups to get new ideas for future fund raising events for their schools.

3. The PTA PTSAs, Inc. would charge a rental fee for table space utilized by each vendor. The event would be open only to MPS PTAs and other MPS school/parent organizations. A portion of the monies raised by the event would be used to pay for Board incurred expenses in opening the building for this event. The balance of funds will go toward the operational costs experienced by the Milwaukee City Council of PTA PTSAs, Inc.

Your Committee reports having given hearing to representatives of the Milwaukee City Council of PTA PTSAs, Inc. and recommends that the Rules be suspended to allow a building use permit to be issued, with the understanding that the organization pay all expenses incurred by the Board in opening the administration building for the event.

* * * * * *

(ITEM 10) The Superintendent advised your Committee that:

1. Costs for rental of MECCA Arena facilities and equipment have risen dramatically since the budget for Music Festival was prepared.

2. Salaries for Arena workmen and technicians have risen since the Festival budget was prepared.

3. The cost of part-time certificated help was higher than anticipated due to such factors as increased exceptional education involvement.

Your Committee recommends that $14,000 be transferred from the Instrumental Music budget Music Instructors account to the Music Festival budget Supplies - General account and that $4,500 be transferred from the Instrumental Music budget Music Instructors account to the Music Festival budget Part-Time Certificated account to cover additional costs of the Arena and certificated help.

* * * * * *

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

1. At its meeting on September 27, 1989, the Board requested that a comprehensive policy guide be developed and implemented which would govern Milwaukee Public Schools Minority, Women's and Disadvantaged Business Enterprise Program.

2. The original policy draft was presented to the Board on February 15, 1990 .

3. In March of 1990, a policy guide for purchasing and construction procedures to replace Wisconsin State Statute 119.52 was presented to the Board.

4. The City Attorney issued a legal opinion against several aspects of both policies.

5. Upon the Board's request, the initial drafts were submitted to the firm of Hogan and Hartson for legal review based on the Croson decision.

6. The proposed Board policies would provide for the following:

   • Enable local minority, women's, and disadvantaged businesses to effectively compete for Milwaukee Public School contracts of all types.

   • More clearly define the responsibilities and commitment of Milwaukee Public Schools and its contractors to minority, women's and disadvantaged businesses in the Milwaukee community.

   • Establish a framework for the development of internal procedures necessary to implement the policy guide, including a system for monitoring and reporting activities.

7. These proposed Board policies provide a unified comprehensive plan, system-wide, to:

   a. Provide safeguards in the spending of public tax dollars, and

   b. Enable local minority, women's, and disadvantaged businesses to effectively compete for those dollars in the form of contracts for goods and services.

8. The draft being presented here has the approval of the Milwaukee City Attorney's office.

Your Committee recommends that the Board adopt the proposed policy from Hogan Hartson to:

a) replace the original draft of Milwaukee Public Schools Minority, Women's and Disadvantaged Business Enterprise Policy and

b) govern the activities to be utilized in purchasing and construction contracting policies.

(ITEM 12) The Superintendent advised your Committee that:

1. At its meeting on May 30, 1990 (Proc. p. 58), the Board referred a communication from State Representative Annette Polly Williams requesting a hearing on her proposed student assignment plan to the Finance and Facilities Committee.

2. Representative Williams is requesting an opportunity to present her "Decentralized Desegregated Neighborhood Cluster Plan" to the Committee.

Your Committee reports having given hearing to State Representative Annette Polly Williams and other interested parties.

* * * * * *

(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 14, 1990:

A. Facilities Reports

l) Monthly Discussion of Facility Needs
2) Report on New Construction and Building Modifications
3) Report on the Capital Improvement Program
4) Update on the Greater Milwaukee Trust's Facilities Study

B. Statement of Operating Revenues

The Secretary-Business Manager submitted the following Statement of Operating Revenues for the month ending May 31, 1990, showing the following totals for the School Operations, Categorically Aided, Food Services, Construction, and Extension Funds:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$ 472,668,315	$ 1,380,959	$ 474,049,274	$ 370,428,940	$ 103,620,334	78.1%
Categorically Aided	22,430,383	16,726,224	39,156,607	27,166,540	11,990,067	69.4%
Food Services	18,625,869	350,000	18,975,869	15,561,106	3,414,763	82.0%
Construction	34,400,000	217,195	34,617,195	13,074,350	21,542,845	37.8%
Extension	9,002,821	64,000	9,066,821	9,044,681	22,140	99.8%

C. Statement of Expenses

The Secretary-Business Manager submitted the following Statement of Expenses for the month ending May 31, 1990, showing the following totals for the School Operations, Categorically Aided, Food Services, Construction, and Extension Funds:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Expenditures (2)	Unexpended Balance	Percent Expended
School Operations	$ 472,668,315	$ 1,380,959	$ 474,049,274	$ 408,661,325	$ 65,387,949	86.2%
Categorically Aided	22,430,383	16,726,224	39,156,607	31,136,078	8,020,529	79.5%
Food Services	18,625,869	350,000	18,975,869	16,956,250	2,019,619	89.4%
Construction	34,400,000	217,195	34,617,195	12,764,804	21,852,391	36.9%
Extension	9,002,821	64,000	9,066,821	7,389,386	1,677,435	81.5%

(1) Represents 1988 -1989 appropriations carried over to the 1989 -1990 fiscal year and board approved transfers during the 1989 -1990 fiscal year.

(2) Expenditures included through May 31, 1990 and payrolls through May 25, 1990.

D. Monthly Report on Expenditures

E. Item Relative to Religious Organizations Utilizing Milwaukee Public Schools Facilities for Worship Services

* * * * * *

The Board recessed at 8:35 PM

The Board reconvened 10:17 PM

Director Pajewski moved to hold the roofing contract from Item 1 and Item 11 at the Board level and to suspend Board Rules and adopt the balance of the reports.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Neil, Pajewski, President Mitchell—7.

Noes—Director O'Connell—1.

Temporarily absent—Director Stacy—1.

BUDGET COMMITTEE

Director Mallory presented the following report for the Budget Committee:

June 27 1990

TO THE BOARD OF SCHOOL DIRECTORS:

Your Budget Committee presents the following report on the 1990-1991 budget:

(ITEM 1) With respect to the 1990-1991 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 $536,335,651 will be required for the operation of the Milwaukee Public Schools, for the repair and keeping in order of school buildings and equipment, and the making of material improvements to school property during the year 1990-1991; and that $205,816,226 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 1990, 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 and decreases in expenditures, taken into account in developing the above resolution, be approved:

	Budget	Item		Amount Addition	Amount Reduction
1.	Various Programs	New Program Initiatives (Equity Funds)			
	Fulton Middle School	Satellite Center	$+	50,059	
	Burdick School	Music Specialty	+	49,800	
	Doerfler School	School Improvement	+	5,000	
	Lloyd Street School	Teacher Demo & Early Literacy	+	50,000	
	McNair School	Science and Space	+	57,000	
	Story School	Counselor	+	46,900	
	Trowbridge School	Discovery/Technology	+	46,900	
	Elementary Schools	Library	+	281,000	
	Staff Development	Second Step Curriculum	+	25,000	
	WE Indians	Guidance Counselor	+	42,950	
2.	High Schools				
	Milwaukee Tech,	Graphic Arts-Curriculum Deve.	+	10.500	
	Marshall, Hamilton, Vincent	Insurance Premium Increase-Equip	+	1,900	
	North Division	School Improvement Planning	+	25,000	

3.	Middle Schools Sholes	School Improvement Planning	+	25,000		
4.	Pleasant View	Transition Program 8th and 9th Grades	+	180,000		
5.	Elementary Schools Brown Street	Extended Day Program			$-	300,000
		School Reorganization Plan	+	60,000		
	Auer Ave., Clement, Franklin, Hi-Mount, Keefe, Manitoba, 20th Street, 21st Street, Vieau	Up-Grading Writing to Read Computers	+	63,582		
6.	Elementary & Middle Schools	Armored Car Service	$+	30,000		
7.	Ex. Ed. & Sup. Serv.	7.00 Art, Music Therapist	+	307,230		
		Program Expansion (Special and Contingent – Unallotted)	+	200,000		
8.	Early Childhood Education	.75 Teacher - Physical Education			-	30,225
9.	Prog, for Retarded Students	1.25 Paraprofessional Aide	+	24,930		
10.	Alternate Schools	SAC Released Time - Networking Elementary Middle, High Schools, Alternate Schools	+	3,360		
		SAC Released Time - AOD Activities	+	97,135		
11.	School Age Parents	11.25 Paraprofessional Aide	+	224,440		
		Teen Pregnancy Prevention	+	30,000		
12.	Inter. Athletics	Task Force Report Implementation	+	100,000		
		Football Helmets			-	49,300
		Skills Center (As Proposed by Task Force)	+	45,000		
13.	Plant Improvement	Provide 1989-90 Funding Level	+	391,485		
14.	Service Delivery Areas	Human Relations Coordinators-Reclass	+	9,660		
		Staff Development	+	240,000		
15.	Service Delivery Areas SDA I	Reallocate Summer Enrollment Funds Part-Time Certificated			-	5,800
		Part-Time Clerical			-	2,500
	SDA II	Part-Time Certificated			-	5,800
		Part-Time Clerical			-	2,500
	SDA III	Part-Time Certificated	+	2,900		

	SDA IV	Part-Time Certificated	+	2,900	
		Part-Time Clerical	+	2,500	
	SDA V	Part-Time Certificated	+	5,800	
	SDA VI	Part-Time Certificated	+	5,800	
		Part-Time Clerical	+	2,500	
16.	Dept of Student Services	Part-Time Certificated			- 5,800
17.	Dept of Plan., Budget, Research & Eval.	1.00 Research Specialist			- 73,150
		Consultant Services (Research & Evaluation)	+	36,500	
18.	Dept of Public Affairs	1.00 Graphic Arts & Photo Spec.			- 54,960
		Consultant Service	+	10,000	
19.	Dept. of Human Resource Management	Co-op Student	+	3,200	
20.	Dept. of Community Rel	Computer Equipment			- 3,600
21.	Dept. Curriculum and Instruction	2.00 Professional Positions: 1.00 Media Specialist 1.00 Curriculum Supervisor			- 150,523
22.	Dept of Staff Development	Reallocate Staff Dev. Funds			- 132,000
		Service Delivery Areas	+	132,000	
		1.00 Director - Staff Dev.	+	40,000	
		Teacher Intern Training Program	+	25,000	
		Writing to Read			
23.	Dept of Alternative and Voc. Education	Vocational Evaluation	+	10,000	
24.	Trans. Services Div.	Help-Up Program) Step-Up Program) Homeless/Shelter Service)	+	144,000	
		One-On-One Program) Summer Youth Emp. Prog.)			
		Pupil Mobility	+	144,000	
25.	Information Systems Division	Fall Assignment, Report Relief) School Office Assistance,)	+	220,589	
		Telecommunications Planning)			
26.	Debt Service	Prepayment of State Trust Fund Loans			- 126,287
27.	Employee Benefits	ASC Pension Supplement			- 356,164
28.	Special & Contingent Funds	Project Big Step (Urban League)	+	60,000	
		Textbooks - New Adoptions			- 1,100,000
		Reading Workbooks			- 200,000
		Greater Milwaukee-Committee	+	50,000	

Space Needs study

		Community Relations-Social Dev. Commission	+ 9,180		
		Ex. Ed. Regional Office Relocation	+ 250,000		
29.	Various	ASC Professionalization Task Force Report Recommendations	+ 52,000		
		Reorganization of C.O. Functions	+ 2,004,483		
		School Climate/Assessment/Disruptive Students	+ 300,000		
		Redeployment of C.O. Staff to SDAs	-	675,904	
		Service Delivery Areas	+ 675,904		
30.	Various	Management Performance Pay Plan			
		Administrative Salaries-Educ. Oper.	-	52,543	
		Administrative Salaries-Bus. Oper.		-	26,793
	Office of Supt.	Employee's Performance Pay-Educational Operations	+ 49,671		
	Office of Sec. Business Manager	Employee's Performance Pay-Business Operations	+ 25, 329		
	GRAND TOTAL - SCHOOL OPERATIONS		$+ 6,999,087	$- 3,438,341	

C. The following budget amendment be forwarded to the Board without recommendation:

Budget	Item	Amount Addition	Amount Reduction
Elementary	5.00 Art., Music, Phy. Ed, Specialists	$+ 225,000	
REVENUES			
Driver Education	Increase Driver Education Fee from $70 to $170 with no student receiving free Drivers Education. Driver Education Revenues estimated to be increased by $429,000 in 1990-1991.		

* * * * * *

(ITEM 2) With respect to the 1990-1991 Construction Fund budget, your Committee recommends 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 $7,344,000 will be required for 1990-1991 Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07 (1) (f), Wisconsin Statutes, $7,072,808 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee public schools purposes in 1990, said amount to be in addition to the money received from other miscellaneous sources.

* * * * * *

(ITEM 3) With respect to the 1990-1991 Extension Fund budget, your Committee recommends that the following resolution be adopted:

A. RESOLVED, That pursuant to the provisions of Section 119.47, Wisconsin Statutes, relating to the Extension Fund, the Board of School Directors hereby advises the Common Council that the amount of $6,254,018 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the year 1990-1991, 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 1990, 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 increase in expenditures, taken into account in developing the above resolution, be approved:

Budget	Item	Amount Addition	Amount Reduction
Playgrounds Recreation Centers	-2.00 Recreation Supervisor		$- 70,390
Service and Maintenance	Reorganization		- 3,008,592
	Management Performance Pay Plan Administrative Salaries		- 1,198
	Employee's Performance Pay	+ 1,198	
		+ 1,198	$- 3,080,180

* * * * * *

Director Mallory moved for adoption of the 1990-1991 budget with the addition of $200,000 for student mobility. The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, Pajewski, President Mitchell—5.

Noes - Directors Cullen, O'Connell, O'Neil—3.

Temporarily Absent - Director Stacy—1.

The Board adjourned at 10:22 PM.

JOHN J. PETERBURS
Secretary-Business Manager

SUMMARY OF 1990–1991 BUDGET APPROPRIATIONS

SCHOOL OPERATIONS FUND

PROGRAM ACCOUNTS	
High Schools	$64,316,429
Middle Schools	40,133,252
Elementary Schools	102,564,839
Early Childhood-EEN	2,353,119
Visually Impaired Program	503,405
Physically Handicapped Program	4,343,744
Hearing Impaired Program	1,545,720
Home and Hospital Instruction	286,600
School Age Parents Program	918,750
Learning Disabilities	8,251,350
Speech and Language Disabilities	5,831,303
Emotionally Disturbed Program	9,570,793
Career Education and Vocational Center	975,970
Programs for Retarded Students	8,362,012
Psychological Services	3,721,400
School Social Work Services	4,458,420
Driver Education	600,761
English as a Second Language	1,533,822
Instrumental Music Instruction	840,487
Music Festival	0
Science Materials/Inservice Center	181,314
Urban Household Rehabilitation	61,900
Evening High School	103,000
Agency Agreements	1,686,750
Alternative Schools	3,037,500
Interscholastic Athletics	2,745,600
Interscholastic Academics	185,200
School Safety	1,120,356
Summer School	7,020,770
Plant Improvement	0
TOTAL PROGRAM ACCOUNTS	$277,254,566
BOARD OF SCHOOL DIRECTORS	$302,740
EDUCATIONAL OPERATIONS	
Office of Superintendent	$446,286
Service Delivery Area Offices	3,490,488
Department of Planning, Budget, Research and Evaluation	1,189,564
Department of Public Affairs and Communications	501,264
Department of Human Resource Management	1,862,931
Department of Intergovernmental Relations	183,935
Office of the Deputy Superintendent	377,160
Department of Community Relations	320,987
Department of Student Services	1,174,352
Office of Associate Superintenent	167,019
Department of Curriculum and Instruction	3,771,782
Department of Staff Development	1,147,863
Department of Bilingual Multicultural Education	341,653
Department of Alternative and Vocational Education	800,695

Department of Exceptional Education and Supportive Services..... 3,545,056
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..... $19,321,035

BUSINESS OPERATIONS

Office of the Secretary-Business Manager..... $406,801
Internal Audit..... 215,394
Accounting Division..... 1,683,890
Food Services Division..... 20,010,674
Plant Operation Division..... 0
Division of Purchasing and Warehouse Services..... 1,837,203
Division of Transportation Services..... 43,824,806
Information Systems Division..... 4,952,875
Physical Plant Division..... 0
Department of Facilities and Maintenance Services..... 50,649,223

TOTAL BUSINESS OPERATIONS..... $123,580,866

OTHER ACCOUNTS

Employee Benefits..... $108,425,764
School District Insurances..... 4,695,000
Debt Service..... 0
Special and Contingent Funds..... 5,045,680
Budget Offsets..... -2,090,000

TOTAL OTHER ACCOUNTS..... $116,076,444

GRAND TOTAL–SCHOOL OPERATIONS FUND..... $536,535,651

CONSTRUCTION FUND

NATURE OF EXPENDITURE

Project Accounts..... $7,389,000

GRAND TOTAL–CONSTRUCTION FUND..... $7,389,000

EXTENSION FUND

DEPARTMENT OF COMMUNITY RECREATION AND EDUCATIONAL SERVICES

Office of Director	$129,781
Playground and Recreation Centers	4,769,666
Service and Maintenance	497,772
District Insurances	65,000
Employee Benefits	741,799
Special and Contingent Funds	50,000

GRAND TOTAL–EXTENSION FUND $6,254,018

CATEGORICALLY FUNDED PROGRAMS

ESEA, Chapter 1	$19,089,226
ESEA, Title II	0
Pre-School to Grade 5 Grant	3,987,665
State Statute 119	0
Wisconsin-DHSS-Child Day Care	0
Chapter 331-Alcohol and Other Drug Abuse	0
Wisconsin Youth Initiative	500,000
Adolescent Pregnancy Prevention	0
Wisconsin Drug Ed/CESA #1	0
Wisconsin Laws of 1983	0
Wisconsin Human Growth and Development	0
Public Law 89-313	0
Public Law 94-142	0
Public Law 99-457	0
Vocational Education	1,151,470
Centers for Disease Control	0
Brass Foundation	0
General Electric Foundation	0
Corporation for Public Broadcasting	0
Wisconsin Arts Board/Artist-In-Residence	0
E. M. Clark Foundation	0
Drug Free Schools and Communities Act	40,000
Job Training Partnership Act	0
Indian Elementary and Secondary School Assistance Act	0
Economic Opportunity Act–Head Start	0
Joyce Foundation	0
State Funding	0
ESEA, Chapter 2	2,003,069
JTPA, Training Program for Youth	208,701
School Age Parent Advocates	0
Women’s Education Equity Act	0

National Association of State Boards of Education 0
Even Start, Chapter 1 0
Elementary School Student Assistance Program 0
Emergency Immigrant Education Act 0
Magnet Program, Title VII 2,471,047
Categorical Indirect Aids 230,841

GRAND TOTAL–CATEGORICAL PROGRAMS $29,682,019

SUMMARY OF 1990–1991 REVENUE ESTIMATES

SCHOOL OPERATIONS FUND

STATE AIDS FOR

EQUALIZATION

Regular $227,000,000
Intradistrict Integration Aid 18,400,000
Interdistrict Integration Aid 4,400,000
Supplemental (TIF) 3,500,000

Total Equalization Aids $253,300,000

PROGRAMS FOR THE HANDICAPPED

Early Childhood $1,146,477
Emotionally Disturbed 5,916,348
Mentally Handicapped 5,728,029
Hearing Impaired 1,078,751
Homebound Instruction 16,450
Physically Handicapped 2,662,870
School Age Parents 397,000
Speech/Language Disabilities 4,046,374
Visually Handicapped 329,769
Learning Disabilities 6,021,160
Social Work Services 3,208,985
Psychological Services 2,720,051
Exceptional Education Supervision 1,727,736
Transportation of the Handicapped 5,000,000

Total Programs for the Handicapped $40,000,000

OTHER CATEGORICAL AND SPECIAL AIDS

Transportation Aid $2,300,000
Library Aid 1,600,000
Driver Education 200,000
Food Services 939,600
Bilingual Education 2,500,000
Children At Risk 800,000
Tuition from State 200,000

Total Other $8,539,600

Total Aids from State $301,839,600

FEDERAL AIDS FOR

Food Services	$14,609,351
Commodities	1,700,000
Vocational Education	100,000
Federal Indirect Aids	0
Other	1,000,000
Special Project Grants	300,000
Public Law 874	100,000
Total Federal Aids	**$17,809,351**

LOCAL REVENUES FROM

Payment of Services

Regular Day School Tuition	$1,000
Tuition from Other Districts	250,000

Other

Interscholastic Athletics Fees	150,000
Food Service Sales	2,770,374
Student Fees	704,000
Interest Earned	1,000,000
Miscellaneous	1,004,000
Payments in Lieu of Taxes	50,000
Total Local Revenues	**$5,929,374**

APPLIED SURPLUS

Food Services	$0
School Operations Fund	4,941,100
Total Applied Surplus	**$4,941,100**

TOTAL RECEIPTS EXCLUSIVE OF PROPERTY TAX	**$330,519,425**
TAX LEVY	$206,016,226
TOTAL REVENUES–SCHOOL OPERATIONS FUND	**$536,535,651**

CONSTRUCTION FUND

PAYMENTS IN LIEU OF TAXES $0

PROCEEDS FROM BONDED DEBT $0

APPLIED SURPLUS $316,192

TOTAL RECEIPTS EXCLUSIVE OF PROPERTY TAX $316,192

TAX LEVY $7,072,808

TOTAL REVENUES–CONSTRUCTION FUND $7,389,000

School Debt Service included in City of Milwaukee Budget $4,140,880

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 $0

TOTAL RECEIPTS EXCLUSIVE OF PROPERTY TAX $750,000

TAX LEVY $8,252,821

TOTAL REVENUES–EXTENSION FUND $9,002,821

SUPERINTENDENT'S MONTHLY REPORT as of June 30, 1990

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	297	348		8	535	10		44	8		645
K3	71	76		1	80	6	40	52			147
PK	692	322		7	613	11	8	312	17		1014
K4	1550	1554		22	1458	109	54	1193	35		3104
K5	4285	3935		100	4418	286	287	2564	83		8220
01	4877	4518		100	5384	342	769	2580	110		9395
02	4153	4078		95	4601	280	879	2355	102		8231
03	4074	3822		97	4489	260	798	2232	80		7896
04	4078	3898		96	4615	237	738	2194	96		7976
05	3738	3660		90	4307	206	738	2014	79		7398
06	3436	3195		90	3825	169	702	1844	65		6631
07	3228	.3127		77	3675	147	638	1810	66		6355
08	2919	2948		61	3279	204	580	1705	63		5867
09	3916	3630		93	4139	212	555	2289	81		7546
10	3293	3269		82	3497	163	732	2249	60		6562
11	2636	2793		58	2747	167	511	2001	58		5429
12	1854	2167		41	1974	136	398	1566	35		4021
13	3	1			1		267	3			4
Invalid	4	3			3			4			7
TOTAL	49104	47344		1118	53640	2947	8694	29011	1038		96448

Total Active Detached..... 86 (Included above) Total Suburban Transfers—4851

Total Inactive..... 634 (Not included above)

Brown Deer	164	Greendale	271	New Berlin	66	St. Francis	106
Cudahy	184	Greenfield	275	Nicolet	177	Wauwatosa	713
Elmbrook	137	Hamilton	6	Oak Creek	268	West Allis	427
Fox Point	137	Maple Dale-Indian Hills	81	Shorewood	269	Whitefish Bay	306
Franklin	226	Menomonee Falls	240	South Milwaukee	266	Whitnall	261
Glendale-River Hills	130	Mequon-Thiensville	141				

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1716	77.0	119.0	5.0	North Division	1233	71.9	106.0	6.0
Custer	1138	72.8	87.0	5.0	Pulaski	1740	67.5	115.0	5.0
Hamilton	1744	83.0	113.0	5.0	Riverside	1602	82.9	113.0	5.0
Juneau	846	75.8	65.0	4.0	South Division	1807	66.3	139.0	5.0
King	1177	89.2	72.0	3.0	Vincent	1603	77.7	110.0	5.0
Madison	1783	65.3	113.0	5.0	Washington	1543	78.1	119.0	5.0
Marshall	1216	80.5	92.0	4.0	HS of the Arts	385	92.8	55.0	3.0
Milwaukee Tech	1842	90.2	124.0	4.0	TOTAL	21675	77.8	1542.0	69.0
MIDDLE SCHOOLS									

Audubon	971	81.9	66.0	3.0	Parkman	584	73.9	45.0	3.0
Bell	925	84.3	63.0	3.0	Robinson	482	88.4	38.0	2.0
Burroughs	900	83.5	59.0	3.0	Roosevelt	619	88.9	42.0	2.0
Edison	840	92.0	64.0	3.0	Sholes	831	74.8	58.0	3.0
Eighth St.	335	86.9	27.0	2.0	Steuben	900	89.9	59.0	3.0
Fritsche	969	83.5	67.5	3.0	Walker	856	78.2	57.0	3.0
Fulton	674	69.8	53.0	3.0	Webster	971	84.4	62.0	3.0
Kosciuszko	742	75.8	62.0	3.0	Wright	792	86.1	56.0	4.0
Morse	1004	92.5	65.0	3.0					
Muir	936	80.8	64.5	3.0	TOTAL	14331	83.2	1008.0	52.0

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

Alcott	419	93.1	17.2	1.0	Hopkins	765	89.6	45.5	2.0
Allen Field	1031	90.1	50.0	2.0	Humboldt Park	551	92.0	26.6	1.5
Auer	631	95.8	34.8	1.5	Irving	715	94.0	36.0	2.0
Barton	578	92.1	27.0	1.0	Kagel	447	93.3	23.0	1.0
Berger	536	89.7	31.6	1.5	Keefe Av.	641	95.3	39.2	1.5
Brown St.	563	91.7	35.0	2.0	Kilbourn	390	87.4	20.5	1.0
Browning	433	91.7	21.3	1.0	Kluge	574	93.7	30.1	1.5
Bruce	571	89.7	27.1	1.5	LaFollette	676	91.6	39.8	2.0
Bryant	576	91.0	29.0	1.5	Lancaster	563	94.5	29.0	1.0
Burbank	564	91.0	22.8	1.0	Lee	652	91.8	36.8	1.5
Burdick	498	89.1	29.6	1.5	Lincoln Av.	646	88.6	30.5	1.5
Carleton	511	93.4	24.1	1.0	Lloyd St.	572	93.7	28.0	1.0
Cass	594	88.2	35.6	2.0	Longfellow	635	90.7	28.8	1.5
Clarke	498	94.6	30.3	1.0	Lowell	291	91.8	12.9	1.0
Clemens	413	92.0	20.2	1.0	MacDowell	551	91.5	26.0	1.0
Clement	478	90.6	21.0	1.0	Manitoba	373	94.0	32.5	2.0
Congress	496	91.4	23.9	1.0	Maple Tree	522	91.8	23.0	1.0
Cooper	409	89.5	21.5	1.0	Maryland Av.	327	89.2	19.2	1.0
Curtain	348	89.9	16.7	1.0	Mitchell	762	90.8	33.5	1.5
Doerfler	679	91.4	30.0	1.5	Morgandale	594	91.7	25.8	1.5
Douglass	305	95.0	15.7	1.0	Neeskara	433	93.5	27.5	1.0
Dover	636	90.2	26.1	1.5	Ninety-fifth	349	95.5	17.1	1.0
Eighty-eighth	363	93.7	17.9	1.0	Palmer	591	90.9	39.8	2.0
Eighty-first	477	91.3	19.8	1.0	Parkview	378	93.1	18.5	1.0
Eighty-second	410	95.5	17.2	1.0	Phillip	323	91.2	17.7	1.0
Elm	376	95.0	20.0	1.0	Pierce	606	91.1	30.0	1.5
Emerson	304	93.6	16.9	1.0	Riley	607	92.6	29.6	1.5
Engleburg	490	92.2	26.6	1.0	Seventy-eighth	556	86.6	29.0	1.0
Fairview	455	91.3	27.5	1.0	Sherman	590	96.4	27.7	1.5
Fernwood	506	89.0	27.0	1.0	Siefert	595	89.54	34.0	1.5
Fifth-fifth	368	95.9	14.9	1.0	Silver Spring	368	89.6	18.7	1.0
Fifty-third	396	93.3	18.4	1.0	Sixty-fifth	369	94.0	20.5	1.0
Forest Home	852	93.3	38.5	2.0	Sixty-seventh	336	90.6	15.7	1.0
Franklin	603	90.8	40.6	1.5	Story	547	94.5	30.5	1.5
Fratney	329	90.9	18.7	1.0	Stuart	339	93.1	16.0	1.0
Gaenslen	614	90.1	56.0	2.0	Thirty-eighth	563	95.5	26.9	1.5
Garden Homes	523	88.6	29.1	1.5	Thirty-fifth	346	95.0	14.9	1.0
Garfield	446	94.0	28.0	1.0	Thirty-first	541	91.3	29.1	1.0
Garland	375	88.2	14.9	1.0	Thirty-seventh	674	92.9	30.1	1.5
Golda Meir	256	95.4	12.8	1.0	Thoreau	698	93.8	31.0	1.5
Goodrich	450	92.2	23.0	1.0	Tippecanoe	235	92.7	12.5	1.0
Grandview	347	90.7	17.5	1.0	Townsend	498	95.3	20.5	1.0
Grant	579	89.9	26.2	1.0	Trowbridge	342	87.2	17.4	1.0
Grantosa	628	91.7	30.5	1.5	Twentieth	662	85.8	36.3	1.5
Granville	455	90.9	21.5	1.0	Twenty-first	624	93.8	34.5	1.5
Green Bay Av.	594	92.9	30.6	1.5	Twenty-fourth	346	95.0	21.0	1.0
Greenfield	406	95.3	17.0	1.0	Twenty-seventh	688	87.2	38.0	2.0
Hampton	620	90.9	27.0	1.5	Victory	561	87.2	27.0	1.5
Happy Hill	534	91.1	23.3	1.5	Vieau	678	92.1	35.1	2.0
Hartford	613	93.6	32.2	1.5	Whitman	449	92.3	22.5	1.0
Hawley	310	93.7	14.4	1.0	Whittier	213	95.1	8.9	1.0
Hawthorne	398	91.3	18.0	1.0	Wisconsin Av.	695	90.5	28.8	2.0
Hi-Mount	489	93.2	24.3	1.0	Zablocki	685	88.4	31.0	1.5
Holmes	715	90.1	45.6	2.0	TOTAL	54780	91.7	2812.0	138.0

OTHER SCHOOLS

Craig	76	61.5	11.0	1.0	Lincoln Alt. HS	86	64.5	7.5	1.0
Demmer	26	59.7	2.0	1.0	Lincoln Voc.Lab.	69	73.1	18.0	1.0
Hayes	75	69.5	12.0	1.0	Manitoba Ortho.	114	89.8	0.0	0.0
Kilmer	182	81.8	17.5	1.0	Pleasant View	123	78.1	23.0	1.0
Lady Pitts	197	55.8	16.0	1.0	Sixty-eighth	158	67.8	10.0	1.0
Lapham Park	106	61.8	10.0	1.0	Commun. Based	771		9.0	1.0
					TOTAL	1983	70.4	136.0	11.0
					MPS TOTAL	92,769	86.9	5498.0	270.0

SUPERINTENDENT'S MONTHLY REPORT as of June 30, 1990
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.	46	1	1869	18	17	0	300	2	959	19	26	0	3217	40	3257
Emotion. Dist.	18	0	1239	44	3	0	108	3	537	27	28	3	1933	77	2010
Autistic	0	0	71	7	3	0	4	0	45	3	1	0	124	10	134
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	2	1	35	36	2	0	4	3	19	33	0	1	62	74	136
Physically Hdcp.	5	0	211	106	8	4	44	10	180	134	9	7	457	261	718
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	2	0	1187	22	11	0	16	1	94	16	10	0	206	39	245
Mentally Ret.	12	2	1617	182	14	2	117	21	396	110	9	6	1735	323	2058
Speech/Languag	36	19	0	1131	36	25	216	189	1018	691	39	34	2962	2089	5051
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par. Disability Total	121	23	6302	1546	94	31	809	229	3248	1033	122	51	10696	2913	13609
Ethnic Totals	144		7848		125		1038		4281		173		13609		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 25, 1990

Special meeting of the Board of School Directors called to order by Vice-President Pajewski at 7:35 PM.

Present - Directors Bills, Johnson, Mallory, Mitchell (7:45), O'Connell, O'Neil, Stacy, and Vice-President Pajewski—8.

Absent and excused - Director Cullen.

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

July 20, 1990

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 7:00 P.M., Wednesday, July 25, 1990 in the Board Room of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering:

1. Communication from the Superintendent relative administrative appointments.

2. Communication from the Superintendent requesting approval of the 1990 update of the 5-year Plan for improvement of the Milwaukee Public Schools as required by the Settlement Agreement.

3. Communication from the Secretary-Business Manager regarding approval to make purchases and award contracts for: (a) Chimney removel and tuckpointing at Custer, Auer Ave., and Kagel Schools, (b) numerous contracts for construction of the Project Pluto Elementary School, (c) Chapter 1 computer network, and (d) boxes of crayons..

4. Communication from the Secretary-Business Manager requesting that Board refer to committee the award of a roofing contract which was held at the Board level on June 27, 1990.

5. Communication from the Secretary-Business Manager recommending payment of various relocation claims for the Sarah Scott Middle School site.

6. Communication from the Secretary-Business Manager recommending the purchase of a property for the Sarah Scott Middle School site.

7. Communication from the Superintendent and the Secretary-Business Manager relative to Driver's Education fees and Driver's Education fees for indigent students.

8. Communication from the Secretary-Business Manager advising that the Milwaukee Public Schools has received the Certificate of Excellence in Financial Reporting for the year ended June 30, 1989.

9. Three expulsion orders from the Independent Hearing Panel of the Board of School Directors.

10. Various communications and petitions for referral to appropriate Committees.

JOHN J. PETERBURS
Secretary-Business Manager

SUPERINTENDENT'S COMMUNICATIONS

July 25, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

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

(r)	William Brown	Principal Edison Middle School	Schedule III, Range 14d $59,687.00
(r)	Milford Moffett	Assistant Principal Custer High School	Schedule III, Range 12c $45,457.00
(r)	Thomas Hesiak	Assistant Principal King High School	Schedule III, Range 12c $48,500.00
(r)	Clive Coke	Assistant Principal Marshall High School	Schedule III, Range 12C $41,323.00
(r)	Ceola Mayberry	Assistant Principal Marshall High School	Schedule III, Range 12c $48,500.00
(r)	Fred Allen	Assistant Principal Milwaukee Tech High School	Schedule III, Range 12c $44,440.00
(r)	Deborah Thompson	Assistant Principal North Division High School	Schedule III, Range 12c $47,531.00
(nr)	Bonita Banaszak	Assistant Principal South Division High School	Schedule III, Range 12c $48,500.00
(r)	Cecil Austin	Assistant Principal To Be Determine	Schedule III, Range 12c $44,061.00
(r)	Gloria Erkins	Assistant Principal Vincent High School	Schedule III, Range 12c $44,440.00
(r)	Richard Desotelle	Assistant Principal Craig Alternative School	Schedule III, Range 12c $41,323.00
(r)	Dorothy Johnson	Assistant Principal Lapham Park Alternative School	Schedule III, Range 12c $48,164.00
(r)	Daryl Coppins	Assistant Principal Audubon Middle School	Schedule III, range 11d $38,758.00

(r)	Susan Apps	Assistant Principal Burroughs Middle School	Schedule III, Range 11d $40,016.00

(r)	Jennie Dorsey	Assistant Principal Edison Middle School	Schedule III, Range 11d $38,758.00
(r)	Cheryl Clancy	Assistant Principal Edison Middle School	Schedule III, Range 11d $41,292.00
(r)	Rameelann Kalagian	Assistant Principal Parkman Middle School	Schedule III, Range 11d $40,377.00
(r)	John Valdes	Assistant Principal Roosevelt Middle School	Schedule III, Range 11d $38,758.00
(r)	Ronald Brown	Assistant Principal Sholes Middle School	Schedule III, Range 11d $43,763.00
(r)	Catherine Miles	Assistant Principal Webster Middle School	Schedule III, Range 11d $44,765.00
(r)	Alice Somers-Walton	Assistant Principal Brown Street School	Schedule III, Range 10d $45,762.00
(r)	Nancy McLure	Assistant Principal Cass Street School	Schedule III, Range 10d $48,844.00
(r)	Flora Odom-Flagg	Assistant Principal Grant/Humboldt Park	Schedule III, Range 10d $44,765.00
(r)	Carol Topinka	MR Supervisor	Schedule III, Range 8a $48,701.00
(r)	Joanne Colombo	Audiologist Program Supervisor	Schedule III, Range 7c $32,377.00
(r)	Francisco Martorell	Social Work Supervisor	Schedule III, range 8a $55,570.00

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

(r) Resident
(nr) Non-Resident

Addendum to the July 25, 1990 Communication

TO THE BOARD OF SCHOOL DIRECTORS:

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

(r)	Mark Kuxhause	Assistant Principal North Division High School	Schedule III, range 12c $41,323.00
(r)	Archie Ivy	Assistant Principal South Division High School	Schedule III, range 12c $44,440.00

A salary correction to the July 25, 1990, communication for the following individual is indicated below:

(r)	Joanne Colombo	Audiologist Program Supervisor	Schedule III, Range 7c $35,000.00

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Director O'Connell moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy—7.

Noes—None.

July 25, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

The 1990 update of the Five-year Plan for the Improvement of the Milwaukee Public Schools as required by the settlement agreement is attached for your consideration and determination.

The Instruction and Community Relations Committee held a hearing on the plan at its regular June meeting, and transmitted it to the Board without recommendation, pending completion of the administrative public hearings scheduled. The plan was to have been submitted to the Department of Public Instruction by July 1, but an extension to August 15 has been granted.

It is recommended that the updated plan be approved for submission to the Department of Public Instruction in fulfillment of the requirements of the settlement agreement.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Director O'Connell moved to approve the Superintendent's recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil and Pajewski—6.

Noes—None.

Present—Director Stacy—1.

JOINT COMMUNICATIONS

July 25, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

On June 20, 1990, as part of the 1990-91 budget, the Board of School Directors Budget Committee increased the driver education fee from $60 to $170 per pupil and voted to eliminate the payment of driver education fees for indigent students. This action will generate revenues in excess of actual program costs when considering local fees and state aids. In order to make the driver education budget self supporting a modification to the 1990-91 amended budget should be considered. Considering projected state categorical aid and equalization aid, a student material fee of $100 is recommended. Below is the estimated budget breakdown of revenues to support the projected 3,900 student enrollment.

Revenues

State Aid	$200,000
Equalization aid	159,466
Student Fees ($100)	390,000
Total Revenue	$749,466
Proposed Budget	$749,466

This would provide sufficient revenue to make the program self supporting.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

JOHN J. PETERBURS
Secretary-Business Manager

Director O'Connell moved to approve the recommendations.

Director Stacy moved a substitute motion that the fee be $70.

Director Johnson moved to amend the substitute motion to provide Drivers' Education funds for indigent students in the budget.

The amendment prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Connell, Stacy, President Mitchell—5.

Noes—Directors O'Neil, Pajewski—2.

Present—Director Mallory – 1.

The substitute motion as amended failed, the vote being as follows:

Ayes—Directors Johnson, O'Connell, Stacy, President Mitchell—4.

Noes—Directors Bills, Mallory, O'Neil, Pajewski—3.

Director Mallory moved that the fee for Drivers' Education be one hundred dollars and the District's policy on indigency applies.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Stacy—6.

Noes—Director Pajewski, President Mitchell—2.

SECRETARY-BUSINESS MANAGER'S COMMUNICATIONS

July 25, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

In order that the following items are made available or accomplished in a timely manner, it is recommended, under suspension of Board Rule 2.09, Purchases & Awards to Contracts, that authorization be given for the Business Department to make purchases and award contracts based upon proposals received pursuant to advertisement and specifications on file, as follows:

	Certified MBE/WBE	% of MBE/WBE Participation	% of Minority Employees
PROJECT PLUTO ELEMENTARY SCHOOL Bid Package Three			
Contract 1 - Flat Slab and Topping Concrete J. H. Hassinger, Inc. Low bidder, Base bid only	No	0%	0% $129,855
Contract 2 - Masonry Above Grade Marino Construction Co., Inc. Low bidder, Base bid only	No	8-15%	10% $688,888
Contract 3 - Miscellaneous Steel Grunau Company, Inc. Low bidder, Base bid only	No	0%	1% $26,164
Contract 4 - Carpentry Giorgi Construction Inc. Low bidder, Base bid only	No	0%	0% $168,575
Contract 5 - Millwork Lannon Millwork, Inc. Low bidder, Base bid only	No	0%	36% $93,9995
Contract 6 - Wood Doors Bids received for this contract were under $25,000 and will be awarded on a service order.			
Contract 7 - Roofing, Sheet Metal, Shingles M. M. Schranz Roofing & Building Supply Co, Low bidder, Base bid only	No	25%	12% $199,548

Contract 9 - Hollow Metal and Hardware			
Precision Metals, Inc.	No	0%	0%
Low bidder, Base bid only			$91,281

Contract 13 - Glass, Glazing, and Windows
Simmons Building Products, Inc. No 100% 0%
Low bidder, Base bid only $128,432

Contract 14 - Steel Studs, Drywall, and Insulation
Jahn & Sons, Inc. No 0% Varies
Low bidder, Base bid only $189,200

Contract 15 - Ceramic and Quarry Tile
Stark Mental and Tile Company No 0% 0%
Low bidder, Base bid only $32,825

Contract 16 - Acoustical Treatment
Central Ceiling Systems, Inc. No 0% 5%
Low bidder, Base bid only $31,963

Contract 17 - Floor Covering, Carpet, and Resilient Tile
Falls Floor Covering No 0% 0%
Low bidder, Base bid only $56,985

Contract 18 - Painting
Inner City Decorators and Security Systems, Inc. No 100% 95%
Low bidder, Base bid only $79,993

Contract 20 - Chalkboards and tackboards
Giorgi Construction, Inc. No 0% 0%
Low bidder, Base bid only $64,299

Contract 22 - Toilet Partitions and Accessories
Builders Hardware & Hollow Metal Inc. No 0% 0%
Low bidder, Base bid only $31,590

Contract 26 - Kitchen Equipment
Febco, Inc. No 0% 0%
Low bidder, Base bid only $108,942

Contract 28 - HVAC and Louvers
Wenninger Company, Inc. No 0% 4.7%
Low bidder, Base bid of $698,700 plus Mandatory Alternate Bid #1 of $128,700 to provide piping, condenser and chiller for air conditioning, for a total contract of $827,400.

Contract 29 - Electrical
Meer Electric, Inc. No 15% 0%
Low bidder, Base bid of $336,836 plus Mandatory Alternate Bid #1 of $2,131 to provide electrical work relating to the air conditioning system. for a total contract of $338,967

Contract 30 - Telecommunications
Advanced Communication Services, Inc. No 0% 0%
Low bidder, Base bid only $96,775

Contract 31 - Mechanical Insulation
L & S Insulation Co., Inc.
Low bidder, Base bid of $98,800 plus Mandatory Alternate Bid #1 of $6,000 to provide all piping and equipment insulation as required by and relating to the air conditioning system, for a total contract of
..... $104,800

Attached are the tabulations of bids received on these items.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

(attachments)

July 25, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

In order that the following items are made available or accomplished in a timely manner, it is recommended, under suspension of Board Rules 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 on file, as follows:

COMPUTER CURRICULUM CORPORATION: RFP-0159; Computerized Instructional Chapter I Network

Hardware	$496,187.60
Maintenance (Year 2)	77,446.20
Maintenance (Year 3)	77,446.20

Recommend the purchase of the hardware and hardware maintenance from the second low bidder, Computer Curriculum Corporation, at a net total amount of $651,080.00, for the educational rationale provided in the attached letter from Mr. Robert Jasna.

On-site hardware maintenance for the first year for the 224 new units is provided free of charge.

COMPUTER CURRICULUM CORPORATION: Sole Source

Instructional Software	$311,401.60
Courseware License Fees	31,290.00

Recommend the sole source purchase of the instructional learning software from the Computer Curriculum Corporation at the prices indicated. Several negotiating sessions were held with CCC to arrive at the lowest pricing possible for the products.

Attached are the proposal tabulations and details of the recommendations.

Proposals were solicited from the four major manufacturers whose products can run the CCC software and have the capability to provide timely installation of the complex networking required.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

(attachments)

July 25, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

In order that the following items are made available or accomplished in a timely manner, it is recommended, under suspension of Board Rule 2.09, Purchases & 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 on file, as follows:

SAX ARTS AND CRAFTS; 84,580 Boxes of Crayons $28,219.12

GERARD CHIMNEY CO.; Chimney Removal and Tuckpointing Work:

Auer Avenue School..... 31,724.00

Custer High School..... 26,729.00

R. R. WOODS, CO., INC.: Chimney removal and Tuckpointing Work:

Kagel School 44,500.00

* Bay View High School
The low bid received for this division of work was under $10,000 and the contract will be awarded on a service order.

* Robinson Middle School
The low bid received for this division of work was under $10,000 and the contract will be awarded on a service order.

Attached are the tabulations of bids received on these items.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

(attachments)

Director Pajewski moved to suspend Board Rules and approve the Secretary-Business Manager’s recommendations.

The motion failed, the vote being as follows:

Ayes—Directors Bills, O'Connell, Pajewski, President Mitchell—4.

Present—Directors Johnson, Mallory, O'Neil, Stacy—4.

Directors Mallory and O'Neil requested permission to change their vote.

There being no objection, the request was granted, with the outcome of the vote being as follows:

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

Present—Directors Johnson, Stacy—2.

July 25, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

At the Board meeting of June 27, 1990, Contact No. 6 for roofing work on the Elm Creative Arts Elementary School was held at the Board level.

I am requesting that the Board refer this "award of Contract" item to the August Finance and Facilities meeting in order to allow for adequate review of the bids received.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

Director Bills moved to approve the Secretary-Business Manager's recommendations

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—8.

Noes—None.

July 25, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

As part of an on-going effort to expedite the acquisition of the site for new Sarah Scott Middle School, the Administration is continually providing the Board of School Directors with the most current information possible. Communications have been received from the Department of City Development recommending payment of certain relocation claims, In order to permit the project to continue on schedule, it is recommended that the following claims be approved:

Almond Lehner – Site Address: 1236 West State Street, #4

Moving expenses	$ 250
Rent differential	2,400
Total.....	$2,650

Dennis R. Wanta - Site Address: 1218 West State Street, #111

Moving expenses	$ 250
Rent differential	6,240
Total.....	$6,490

John Sekowski - Site Address: 1218 West State Street, #201

Moving expenses	$ 400
Rent Differential	7,200
Total.....	$,7600

Valerie Wilson - Site Address: 1202 West State Street, #36

Moving expenses	$ 400
Rent differential	8,000
Total.....	$8,400

Mikail Siddique d/b/a Halal Restaurant - Site Address: 1200 West State Street

Business Replacement - Tenant	$ 500

Total.....	$ 500

Bob Kirby - Site Address: 1218 West State Street, #211

Moving expenses	$ 250
Rent differential	8,000
Total.....	$8,250

Rich Berger - Site Address: 1306 West State Street, #6

Moving expenses	$ 250
Rent differential	5,040
Total.....	$5,290

Andrew Peterson - Site Address: 1308 West State Street, #18

Moving expenses	$ 250
Rent differential	2,400
Total.....	$2,650

Oliver Lewis - Site Address: 1202 West State Street, #22

Moving expenses	$ 250
Rent differential	2,880
Total.....	$3,130

Ivory Britton, II - Site Address: 1306 West State Street, #4

Moving expenses	$ 250
Rent differential	5,520
Total.....	$5,770

Helen Rohrscheib - Site Address: 1326 West State Street, #10

Moving expenses	$ 650.00
Rent differential	2,745.20
Total.....	$3,395.20

William Brietsprecher - Site Address: 1308 West State Street

Rent differential	$6,720
Total.....	$6,720

It is recommended that the claims be paid.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

Director Mallory moved approve the Secretary-Business Manager's recommendations.

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

Ayes—8; Noes—0.

July 25, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

At its meeting of January 4, 1989, the Board approved a building program for the years 1989-1993 in the amount of $43 million. Contained in this program was $15.5 million for the replacement of 8th Street School to be located on the site bounded by 12th Street, 13th Street, State Street, and Highland Boulevard. Legislation was subsequently obtained to finance this project through the use of promissory notes.

On February 20, 1989, the Department of City Development was instructed to begin acquisition activities

related to this site. The following offer to purchase has been transmitted and recommended by Ricardo Diaz, Commissioner, Department of City Development:

From:

Noerenberg Wholesale Meats, Inc., Tax Roll Key No. 390-0503: (1242 West State Street) for.....$750.000

It is recommended that this offer for property for the Sarah A Scott Middle School site be accepted.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

Director O'Connell moved for concurrence.

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

Ayes—8; Noes—0.

July 25, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

Please be advised that the Milwaukee Pubic School has been granted the Certificate of Excellence in Financial Reporting for the year ended June 30, 1989. 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,

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 June 1, 1990 through June 29,1990, 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. 29884 to 33317 , inc.

Payrolls (net withholdings).....	$19,305,422.43
Accounts.....	37,198,700.78
	$56,504,123.21

CONSTRUCTION FUND

Accounts, Voucher nos. 1017 to 1131 , inc.	$ 2,667,106.22

EXTENSION FUND

Payrolls and Accounts, Voucher nos. 1508 to 1623 , inc.

Payrolls (net withholdings)	$ 337,597.56	
Accounts	461,808.86	
		$ 799,406.42
TOTAL		$ 59,970,635.85

The accounts were allowed, the vote being as follows

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—8.

Noes—None.

REPORTS OF SPECIAL COMMITTEES

Secretary-Business Manager presented three 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 the same as that preceding:

Ayes—8; Noes—0.

COMMUNICATIONS AND PETITIONS

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

Request for permission of an easement for the Wisconsin Electric Power Company to install and maintain underground cable at the Elm Creative Arts School Site.

Referred to Committee on Finance and Facilities.

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

Referred to Committee on Finance and Facilities.

Request from the Wisconsin District United Pentecostal Church for the use of a school for a religious rally.

Referred to Committee on Finance and Facilities.

Communication from the Community Relations Social Development Commission relative to their third quarter billing.

Referred to Committee on Finance and Facilities.

Communication from the Milwaukee Boys' Tech Alumni requesting a hearing before the bull Board regarding the matter of the present conditions and future plans of the Milwaukee Trade and Technical High School.

Director Mallory moved the Communication be held at the Board level pending further consideration.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—8.

Noes—None.

Communication from the NAACP requesting a hearing before the full Board relative to various issues involving North Division High School.

Director Pajewski moved this communication be held at the Board Level pending further consideration.

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

Ayes—8; Noes—0.

The Board adjourned at 8:22 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 22, 1990

Special meeting of the Board of School Directors called to order by President Mitchell at 7:20 PM.

Present—Directors Bills, Johnson, Mallory, O'Neil, Pajewski, and President Mitchell—6.

Absent and excused—Directors Cullen, O'Connell and Stacy—3.

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

August 17, 1990

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

Please be advised that the special meeting of the Board of School Directors scheduled for Thursday, August 23, 1990 has been rescheduled to meet on Wednesday, August 22, 1990 at 7:00 PM in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin for the purpose of reviewing and possibly Liking action on the program specifications for the proposed 24th Street Middle School and the Schlitz Malt House facilities.

JOHN J. PETERBURS
Secretary-Business Manager

Director Mallory moved that the Board resolve itself into a Committee of the Whole for the purpose of giving hearing on the program specifications for the proposed 24th Street Middle School and the Schlitz Malt House facilities.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Neil, Pajewski, and President Mitchell—6.

Noes-None.

The Board resolved itself into a Committee of the Whole at 7:23 PM.

The Board rose from the Committee of the Whole at 8:27 PM.

President Mitchell reported that the Committee had given hearing and taken action to be forwarded to the Board.

The Board adjourned at 8:30 PM.

JOHN J. PETERBURS

Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 29, 1990

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

Present—Directors Bills, Johnson (7:39), Mallory, O'Neil, Pajewski, and President Mitchell—6.

Absent and excused—Directors Cullen, O'Connell, and Stacy—3.

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

August 28, 1990

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 Wednesday, August 29, 1990 in Committee Room 103 of the School Administration Building, 5225 West Viiet Street, Milwaukee, Wisconsin for the purpose of discussing and taking action on the Chapter I Computer Assisted Program bid.

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

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 discussing and taking action on the Chapter I Computer Assisted Program bid.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Mallory, O'Neil, Pajewski, and President Mitchell—5.

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 7:55 PM.

President Mitchell reported that the Committee had given hearing on the Chapter I Computer Assisted Program bid.

Director Pajewski moved adoption of the administration's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Neil, Pajewski, and President Mitchell—5.

Noes—Director Mallory-1.

The Board adjourned at 7:57 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 29, 1990

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

Present—Directors Bills, Cullen, Johnson, Mallory, O'Neil, Pajewski, Stacy, and President Mitchell—8.

Absent and excused—Director O'Connell—1.

CITY AND COUNTY COMMUNICATIONS

The Secretary-Business Manager presented the following cmmunication from the City:

Communication from the City of Milwaukee Department of Public Works requesting a grant of permission for an easement on Fifty-fifth Street School site to provide and enhance electrical service in that area.

Referred to the Committee on Finance and Facilities.

SUPERINTENDENT'S COMMUNICATIONS

August 29, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

Before the Board for consideration this evening are recommendations relating to the appointment of various administrative personnel (Report of the Personnel and Negotiations Committee, Item 3, pages 14 and 15).

As a result of pending litigation and a temporary restraining order currently in place, and upon the advise of the City Attorney, I am recommending that the Board adopt the following motion:

The appointments of Cecil Austin as principal of North Division High School and Efrain Vila as principal of Kosciuszko Middle School are approved subject to the removal of the temporary restraining order by the court in Bufkin v. Milwaukee Board of School Directors, Case No. 90-CV-0110132.

Respectfully Submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Director Bills moved to approve the Superintendent’s recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Cullen, Mallory, O'Neil, Pajewski, President Mitchell—6.

Noes—None.

Present—Directors Johnson, Stacy—2.

August 29, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

I am submitting for approval this evening the five goals the Board developed at its retreat earlier this month. During the next month, I will be obtaining input from the MPS community regarding the specific activities needed to implement them and the criteria to be used to measure our success. These additional specifics will then be submitted to the Board for approval later this fall.

GOALS 1990 - 1995

1. **SCHOOL CLIMATE** -- Schools will be safe, orderly and nurturing places for students to learn.
   Key Descriptor: Caring
   1990/91 Initiative: Chronic Disrupters and Attendance

2. **STUDENT ACHIEVEMENT** -- Achievement levels for all students will increase significantly, equaling or exceeding national averages.
   Key Descriptor: Whatever it takes
   1990/91 Initiative: Reading

3. **STAFF EMPOWERMENT** -- Employees will feel positive and empowered and will receive recognition for their accomplishments.
   Key Descriptor: Training, Sharing, and Recognition
   1990/91 Initiative: Accountability

4. **PARENTAL/COMMUNITY SUPPORT AND INVOLVEMENT** -- Parents and community members will become significantly more involved in the achievement of MPS' vision, goals, and objectives.
   Key Descriptor: Participation and Collaboration -- from Pizze to Power
   1990/91 Initiative: Removing Barriers to Participation

5. **MULTICULTURAL DIVERSITY** -- Employees and students from different racial, ethnic, and economic backgrounds will learn and interact positively with each other.
   Key Descriptor: Respect and Representation
   1990/91 Initiative: Implementing Multicultural Curriculum'

Respectfully Submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Director Mallory moved to approve the Superintendent’s recommendation.

Director Johnson moved a substitute motion to send the goals to Committee for hearing and input prior to accepting them in full.

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

Ayes—Directors Johnson, O'Neil, Stacy—3.

Noes—Directors Bills, Mallory, Pajewski, President Mitchell—4.

Temporarily Absent—Director Cullen—1.

The original motion prevailed, the vote being as follows:

Ayes—Directors Bills, Mallory, O'Neil, Pajewski, President Mitchell—5.

Noes—Directors Johnson, Stacy—2.

Temporarily Absent—Director Cullen—1.

JOINT COMMUNICATIONS

August 29, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

Negotiations have been completed between the Milwaukee Board of School Directors and Local 1616. The contract has been ratified by the unit membership.

It is the recommendation of the superintendent and the secretary-business manager that the Board approve and adopt the three-year contract (January 1, 1989, through June 30, 1992).

ROBERT S. PETERKIN
Superintendent of Schools

JOHN J. PETERBURS
Secretary-Business Manager

Attachment

Director Pajewski moved for approval and adoption.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Neil, Pajewski, Stacy, President Mitchell—8.

Noes—None.

SECRETARY-BUSINESS MANAGER'S COMMUNICATIONS

August 29, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

As part of an on-going effort to expedite the acquisition of the site for the new Sarah Scott Middle School, the administration is continually providing the Board of School Directors with the most current information possible. Communications have been received from the Department of City Development recommending payment of certain relocation claims. In order to permit the project to continue on schedule, it is recommended that the following claims be approved:

James Conway - Site Address: 1306 West State Street, #3
Moving expenses ..... $ 250

Rent differential	3,120
Total.....	$3,370

Michael Weise - Site Address: 1218 West State Street, #202

Moving expenses	$ 250
Rent differential	8,000
Total.....	$8,250

Bernice & Dorothy Bendel - Site Address: 1202 West State Street, #32

Moving expenses	$ 550
Rent differential	8,000
Total.....	$8,550

Bernard Paget - Site Address: 1218 West State Street

Incidental Expenses	$ 596
Total.....	$596

It is recommended that the claims be paid.

Respectfully submitted,

JOHN J. PETERBURS
Secretary- Business Manager

Director Pajewski moved to approve the recommendation..

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Neil, Pajewski, Stacy, President Mitchell—7.

Noes - None.

Temporarily Absent - Director Cullen.

August 29, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

At its meeting of June 23, 1954 (Proc. pp 66-67), the Board authorized the purchase of twenty-two (22) acres of property located at South 86th Street and West Howard Avenue for use as a future school site. The site, known at Site #15, was subsequently declared surplus by the Board at it meeting of April 7, 1965 (Proc. pp. 578-579), since it fell within the corporate limits of the City of Greenfield, a portion of the site was later sold to the Milwaukee Water Department for use as a storage tank site.

During the month of April the Administration brought to the Board recommendations relative to an offer from the Landvest Development Group, Inc. to purchase Site #15 under the following terms:

a. Sale price of $500,000.

b. Option Fees (over and above purchase price) of:
   1) $1 for first 60 days
   2) $5,000 for next 60 days
   3) $10,000 for next 180 days

c. Other considerations of:
   1) Landvest Development Group, Inc. will pay the entire cost of a title policy.
   2) Cost of Survey to be paid by Landvest with a copy given to Milwaukee School Board.

3) Landvest to pay entire cost of Phase I Environmental Audit including soil borings and analysis. Copy of audit to Milwaukee School Board.

4) Should a Phase II Environmental audit be required, Landvest is to pay 25% of the cost and the Milwaukee School Board to pay 75% up to a maximum of $2,500.

At that time concerns were raised by the Department of City Development relative to the sale of the parcel. As a result, the item was held at the Board level. These concerns related to the inclusion of low to moderate income housing in the development and whether the development should occur in the City rather than in the suburbs. Subsequently, the Common Council has taken action at its July meeting approving a resolution accepting the offer to purchase contingent upon inclusion of low to moderate units and its annexation into the City.
(A copy of the resolution is attached.)

The following information is presented relative to this issue.

a. Subsequent discussions with the developer have produced an agreement to include low to moderate income units in this development. Precise numbers will not be available until the total design is approved. This agreement was reached with the developer prior to Council action and was part of the discussions with them during their deliberations.

b. The issue of annexation will prove to be problematic since both governmental units must approve the annexation/detachment of the property. While small parcels have been approved in the past, it is highly unlikely that the City of Greenfield would approve the significant loss of a potential tax base in this instance. As such, approval by the Board of this provision would result in the developer withdrawing its offer and the loss of $500,000. In addition, it would effectively preclude the future sale of this property and any income which would be derived.

c. It should be pointed out that, although title of school property is in the name of the City of Milwaukee for the benefit of the Board of School Directors, control and final decision-making authority rests with the Board. As such, the Council action is only advisory in nature, and the City is obligated to carry out the ultimate decision of the Board.

The administration supports the goal of the City to provide additional opportunities for low to moderate income housing units in all parts of the City of Milwaukee, since this means will provide for natural integration of neighborhoods and school attendance areas. As such, the inclusion of the provision that the sale would be contingent upon inclusion of low to moderate income units in the development is one which is recommended.

The Board must decide what action it wishes to take relative to the inclusion of the remainder of the Council action, realizing that the inclusion would preclude any sale. Appropriate staff members will be available to answer any questions relative to this matter.

Respectfully submitted,

JOHN J. PETERBURS
Secretary- Business Manager

Director Cullen moved to approve the sale.

The motion prevailed, the vote being as follows.

Ayes—Directors Bills, Cullen, Mallory, O'Neil, Pajewski,—5.

Noes—Directors Johnson, Stacy, President Mitchell—3.

August 29, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

Director Cullen's resignation creates a vacancy on the Board. I have been advised by the City Attorney that, pursuant to Section 119.08 (4), Wisconsin Statutes, a vacancy on the Milwaukee Board of School Directors must be filled by a special election ordered by the Board. Before the Board can order an election, it will be necessary to determine the date on which the election can be held.

Based upon the advise of the City Attorney, I recommend that we work with the Milwaukee Board of Election Commissioners and the City Attorney's Office to determine an appropriate date for a special election, and to draft an order for a special election. It will be necessary for the Board to approve the actual order prior to its issuance.

Respectfully submitted,

JOHN J. PETERBURS
Secretary- Business Manager

Director Mallory moved to approve the recommendation.

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

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Neil, Pajewski, Stacy, 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 July 6, 1990, through July 27, 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. 1 to 1931 , inc.

Payrolls (net withholdings).....	$ 5,945,720.58
Accounts	17,393,972.83
	$23,339,693.41

CONSTRUCTION FUND

Accounts, Voucher nos. 1 to 91 , inc. $ 1,679,947.65

EXTENSION FUND

Payrolls and Accounts, Voucher nos. 1 to 183 , inc.

Payrolls (net withholdings)	$ 487,568.44	
Accounts	442,784.16	
		$ 930,352.60
TOTAL		$ 25,949,993.66

The accounts were allowed the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Neil, Pajewski, Stacy, President Mitchell—7.

Noes—None.

Temporarily Absent—Director Cullen—1.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

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

August 29, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

(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
Kathleen Boyd Cass/Garfield	06-11-90	Clerk Typist I $11,830.89/yr. (Replacement for resignation)	06-11
Reshawn Hall Human Resource Mgmt.	05-23-90	Clerk Typist I $14,269.58/yr. (Replacement for resignation)	05-23
Robert Kastern Accounting	08-06-90	Accountant I $27,335.00/yr. (Replacement for promotion)	08-06

Kelly Salmon Fac. & Main. Services	07-09-90	Building Laborer $14.53/hr.($29,060.00/yr.) (Replacement for retirement)	07-09
Rebecca Perez Fac. & Main. Services	06-04-90	School Secretary I $20,372.82/yr. (Replacement for retirement)	07-01
Cynthia Radloff Human Resource Mgmt.	06-18-90	School Secretary I $18,963.62/yr. (Replacement for transfer)	06-18
Mark P. Smith Fac. & Main. Services	07-25-90	Sheet Metal Worker $18.07/hr.($36,140.00/yr.) (Replacement for retirement)	07-25
Phyllis Smith School Safety	05-21-90	School Safety Aide $7.45/hr.($10,966.40/yr.) (Replacement for resignation)	05-21

PROMOTIONS

Arnold Bronk Warehouse	06-11-90	Material Handler III $28,053.74/yr.	06-11
Kristine Goff Douglass	08-29-90	Food Service Mgr. I $11,128.93/yr.	08-29
Nancy Hernandez Accounting	06-14-90	Supervising Accountant $34,944.00/yr.	06-23
Louise Johnson Silver Spring	08-29-90	Food Service Mgr. I $11,128.93/yr.	08-29
Richard Lacy Fulton	08-29-90	Food Service Mgr. I $11,128.93/yr	08-29
Cheryl Lohr Human Resource Mgmt.	07-17-90	School Secretary III $24,568.18/yr.	07-17
Rosemary Miller Hawthorne	04-26-90	Food Service Mgr. I $11,128.93/yr.	04-26

CHANGES IN STATUS

Janice Ferguson ¢ SDA I	06-25-90	School Secretary I $20,372.82/yr.	07-01
Mary Ellen Gustafson * Irving	06-07-90	School Secretary I $16,916.67/yr.	07-01
Edith Olivier # School Age Parents	06-29-90	Clerk Typist I $12,272.44/yr.	05-01

Alicia Silvestre ¢ Lincoln Voc. Ctr.	07-23-90	School Secretary I $18,862.22/yr.	06-19

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

Your Committee recommends approval of the joint recommendations and report 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

Teachers - Schedule I	Division	Salary	Years of Experience Credit	Increment Date
Effective between May 9, 1990, and May 21, 1990, inclusive, under suspension of Section 3.12(4) of the Board's rules:				
(r) Betzaida Gomez-Cohn Bilingual Elementary	B	$23,060.00	2.3	March, 1991

Teachers - Schedule I	Division	Salary	Years of Experience Credit	Increment Date
Effective between May 22, 1990, and June 1, 1990, inclusive, under suspension of Section 3.12(4) of the Board's rules:				
(r) Mary K. Stout Elementary	B	$20,964.00	0	June, 1991
(nr) Ulana Tyshynsky ED/Early Childhood	B	$20,964.00	0	June, 1991
Effective September, 1990 payroll:				
(nr) Elizabeth M. Adam EC:EEN	B	$20,964.00	0	September, 1991
(nr) Gwendolyn B. Adesuyi Upper Elementary	C	$21,824.00	0	September, 1991
(r) Susan M. Adler Upper Elementary	B	$22,012.00	1	September, 1991

(r)	Tatia B. Ali English/Speech	B	$20,964.00	0	September, 1991
(r)	Shari L. Andrews Elementary	B	$20,964.00	0	September, 1991
(nr)	Sharon M. Anich MR	B	$20,964.00	0	September, 1991
(nr)	Michele D. Aragon LD (K-8)	B	$20,964.00	0	September, 1991
(r)(b)	Sharon L. Babby Upper Elementary/Science	BB	$33,739.00	11	September, 1991
(nr)	Melissa G. Baldwin Elementary	B	$20,964.00	0	September, 1991
(r)	Renee C. Baltzley Speech Pathologist	B	$20,964.00	0	September, 1991
(nr)	Janet M. Barczak MR	B	$25,680.00	5	September, 1991
(r)	Amy A. Baumgart ESL	B	$20,964.00	0	September, 1991
(r)	Cynthia L. Bettine Music/Vocal	B	$20,964.00	0	September, 1991
(nr)	Heidi M. Biersack Elementary	B	$20,964.00	0	September, 1991
(nr)	Tammy L. Booth Elementary	B	$20,964.00	0	September, 1991
(r)	Sombath Bounket Bilingual Math	B	$20,964.00	0	September, 1991
(nr)	Constance J. Boutin Music	B	$24,108.00	3	September, 1991
(r)	Sherita L. Brazil Kindergarten	B	$20,964.00	0	September, 1991
(r)	Marge F. Brewer Elementary	B	$25,680.00	5	September, 1991
(nr)	Mary M. Brueckner Elementary	B	$20,964.00	0	September, 1991
(nr)	Catherine E. Buerger Upper Elementary	B	$22,012.00	1	September, 1991
(nr)	Jennifer J. Carew Elementary	B	$20,964.00	0	September, 1991

(r)(b)	Joie Lou Carter LD	C	$26,540.00	5	September, 1991
(r)	Margaret C. Charek Elementary	B	$24,632.00	4	September, 1991
(nr)	Shukti Chaudhuri Elem German Immersion	B	$20,964.00	0	September, 1991
(nr)	Barbara Lynn Church Upper Elementary	B	$22,012.00	1	September, 1991
(r)	Diane J. Ciotti Elementary	B	$22,012.00	1	September, 1991
(nr)	Susan L. Coulthurst Elementary	B	$20,964.00	0	September, 1991
(nr)	Napoleon Cross Upper Elementary	B	$25,680.00	5	September, 1991
(nr)	Margaret M. Curley Elementary	B	$20,964.00	0	September, 1991
(r)	Sara E. Czarnecki Mathematics	B	$20,964.00	0	September, 1991
(nr)	Patricia D. Dabrowski Speech Therapist	B	$20,964.00	0	September, 1991
(nr)	Russell G. Decker ED	B	$22,012.00	1	September, 1991
(nr)	Lori A. Deemer ED/LD	B	$20,964.00	0	September, 1991
(nr)	Robyn N. Deighton Upper Elementary	B	$20,964.00	0	September, 1991
(r)	Romina H. DeMedico Bilingual Elementary	B	$20,964.00	0	September, 1991
(nr)	Tracy A. DeMier LD	B	$23,060.00	2	September, 1991
(r)	Gary K. DePerry PE	C	$23,920.00	2	September, 1991
(nr)	Kelly A. Elliott Elementary	B	$20,964.00	0	September, 1991
(nr)	Susan M. Engebretson Elementary	B	$20,964.00	0	September, 1991
(nr)	Joan M. Engstrom MR	B	$25,680.00	5	September, 1991

(nr)	John P. Engstrom Social Studies	B	$25,680.00	5	September, 1991
(r)	MaryAnn F. Erdtmann Montessori	B	$25,680.00	5	September, 1991
(nr)	Christine A. Eschrich Elementary	B	$20,964.00	0	September, 1991
(nr)	Julie Ann Eutizzi Elementary	B	$20,964.00	0	September, 1991
(r)	Charles Evans Elementary	C	$22,872.00	1	September, 1991
(nr)	Jami L. Feck Elementary	B	$20,964.00	0	September, 1991
(nr)	Frank D. Felix Elementary	B	$20,964.00	0	September, 1991
(nr)(a)	Andrea P. Feyen Elementary/Reading	B	$30,173.00	8.5	February, 1991
(r)	Carla M. Foster Montessori	B	$24,108.00	3	September, 1991
(r)	Deanna H. Fowler Upper Elementary	B	$20,964.00	0	September, 1991
(nr)	Jonathan A. Garber Elementary	B	$22,012.00	1	September, 1991
(r)	Teresa R. Gau Elementary	B	$20,964.00	0	September, 1991
(nr)	Carol George Elementary	B	$20,964.00	0	September, 1991
(nr)	Jane M. Gieschen Elementary	B	$20,964.00	0	September, 1991
(nr)(b)	Rosanne L. Gilman LD	F	$38,536.00	13.3	April, 1991
(r)	Jennifer L. Glueckert Elementary	B	$20,964.00	0	September, 1991
(nr)	Laura A. Goll Elementary	B	$20,964.00	0	September, 1991
(nr)	James R. Gray Upper Elementary	B	$25,680.00	5	September, 1991
(r)	Virginia R. Grishaber Elementary	B	$25,680.00	5	September, 1991

(r)	Susan M. Gumina MR	B	$25,680.00	5	September, 1991
(nr)	Amy L. Gustafson EC:EEN	B	$25,680.00	5	September, 1991
(nr)	Randall A. Haas Upper Elementary	B	$25,680.00	5	September, 1991
(r)	Thomas W. Hage Elementary	B	$24,108.00	3	September, 1991
(nr)	Eileen A. Hamilton Music Specialist	B	$25,680.00	5	September, 1991
(r)	Holly A. Hankwitz Elementary	B	$22,012.00	1	September, 1991
(nr)	Carol J. Harris Upper Elementary	C	$26,540.00	5	September, 1991
(r)	Joseph C. Haupt Elementary	B	$20,964.00	0	September, 1991
(r)	Linda M. Hayes Elementary	B	$23,060.00	2	September, 1991
(r)	Karen C. Helminiak EC:EEN	B	$25,680.00	5	September, 1991
(r)	Cynthia A. Hendricks Elementary	C	$23,920.00	2	September, 1991
(nr)	Ann K. Hesse Elementary	B	$20,964.00	0	September, 1991
(r)	Kimberly K. Hettinger Elementary	B	$20,964.00	0	September, 1991
(r)	Michelle M. Holland MR	B	$20,964.00	0	September, 1991
(r)	Paula K. Holman Montessori	B	$20,964.00	0	September, 1991
(r)	Judy A. Hopman Upper Elementary	B	$20,964.00	0	September, 1991
(r)	Carol S. Huth Upper Elementary	B	$20,964.00	0	September, 1991
(nr)	Laura J. Jackson Elementary	B	$20,964.00	0	September, 1991
(nr)	Daina L. Jaeger Bilingual Elementary	B	$20,964.00	0	September, 1991

(r)	Amy A. Jarvis Elementary	B	$20,964.00	0	September, 1991
(r)	Judith E. Jasper Montessori	B	$20,964.00	0	September, 1991
(r)	Diane M. Johnson Montessori	B	$20,964.00	0	September, 1991
(nr)	Elissa B. Kahn EC:EEN	B	$20,964.00	0	September, 1991
(nr)	Beth A. Kaminski Elementary	B	$22,012.00	1	September, 1991
(nr)	Ruth M. Karempelis Elementary	B	$20,964.00	0	September, 1991
(nr)	Susanne Kelly Elementary	B	$20,964.00	0	September, 1991
(r)	Doris L. Kirkwood PE/Health	B	$25,680.00	5	September, 1991
(nr)	Raymond H. Klammer Elementary	BB	$21,397.00	0	September, 1991
(nr)	Tracy L. Klass ED/MR	B	$20,964.00	0	September, 1991
(nr)	Louise M. Klawon Upper Elementary	B	$20,964.00	0	September, 1991
(nr)	Donna M. Klug LD	B	$24,108.00	3	September, 1991
(r)	Valerie L. Knox PE/Art	B	$20,964.00	0	September, 1991
(nr)	Ann Marie Kobelsky Elementary	BB	$23,493.00	2	September, 1991
(nr)	Susan L. Kolek EC:EEN	B	$24,632.00	4	September, 1991
(nr)	Jill C. Kollmeyer Speech Pathologist	B	$20,964.00	0	September, 1991
(nr)	Tania Kondich Elementary	B	$20,964.00	0	September, 1991
(nr)	Mary M. Konigsfeld Orientation & Mobility	B	$20,964.00	0	September, 1991
(nr)	Christina A. Koos Elementary	B	$22,012.00	1	September, 1991

(r)	Allison L. Kosmider Elementary	B	$20,964.00	0	September, 1991
(nr)	Tammi S. Krueger Elementary	B	$23,060.00	2	September, 1991
(nr)	Theresa A. Kruser MR	B	$20,964.00	0	September, 1991
(nr)	Eleanor M. Kryscio Spanish	B	$20,964.00	0	September, 1991
(r)	Teresa A. Kulich MR	B	$20,964.00	0	September, 1991
(nr)	Edmund E. Kurth Upper Elementary	B	$20,964.00	0	September, 1991
(nr)(b)	Elizabeth A. Lama ED	B	$31,645.00	9.1	June, 1991
(r)	Ann M. Lange Elementary	B	$20,964.00	0	September, 1991
(r)	Mary M. Lepkowski Upper Elementary	B	$25,680.00	5	September, 1991
(nr)	Michelle L. Leverence Social Studies	B	$22,012.00	1	September, 1991
(r)	Christine M. Lex Elementary	B	$20,964.00	0	September, 1991
(nr)	Mary E. Lincoln Elementary	B	$25,680.00	5	September, 1991
(r)	Peter H. Loyda Upper Elementary	B	$20,964.00	0	September, 1991
(r)	Timothy K. Lund Mathematics	C	$26,540.00	5	September, 1991
(nr)	Ann E. Malesza Elementary	B	$22,012.00	1	September, 1991
(nr)	Karen L. Mallaro Elementary	B	$20,964.00	0	September, 1991
(r)	Joseph E. Marincic Upper Elementary	B	$20,964.00	0	September, 1991
(nr)	Sharon D. Mentovay Elementary	B	$20,964.00	0	September, 1991
(r)	Kathleen A. Millerr Mathematics	B	$20,964.00	0	September, 1991

(nr)	Michelle T. Miller Elementary	B	$20,964.00	0	September, 1991
(r)	Thomas F. Mlynarek Elementary	B	$23,060.00	2	September, 1991
(nr)	Keith E. Murphy Elementary	B	$20,964.00	0	September, 1991
(nr)	Theresa M. Napral Elementary	B	$20,964.00	0	September, 1991
(r)	Carolyn S. Neumann Elementary	B	$20,964.00	0	September, 1991
(r)	David N. Nevaranta ED	B	$25,680.00	5	September, 1991
(r)	Jonathan E. Newcomb Elementary	B	$20,964.00	0	September, 1991
(nr)	Carol A. Novotny Elementary	B	$20,964.00	0	September, 1991
(r)	Jennifer M. O'Connor Upper Elementary	B	$20,964.00	0	September, 1991
(r)	Michelle M. Ogorek EC:EEN	B	$20,964.00	0	September, 1991
(r)	Christina Onela Elementary	B	$20,964.00	0	September, 1991
(r)	Kathleen J. O'Shea Upper Elementary	B	$20,964.00	0	September, 1991
(r)	Jill M. Pakulski LD	B	$22,012.00	1	September, 1991
(r)	Anne-Marie D. Paprocki Upper Elementary	B	$20,964.00	0	September, 1991
(r)	Lois E. Pera Upper Elementary	B	$25,680.00	5	September, 1991
(nr)	Thomas J. Petra Upper Elementary	B	$22,012.00	1	September, 1991
(nr)	Michele A. Petta-Weissman Elementary	B	$20,964.00	0	September, 1991
(nr)	Ava F. Phinisee English	B	$20,964.00	0	September, 1991
(r)	Connie E. Pinkham Elementary	B	$20,964.00	0	September, 1991

(r)(b)	Margaret A. Polikowski Hearing Impaired	B	$28,348.00	6.9	October, 1990
(nr)	Keith P. Posley PE	B	$20,964.00	0	September, 1991
(r)	Margaret A. Powers Elementary	B	$22,012.00	1	September, 1991
(r)	Kirti S. Prasad Elementary	B	$20,964.00	0	September, 1991
(nr)	Cheryl L. Propsom Elementary	B	$20,964.00	0	September, 1991
(nr)	Nancy L. Purpora Upper Elementary	B	$20,964.00	0	September, 1991
(r)	Diane Reed Home Economics	B	$25,680.00	5	September, 1991
(r)	Lisa G. Robbins Upper Elementary	B	$20,964.00	0	September, 1991
(nr)	Tracy A. Roberts Upper Elementary	B	$20,964.00	0	September, 1991
(nr)	Scott S. Robertson Elementary	B	$20,964.00	0	September, 1991
(nr)	Claire A. Rogowski Upper Elementary	B	$20,964.00	0	September, 1991
(r)	Juan M. Romero Bilingual Math	B	$23,060.00	2	September, 1991
(nr)	Michelle A. Rosner MR	B	$20,964.00	0	September, 1991
(nr)(b)	Mary M. Ruzinski-Smith Upper Elementary	B	$32,693.00	10.5	February, 1991
(nr)	Susan R. Salamone Elementary	B	$20,964.00	0	September, 1991
(r)	Joseph P. Sargent ED	B	$20,964.00	0	September, 1991
(nr)	Susan E. Schaugg Orthopedic Disabilities	B	$20,964.00	0	September, 1991
(nr)	Dawn M. Schmidt EC:EEN	B	$20,964.00	0	September, 1991
(r)	Kathy R. Schultz Elementary	B	$20,964.00	0	September, 1991

(r)	Margret A. Schweinert Elementary	B	$20,964.00	0	September, 1991
(nr)(a)	Patricia K. Seelman Elementary	B	$26,511.00	4.5	February, 1991
(r)	Anne L. Seydewitz Upper Elementary	B	$20,964.00	0	September, 1991
(nr)	Julie L. Sharpe Elementary	B	$20,964.00	0	September, 1991
(nr)	Jessie A. Shattuck ED/LD	B	$20,964.00	0	September, 1991
(nr)	Thomas J. Silbernagel English	B	$20,964.00	0	September, 1991
(nr)	Christine M. Slawson LD	B	$25,680.00	5	September, 1991
(r)	Laura A. Smyczek Upper Elementary	B	S20,964.00	0	September, 1991
(nr)	Daniel M. Sonnenberg LD	B	$20,964.00	0	September, 1991
(nr)	Millie A. Sormaz Elementary	B	S20,964.00	0	September, 1991
(r)	Lucille R. Spoerk French Immersion	B	$20,964.00	0	September, 1991
(nr)	Deborah M. St. Aubin-Elborough Upper Elementary	B	S20,964.00	0	September, 1991
(nr)	Lisa A. Staude Upper Elementary	B	$20,964.00	0	September, 1991
(r)(a)	Ann L. Sterner Elementary	BB	$23,537.00	2	September, 1991
(r)	Deborah S. Stoffel LD	B	$20,964.00	0	September, 1991
(r)	Linda J. Stoker ED	B	$20,964.00	0	September, 1991
(r)	Susan M. Strangeway MR	B	$25,680.00	5	September, 1991
(r)	Amy N. Stueckroth Elementary	B	$20,964.00	0	September, 1991
(nr)	April M. Swick Elementary	B	$20,964.00	0	September, 1991

(nr)	Renae A. Timmerman MR	B	$20,964.00	0	September, 1991
(nr)	Steven R. Tompkins Upper Elementary	B	$20,964.00	0	September, 1991
(r)	Phyllis S. Tragash Elementary	B	$20,964.00	0	September, 1991
(nr)	Caryl L. Turner Marketing Ed	B	S20,964.00	0	September, 1991
(nr)	Nancy A. Ullmann Elementary	B	$20,964.00	0	September, 1991
(nr)	Katherine G. VanAtta Elementary	B	$23,060.00	2	September, 1991
(r)	Elizabeth A. Vandewalle Speech Therapist	B	$20,964.00	0	September, 1991
(r)	Michelle G. VanRyzin Elementary	B	$20,964.00	0	September, 1991
(nr)	Calvin Veazey SS/English	B	$25,680.00	5	September, 1991
(r)	Janet M. Vian LD	B	$20,964.00	0	September, 1991
(r)	Jacalyn J. Voegeli Kindergarden	B	$20,964.00	0	September, 1991
(r)	Mary M. Wargin Elementary	B	$20,964.00	0	September, 1991
(nr)	Philip E. Watters Elementary	B	$20,964.00	0	September, 1991
(r)	Ellen E. Weber Elementary	B	$20,964.00	0	September, 1991
(nr)	Meg A. Werking Upper Elementary	B	$20,964.00	0	September, 1991
(r)	Leslie A. Whalen Upper Elementary	B	$25,680.00	5	September, 1991
(r)	Lori A. Wiskerchen EC:EEN	B	$20,964.00	0	September, 1991
(nr)	Maureen E. Woulfe Elementary	B	$20,964.00	0	September, 1991
(r)	Ronald E. Wright French	B	S25,680.00	5	September, 1991

(r)	Wesley J. Wrucke Upper Elementary	B	$25,680.00	5	September, 1991
(r)	Patricia A. Zachow LD	B	$20,964.00	0	September, 1991
(nr)	Debra M. Zaffiro MR	B	$20,964.00	0	September, 1991
(r)(b)	Judith S. Zaks Elementary	B	$29,251.00	9.5	February, 1991
(nr)	Michelle M. Zimney Elementary	B	$20,964.00	0	September, 1991

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

ADMINISTRATIVE APPOINTMENTS AND PROMOTIONS

(r)	Cecil Austin	Principal North Division School	Schedule III, Range 15c $47,837
(r)	Efrain Vila	Principal Kosciuszko Middle School	Schedule III, Range 14d $56,302
(r)	Clara Moore	Principal srowning School	Schedule III, Range 13d $55,486
(r)	Barbara Stewart	Assistant Principal Custer High School	Schedule III, Range 12c $41,323
(r)	Olivia Cervera	Assistant Principal Kosciuszko Middle School	Schedule III, Range lld $43,883
(r)	Nancy Harrison- Menendez	Assistant Principal Wright Middle School	Schedule III, Range lld $38,758
(r)	Patrick Doyle	Instructional Support Team Generalist, SDA III	Schedule III, Range 8b $47,597
(r)	Peggie Swift	Instructional Support Team Generalist, SDA III	Schedule III, Range 8b $46,470
(r)	Erico Ortiz	Instructional Support Team Generalist, SDA IV	Schedule III, Range 8b $37,148

(nr)	Gordon Schuetz	Director Exceptional Education and Supportive Services	Schedule III, Range 14a $70,761
(r)	Larry Lenox	Director, Recreation and Community Education	Schedule III, Range 13a $62,874
(r)	Vicki Grant	Director School Safety	Schedule III, Range 9a $41,676
(r)	Aquine Jackson	Director Student Services	Schedule III, Range 12a $66,901
(r)	Rose Marie Carr	Supervisor Physical Education K-12	Schedule III, Range 8b $42,844

(r) Resident
(nr) Non-resident

Your Committee also recommends the following administrative reassignments:

From		To
Wayne Brzezinski	Sholes Middle School	Program Administrator Summer School/Evening School
Nicholas Schaeve	McNair School	Principal Parkview School

* * * * * *

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

LEAVES OF ABSENCE		Beginning
Illness leave, to June, 1990:		
Keith Bower	Garfield	March 26, 1990
Dawn Marisch	Burdick	January 11, 1990
Maternity leave, to January, 1991:		
Janet Domask	Sholes	August 31, 1990
Kathleen Hoppe	Burbank	June 8, 1990
Ann Molzahn	Parkview	August 31, 1990
Rosemarie VonRueder	Lancaster	June 4, 1990
Maternity leave, to June, 1991:		
Linda Ebert	Ninety-fifth	August 31, 1990
Mary Kolacki Healy	Muir	August 31, 1990
Deborah McDonald	North	August 31, 1990
Rachelle Naimon	Auer	May 1, 1990

Cherie Scott	Grant	August 31, 1990

Personal leave, to January, 1991:

Maura Gaskin	Forest Home Reg	August 31, 1990
Gail Herzich	Trowbridge	August 31, 1990
Jane E. Nickodem	Eighty-eighth	August 31, 1990
Arlene Skwierawski	North	August 31, 1990

Personal leave, to June, 1991:

Melinda Bensman	Thirty-first	August 31, 1990
Diana Brown Petty	Victory	August 31, 1990
Julienne M. Hafemann	Wilbur Wright	August 31, 1990
Kathleen Johnston	King	August 31, 1990
Adolph Paul	Garden Homes	August 31, 1990

Sabbatical leave, to January, 1991:

Mary R. Bluhm	On leave	August 31, 1990

Sabbatical leave, to June, 1991:

Alice Edgar	Sherman	August 31, 1990
Karen Fox	North	August 31, 1990
Maureen Mallo	Greenfield	August 31, 1990
Grizelle E. Ruiz	Riverside	August 31, 1990

Special Teaching Assignment, to June, 1991:

Susan Novak-Tibbet	Neeskara	August 31, 1990

Study leave, to June, 1991:

Beverly Oblack	On leave	August 31, 1990
Daniel Smith	Pierce	August 31, 1990
Catherine Westfahl	Fifty-fifth	August 31, 1990

Extension of leave for illness, to June, 1991:

Thelma Bridgeford	On leave	August 31, 1990
David Elijah	On leave	August 31, 1990
Sandra Hardwig	On leave	August 31, 1990
Myra Holland	On leave	August 31, 1990
Jay Madson	On leave	August 31, 1990
Judith Telsinskas	On leave	August 31, 1990
Juanita P. Turner	On leave	August 31, 1990

Extension of leave for maternity, to January, 1991:

Helen Canellos	On leave	August 31, 1990
Judith Christensen	On leave	August 31, 1990
Janet Clapper	On leave	August 31, 1990
Mary DeFino	On leave	August 31, 1990
Kim Luthringer-Fremgen	On leave	August 31, 1990
Martha C. John	On leave	August 31, 1990
Deanne Pankratz	On leave	August 31, 1990

Maureen Powers-Todt	On leave	August 31, 1990

Karin Ramskugler	On leave	August 31, 1990
Gina Ruminski	On leave	August 31, 1990
Margaret Scanlan	On leave	August 31, 1990
Janice Smith-Jorjorian	On leave	August 31, 1990
Mary Beth Weissert	On leave	August 31, 1990

Extension of leave for maternity, to June, 1991:

Maura Andrews	On leave	August 31, 1990
Mary Brenzel-Chavez	On leave	August 31, 1990
Mary Susan Cable	On leave	August 31, 1990
Leila M. Cassini	On leave	August 31, 1990
Randie J. Clark	On leave	August 31, 1990
Elizabeth Croswhite	On leave	August 31, 1990
Karen Flanagan	On leave	August 31, 1990
Mary Char Goodavish-Guten	On leave	August 31, 1990
Jacki Grady-Van Dyke	On leave	August 31, 1990
Susan Henderson	On leave	August 31, 1990
Laurie Laz	On leave	August 31, 1990
Judith Main	On leave	August 31, 1990
Catherine A. Meloy	On leave	August 31, 1990
Patricia Quintenz	On leave	August 31, 1990
Kristen Siegel	On leave	August 31, 1990
Mary A. Widen	On leave	August 31, 1990
Carol A. Zelko	On leave	August 31, 1990

Extension of leave for paternity, to June, 1991:

Paul Kinsley	On leave	August 31, 1990

Extension of leave for personal, to June, 1991:

Robert Anderson	On leave	August 31, 1990
Donald Ernest	On leave	August 31, 1990
H. Yolanda Garza	On leave	August 31, 1990
Mary Glass	On leave	August 31, 1990
Sidney Hatch	On leave	August 31, 1990
Maria Jaszewski	On leave	August 31, 1990
Patrick J. O'Mahar	On leave	August 31, 1990

Extension of special teaching assignment, to June, 1991:

Ann C. Davis	On leave	August 31, 1990
Jeffrey Taschner	On leave	August 31, 1990

Extension of leave for study, to January, 1991:

Jose Acevedo	On leave	August 31, 1990

Extension of leave for study, to June, 1991:

Mary Anne Oakvik	On leave	August 31, 1990
Anthony J. Piparo	On leave	August 31, 1990
Barbara Reinken	On leave	August 31, 1990

* * * * * *

(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 were curtailed:

CURTAILMENT OF LEAVES

Kathleen Conley	—was granted a personal unpaid leave of absence from September 6, 1989 to June, 1991. Curtailed as of August 31, 1990.
Richard Johnson	—was granted a personal leave of absence from September 1, 1989 to June, 1991. Curtailed as of August 31, 1990.
Verner Kappes	—was granted an illness leave of absence from March 12, 1990 to June, 1990. Curtailed as of May 31, 1990.
Susan Stuckert	—was granted a child rearing leave of absence from September 2, 1988 to June, 1991. Curtailed as of August 31, 1990.

* * * * * *

(ITEM 6) Your Committee recommends that the following action taken by the Board granting a sabbatical leave be, and it hereby is, rescinded:

RESCINDING OF LEAVE

Jeri Jayne Stillman	- was granted a sabbatical leave of absence from August 31, 1990 to June, 1991. Rescinded as of May 23, 1990.

* * * * * *

(ITEM 7) Your Committee recommends that the following action taken by the Board granting a resignation be, and it hereby is, rescinded:

RESCINDING OF RESIGNATION

Clarence Laube	- Mr. Laube resigned effective June 22, 1990. He wishes to rescind his resignation.

* * * * * *

(ITEM 8) The following resignations have been received and accepted by the Superintendent, effective as of the dates indicated:

RESIGNATIONS

Nancy A. Altenburg	Vincent	June 15, 1990
Cecile M. Anderson	Parkview	July 1, 1990
Marlys E. Bacon	Bay View	June 18, 1990
Nancy J. Barnhardt	On Leave	June 18, 1990
Dzidra Benish	Muir	July 1, 1990
Steven H. Bold	Silv Sprg	June 29, 1990
Sandra Brehl	Whitman	August 24, 1990
Uwe Britsch	Milw Tech	June 18, 1990
Darlene M. Brown	On Leave	June 13, 1990
Jean C. Browning	On Leave	July 2, 1990
Karen Campion	Palmer	August 30, 1990
Susan R. Caruso	Sherman	June 18, 1990
Esteban J. DeLaTorre	Kosciuszko	June 19, 1990
Earl R. Feltyberger	Rufus King	June 18, 1990
Lisa J. Forsyth	Sholes	June 27, 1990
Norbert Francis	55th	June 21, 1990
Lucille A. Frisby	Burroughs	June 22, 1990
Serena A. Geil	On Leave	May 30, 1990
Alice Glaeser	Fritsche	June 18, 1990
Robert H. Griffiths	Parkman Rg	July 12, 1990
Marylaurel Grogan	Audubon	June 18, 1990
Reathy M. Hackbarth	Audubon	June 18, 1990
Tami L. Hillestad	Wisc	June 18, 1990
Michael A. Holba	Cass	June 18, 1990
Larry K. Iwen	City Wide	July 6, 1990
Sylvia Jafferis	Steuben	June 18, 1990
Pamela J. Jameson	Cass	June 28, 1990
Thomas S. Joers	Sholes	June 30, 1990
Harriet M. Kilkelly	On Leave	June 1, 1990
Roland Kohl	Instr Res	August 29, 1990
Barbara J. Labisch	Longfellow	June 26, 1990
William M. Larkin	Central	July 13, 1990
James D. Larson	Parkman Rg	August 24, 1990
Judith A. McBride	Parkman Rg	August 24, 1990
Kimberly A. McNamara	Bell	June 18, 1990
Pat Marcella	North	June 18, 1990
Josephine M. Marino	On Leave	June 18, 1990
Ellen V. Massa	Mitchell	June 16, 1990
Margaret H. Mellonig	Clement	June 18, 1990
Kaye A. Michaels	On Leave	May 31, 1990
Josephine N. Minor	City Wide	July 31, 1990
Jeffrey Molter	Frst Home	June 18, 1990
Krista J. Mork	Frst Home	June 18, 1990
Vickie Moultry	Muir	June 13, 1990
Marcia Nunes	Kagel	June 30, 1990

Mary S. Osmond	On Leave	August 30, 1990
Jeanette B. Poole	Brown	June 18, 1990
Kathleen M. Ptacek	Rufus King	July 2, l990
Juliana Rhoten	Parkview	July 2, 1990
Ruth G. Rollefson	Bell	June 15, 1990
Marianne L. Salaymen	On Leave	May 29, 1990
John S. Schaff	81st	June 19, 1990
Laura L. Schwalbe	Hi-Mount	June 18, 1990
Lillian Sherran	Trowbridge	July 1, 1990
Joan A. Smith	Custer	July 2, 1990
Diane N. Spasoff	81st	June 18, 1990
Donald A. Stenson	Lafollette	August 15, 1990
Dawn M. Theisen	8th	June 29, 199
Lovina L. Troupe	Lee	June 18, 1990
Phyllis Troyer	Bell	June 18, 1990
Melicent N. Tucker	Congress	July 1, 1990
Cathleen R. VanHorne	Garfield	July 10, 1990
Jean M. White	Parkman Rg	June 18, 1990
Edward C. Wilkinson	Milw Tech	July 9, 1990
Beth R. Witte-Cleary	On Leave	June 1, 1990
Diane L. Wright	Bryant	July 5, 1990

* * * * * *

(ITEM 9) 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 1988-89 school year, the Board utilized a panel made up of assistant superintendents. In 1989-90, 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. The administration is proposing that the same panel members as last year be retained:

Directors:
- Curriculum and Instruction
- Bilingual, Multicultural Educ.
- Exceptional Education
- Recreation and Adult Education
- Community Relations
- Human Resource Management
- Planning and Development
- Staff Development
- Public Affairs and Communic.
- Intergovernmental Relations
- Organizational Development
- At-Risk Programs

Coordinators and Managers:
- Curriculum and Funded Programs
- Special Programs
- Summer School/Evening School
- P-5 Programs
- Chapter 220 Programs
- Psychological Services
- Social Work Services
- Guidance and Career Education
- Staffing Services
- Certificated Staffing

Your Committee recommends:

1. That the Board adopt the following resolution: Be it resolved for the 1990-1991 school year that student expulsions from the Milwaukee Public Schools shall be ordered by a three member independent hearing panel selected from a twenty-two member 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 procedures, Student Expulsion Hearing: Independent Hearing Panel be adopted and the procedures 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.

* * * * * *

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

1. The MPS Employees Combined Giving Campaign was established in 1986, replacing the old United way campaign. Following the one year agreement approved for 1986, the Board approved a three year agreement between the participating umbrella groups - A CHOICE, the Combined Health Appeal of Wisconsin, and the United Way of Greater Milwaukee for the years 1987, 1988, and 1989. The resulting increase in choices for giving has resulted in a greater acceptance of the fund raising effort among our employees.

2. The three umbrella groups have reached an new agreement which will run for five years, until March 31, 1994. The agreement will be used for campaigns involving employees of the City and County, as well as the School Board. New features of the agreement include greater emphasis on assigning contributions (rather than leaving them undesignated), an improved formula for the distribution of undesignated contributions, and a sharing of the accounting duties and other details of running the campaign among the three umbrellas.

3. In accordance with previously expressed Board wishes, the United Negro College Fund will be included as an agency to which funds may be designated.

Your Committee recommends that the Board approve the agreement for the combined health and social services campaign.

* * ** *

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

1. According to 1989 Wisconsin Act 209, effective September 1, 1990, each school board shall prohibit the use of all tobacco products on premises owned by, rented by or under the control of the school board. The only exception that a school board can make is to allow the use of tobacco products on premises owned by the school district and rented to another person for non-educational purposes.

2. The tobacco prohibition applies to everyone on school premises: students, staff, and the public. No penalties are specified in the law for tobacco use violations. School districts may determine the manner in which violations will be handled. Specific enforcement procedures relating to tobacco use violations by employees covered by a collective bargaining agreement may be subject to collective bargaining.

Your Committee recommends:

1. That the following policy be adopted, effective September 1, 1990: The use of tobacco products shall be prohibited at all times on school premises. The term school premises includes all property owned by, rented by or under the control of the Milwaukee Board of School Directors.

2. That the following enforcement procedures for the above policy be adopted:
Students: Any violation of Board policy by students shall be subject to current disciplinary procedures as listed in Guideposts and the Annual for Parents and Students

Citizens: who are observed smoking or using tobacco products on school district property shall be asked to refrain from doing so. If the individuals fail to comply with the request, they will be asked to leave the building and school district property.

3. That the administration immediately commence negotiations with the various bargaining units regarding the enforcement procedures for staff members.

* * * * * *

(ITEM 12) The Superintendent advised your Committee that:

1. Wisconsin's Learnfare law requires every school district to define a "full day" for school attendance purposes [Wis. Adm. Code, Section HSS 201.195(3)(d), (6)(c)].

2. At the high school level, the current practice is to report a day in which a pupil is absent without an acceptable excuse for four or more of the seven periods as a day of unexcused absence for learnfare purposes. At the middle school level, the number of periods of unexcused absence which may be treated as a "tardy" varies among schools from one to three.

3. While MPS is not, from a strictly legal point of view, required to notify parents of any change in definition of a full day, every effort will be made to provide appropriate notification as soon as the Board adopts a definition.

4. The acceptability of an excuse will continue to be governed by Guideposts . Excuses must be reported to the school within 48 hours. Principals shall continue to use discretion and may make exceptions where extenuating circumstances exist.

Your Committee recommends that for purposes of learnfare reporting, a day of unexcused absence for a pupil be defined as follows:

1. For schools using a period by period attendance reporting system (high schools), absence from four class periods in one day without an acceptable excuse;

2. For schools using a half day attendance reporting system (middle and elementary schools), absence from both halves of one day without an acceptable excuse. The attendance by a pupil prior to the end of the second period in a half day will be considered as a "tardy" and will not be reported as an absence.

* * * * * *

(ITEM 13) The Superintendent advised your Committee that:

1. Based on the current rate of enrollment of students, there is a possibility that there will not be enough seats available at the middle schools to accommodate all students who apply without seriously overcrowding the middle schools and jeopardizing their programs.

2. Marshall High School currently has space available to house additional students. The school was designed as a junior-senior high school and could easily accommodate middle school students.

3. The administration will be prepared to discuss the current enrollment status at the Committee meeting. The authorization being requested is a temporary one and would be used only if absolutely necessary.

Your Committee recommends that authorization be granted to place middle school students at Marshall High School for the 1990-1991 school year.

* * * * * *

(ITEM 14) The Superintendent advised your Committee that:

1. There is currently a need at Brown Street School to provide for better coordination among the regular education curriculum and program, the talent area curriculum, and the specialized areas of art, music, and physical education.

2. The administration is proposing that a position of talent director be established for the school. The position will function in a similar manner to the artistic director position at the High School of the Arts.

3. The new position will replace the program implementor position at little or no additional cost. Funding will come from existing salary accounts.

Your Committee recommends that authorization be granted to establish a position of talent director at Brown Street School, Level 6c, Pay Range $30,836 to $43,172).

* * * * *

(ITEM 15) The Superintendent advised your Committee that:

1. When the Board established the parent information centers in the service delivery areas, it created a parent liaison position for each of the centers.

2. Because of constraints resulting from the structure of these positions, the administration is recommending that they be replaced with the new position of manager, family advocacy services. This will bring the responsibilities of the position more in line with the needs and goals of the district, thereby enhancing its effectiveness.

3. The current parent liaisons will be able to apply for the new positions.

Your Committee recommends that:

1. The six current positions of parent liaison be abolished.

2. Authorization be given to establish six positions of manager, family advocacy services.

* * * * * *

(ITEM 16) The Superintendent advised your Committee that:

1. In October, 1988, the Board of School Directors approved the Superintendent's plans for the reorganizing the Milwaukee Public Schools into six Service Delivery Areas. A key component of the plan included provisions for the establishment of Parent Information Centers in the Service Delivery Areas. In accordance with the plan, each Parent Information Center would function under the direction of a Parent Liaison, who would assume a major role in nurturing partnerships between the home and the school in each SDA.

   The Parent Information Centers were not operational prior to the beginning of the 1989-1990 school year due to uncertainties regarding the availability of state and/or federal fundings. In addition, negotiated agreement was needed to ensure appropriate classification for salaries and benefits.

2. On July 1, 1989, the Milwaukee Public Schools received notification of a Family Resource Grant award of $160,000 from the Wisconsin Department of Public Instruction to fund the Parent Liaison positions in the Parent Information Center. On November 29, 1989, five (5) of the Parent Liaisons were appointed, and assigned to the Parent Information Centers under the direction of the Community Superintendents. During the past school year, the Parent Liaisons were involved in a variety of activities in support of Board Goal 3.1 (Empowerment) and 3.2, (School District Responsiveness). These activities included, among others:

   °Assisting parents to establish parent training programs in schools.

   °Collaborating in the planning of Participating Parents for Progress (PPP) training activities.

   °Networking with community based organizations to establish resource and referral base for parents and students.

   °Advocating for individual parents.

   °Participating inservice training for CAC members.

   °Assisting parents in understanding the needs of disadvantaged and minority students.

   °Collaborating with the Instructional Support Teams in target schools.

   °Assisting parents to obtain accurate information regarding the school district.

   °Assisting in planning and scheduling town hall meetings.

   °Developing a parent needs survey.

   °Assisting staff and parents in the development of support groups.

3. OnJuly 1, 1990, the Milwaukee Public Schools received notification of a Family Resource Grant award of $175,000, from the Department of Public Instruction for the Parent Information Centers.

Your Committee recommends that the Family Resource Grant of $175,000 be used for the Parent Information Centers.

* * * * * *

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

1. Employee benefit and insurance expenditures (excluding social security and pension programs) are

projected to be $50 million in the 1990-1991 school year. Total employee benefit and insurance expenditures comprise over 20% of the MPS school operations fund.

2. The high growth rates experienced in employee benefit and insurance expenditures over the past ten years and the overall magnitude of the dollars involved, emphasizes the need for increased management attention; therefore, the Secretary-Business Manager and the Director of Human Resource Management requested that the district's external auditors. Deloitte & Touche evaluate the feasibility of establishing a Department of Insurance and Risk Management. It was envisioned that such a department would assume responsibility for all aspects of insurance and risk management. These functions are currently decentralized across several departments within MPS.

3. The "Final Report on the Reorganization Feasibility Study to Establish a Division of Insurance and Risk Management for Milwaukee Public Schools" was forwarded to Board members for review prior to this meeting. Contained in this report is a recommended organizational structure for a Department of Insurance and Risk Management. The establishment of this department will provide for effective cost management, pro-active loss control and rigorous oversight over contracted services.

4. The suggested organizational structure establishes a director level position reporting to the Secretary-Business Manager. It is recommended that this position be filled by a skilled benefits and insurance professional with a pro-active business management approach to employee benefits and insurance functions. A job description of this position is included in the feasibility study.

5. It is intended that the department will become operational after a candidate for the director level position has been approved by the Board.

Your Committee recommends:

1. That a Department of Insurance and Risk Management Services, as outlined in the Deloitte & Touche report, be established with reporting responsibility to the Secretary-Business Manager.

2. That the Superintendent and the Secretary-Business Manager be authorized to make appropriate staff reassignments to establish the Department of Insurance and Risk Management Services, and that a compensation evaluation be conducted to determine position levels.

3. That the Secretary-Business Manager be authorized to recruit and make a recommendation to the Board for the position of Director of Insurance and Risk Management.

4. That the Board further authorize the administration to review and determine the appropriateness of transferring pension related responsibilities to the Department of Insurance and Risk Management.

* * * * * *

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

1. The Purchasing Services Coordinator currently has the dual responsibility of all MPS contract printing purchases and the effective administration of the M/W/DBE program.

2. Responsibilities and expectations of MPS minority business participation has expanded beyond the scope of its original intent to reflect not only MPS commitment to the community, but a level of monitoring and reporting commensurate with other governmental agencies with similar expenditures. (See attachment for listing of current and projected duties of the M/W/DBE coordinator)

3. In the past year, MPS has begun a practice of breaking construction contracts down into multiple packages that afford small and minority businesses a better opportunity to submit successful bid quotations. In conjunction with these efforts, solicitation for construction management and architectural

engineering RFP's is extended to M/W/DBE's. Majority firms are encouraged to engage in joint ventures with M/W/DBE's whenever possible.

Similar efforts are underway in service areas (i.e. insurance, banking, temporary services) that have traditionally been unavailable to M/W/DBE's because of limited solicitation lists and/or infrequent bidding practices.

4. The movement of the Disadvantaged Business Coordinator to a full-time position reporting to the Secretary-Business Manager would greatly strengthen the MPS program. This new reporting arrangement would provide the coordinator with the latitude to implement procedures which cut across various departmental operations.

5. The higher visibility of the would strengthen the MPS position with the local minority business communality as well as the other governmental agencies which MPS must interface with to promote M/W/DBE opportunities.

Your Committee recommends that the position of Minority/Women's/Disadvantaged Business Coordinator be made a full-time position reporting to the Secretary-Business Manager, with an appropriate salary level to be determined commensurate with the duties and responsibilities of this position.

* * * * * *

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

1. When the Board approved the annual salary schedules at its meeting on June 27, 1990 (Proc.p 115-117), it directed the Superintendent and Secretary-Business Manager to bring in a compensation plan for thirty-one top level employees. Salary increases were to be commensurate with individual employee performance.

2. The following recommendations are designed to provide both a temporary plan to deal with this year and to provide a permanent compensation plan.

Your Committee recommends:

1. That the Superintendent and the Secretary-Business Manager be authorized to provide salary increments commensurate with individual employee performance for the thirty-one employees' whose salaries were frozen by Board action on June 27, 1990. The total increases are to be limited to appropriated funds.

2. That for those individuals who are currently at the maximum of the salary range and who demonstrate outstanding performance, the Superintendent and Secretary-Business Manager be authorized to grant a 1% to 3% bonus, within total appropriated funds.

* * * * * *

(ITEM 20) 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 inter-district pupil transfer agreements with other school districts on behalf of the Board."

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

Your Committee recommends that the above mentioned Chapter 220 inter-district pupil transfer agreements be approved.

* * * * * *

(ITEM 21) The Secretary-Business Manager advised your Committee that:

1. On July 25, 1990 (Proc. p. 163), 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).

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

1. At its meeting of October 29, 1986 (Proc. pp. 835-836), the Board adopted a resolution by Director Stacy to develop a Code of Ethics for Board members and employees. The Board's recommendation indicated that this committee would be comprised of representatives from the offices of the Superintendent, Secretary-Business Manager, Board President and City Attorney.

2. On numerous occasions, individual Board members have expressed concern regarding ethics and vendor relations. The district's external auditors in their 1989 management letter also recommended the development of a district code of ethics:

   "Although policies exist over procurement of goods or services, the District currently does not have a formal code of ethics or conflict of interest policy as it would apply to all District employees. Such a code would provide employees with guidelines for maintaining a professional attitude and conducting themselves in a manner that would enhance the stature of the District within the community. We recommend that the District consider developing a code of ethics for its employees and Board members which would require District employees at a certain responsibility level to annually sign off compliance with the code."

3. Due to the many administrative changes over the past few years, the MPS Ethics Committee was not established until February of 1990. Numerous codes of ethics were reviewed and the committee developed final documents which are considered appropriate for MPS purposes. The completed documents have been forwarded to the City Attorney's office for final review.

4. Copies of the proposed codes have been attached to the minutes of your Committee's meeting of August 20, 1990. Circumstances will dictate periodic review of these documents. It is also anticipated that the Board may wish to make changes after various representative groups have been heard.

Your Committee reports having given hearing to members of the MPS Ethics Committee and other interested parties.

* * * * * *

(ITEM 23) 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 20, 1990:

A. Affirmative Action Report

B. Monthly Report on Vacancies

C. Item Concerning the Evaluation Summary of Staff Development Activities 1989-1990

D. Report Relative to Implementation of the Reorganization in the Department of Facilities and Maintenance Services

* * * * * *

Separate consideration having been requested of Items 2, 11, 13, 14, 15, 17, 18, 19, 20, 21, 22, and 23B, the remainder of the report was adopted the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Neil, Pajewski, Stacy, President Mitchell—7.

Noes—None.

Temporarily Absent—Director Cullen.

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, Mallory, O'Neil, Pajewski, Stacy, President Mitchell—7.

Noes—None.

Temporarily Absent—Director Cullen—1.

Item 11 of the report relating to prohibiting the use of all tobacco products on premises owned, rented, or under control of the Milwaukee School Board, having been set aside for separate consideration, Director Pajewski moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Neil, Pajewski, President Mitchell—7.

Noes—None.

Temporarily Absent—Director Stacy

Item 13 of the report, relating to authorizing placing middle school students at Marshall High School for the 1990-91 school year, having been set aside for separate consideration, Director Cullen moved to adopt the report.

The motion prevailed, the vote being as follows.

Ayes – Directors Bills, Cullen, Johnson, Mallory, O'Neil, Pajewski, President Mitchell – 7

Noes- None

Present – Director Stacy – 1

Item 14 of the report, relating to authorizing the position of talent director at Brown Street School, having been set aside for separate consideration, Director Pajewski moved for adoption of the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Cullen, Mallory, Pajewski, President Mitchell—5.

Noes—Directors O'Neil, Stacy—2.

Present—Director Johnson—1.

Item 15 of the report, relating to parent liaison positions, having been set aside for separate consideration, Director Bills moved to adopt the report.

The motion prevailed, the vote being as follows:

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

Noes—Directors Johnson, Stacy—2.

Temporarily Absent—Directors Cullen, Mallory—2.

Item 17 of the report, relating to establishing a Division of Insurance and Risk Management, having been set aside for separate consideration, Director Cullen moved to adopt the recommendation. Director Bills moved to refer item back to Committee.

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

Ayes—Directors Bills, Johnson, O'Neil, Pajewski, Stacy, President Mitchell –6.

Noes—Directors Cullen, Mallory—2.

Item 18 of the report, relating to establishing a position of Minority/Women's Disadvantaged Business Enterprise Coordinator, having been set aside for separate consideration, Director Mallory moved to adopt the recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Neil, Stacy, President Mitchell—7.

Noes—None.

Item 19 of the report, relating to authorizing salary increments commensurate with employe performance for job position salaries frozen by Board action of June 27, 1990, having been set aside for separate consideration, Director Mallory moved to accept the recommendation.

The motion prevailed, the vote being as follows.

Ayes—Directors Bills, Cullen, Johnson, Mallory, Pajewski, President Mitchell—6.

Noes—Directors O'Neil—1.

Present—Director Stacy—1.

Item 20 of the report, relating to approval of Chapter 220 inter-district pupil transfer agreements, having been set aside for separate consideration, Director Mallory moved for adoption of the recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Neil, Pajewski, Stacy, President Mitchell—8.

Noes—None.

Item 21 of the report, relating to the approval of prevailing wage rates for various trades, having been set aside for separate consideration, Director Mallory moved to accept the recommendation.

The motion prevailed, the vote being as follows.

Ayes—Directors Bills, Cullen, Johnson, O'Neil, Pajewski, Stacy, President Mitchell—7.

Noes—Director Mallory—1.

Item 22 of the report, relating to hearing given pertaining to a developed Code of Ethics for Board members and employes, having been set aside for separate consideration, Director Stacy moved acceptance of the results of the hearing.

The motion prevailed, the vote being as follows.

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Neil, Pajewski, Stacy, President Mitchell—8.

Noes—None.

Item 23B of the report, relating to Monthly Report on Vacancies, having been set aside for separate consideration, Director Bills moved to accept the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Neil, Stacy, President Mitchell—7.

Noes—None.

Temporarily - Director Pajewski—1.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

Director Mallory presented the following report of the Committee on Instruction and Community Relations:

August 29, 1990

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 report to the Board of School Directors, weapons *and Other Criminal Offenses: Administrative transfer Policy and Plan, September 11, 1989*, called for the administration to establish three planning teams to develop program options for administratively transferred students and the identification of unique intervention strategies that have been effective in changing behavior.

2. Three teams were formed with representation from each high school, middle school, and each of the alternative site programs. Consensus was reached on three broad recommendations:

   A. Each school should have a well defined array of intervention programs and services to meet the needs of students who are having difficulty functioning in a regular school environment.

   B. Policies and procedures for student referral need to be modified to ensure appropriate placement and transitions between alternative and regular school programs.

   C. Additional alternative site programs are needed in each SDA.

3. In the detailed recommendations, the planning teams developed broad stroke descriptions of intake centers which would serve to provide each SDA with improved diagnostic and programming services as well as to provide short term interventions and transition supports for students moving between regular schools and alternative site programs.

4. Hearing was given at the Instruction and Community Relations Committee meeting on June 13, 1990 to members of the Alternative Planning Teams and other interested parties regarding the report.

Response of the Administration

1. The administration is grateful to the members of the planning teams for their dedicated work and thoughtful response to the charge.

2. The recommendations of the planning teams are very much in line with the philosophy and priorities of the Board and the Administration and will be considered as new initiatives are being planned.

3. The constraints of budgeting place limits on the extent to which the Administration can act to implement the recommendations of the planning teams in the 1990-91 school year.

4. The Department of Alternative and Vocational Education has been working on several plans which relate closely to the recommendations of the planning teams. These plans, financed partly by Board monies and partly by Learnfare initiatives are outlined in the attachment.

Your Committee recommends:

1. That the Board endorse the overall thrust of the Report of the Alternative Schools Planning Teams.

2. That the plans to establish two Comprehensive Support Centers, based upon the planning teams' recommendations, be approved for 1990-91 as outlined in the attachment.

* * * * * *

(ITEM 2) 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 and procedures were formulated which governs the overall functioning of the councils. In submitting the overall plan for consideration by the Board, the superintendent detailed a process and timelines for a first year assessment of the functioning of the councils. A key aspect of the assessment process was to determine how community advisory council members felt about the functioning of the council.

3. During the Spring, 1990, a two part survey was forwarded to all members of the Community Advisory Council. It was anticipated that responses received would provide a major portion of the overall assessment, and provide information needed to improve the functioning of the councils. The surveys were color-coded so that responses could be separated by service delivery area and combined data. A total of 138 questionnaires were distributed and 56 (41%) were returned. The number responding by SDA ranged from a low of 6 to a high of 13.

4. An analysis of the survey results indicates that the responses in Part II included evaluative statements regarding the effectiveness of named individuals and not the overall functioning of the councils. Therefore, it is necessary to submit the Part II survey results in a summary format, focusing on the critical issues that were raised by respondents, and action that will be taken by the administration to resolve the concerns expressed. The summary follows the recommendation section of this item.

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

* * * * *

(ITEM 3) The Superintendent advised your Committee that:

1. In October of 1989, the Board received the results of a School Age Child Care Needs Study conducted at 24 MPS elementary schools by University of Wisconsin Extension and the Department of Municipal Recreation and Community Education. In February of 1990, the Board requested a follow-up survey of parents at all MPS elementary schools regarding their interest in before and after school recreation/school age child care programs.

2. A survey was conducted in May of 1990. Results of the survey indicated a high level of interest and provide specific data regarding times, fees, and number of potential children who would enroll. An executive summary of the survey can be found in the attachment.

3. In addition to the survey information, the report details current program services and initiatives, highlights major issues and makes specific recommendations for 1990-91 and beyond. The administration will respond to the recommendations found in the report at the October meeting of the Instruction and Community Relations Committee.

Your Committee reports having given hearing to interested parties.

* * * * *

(ITEM 4) The Superintendent advised your Committee that:

1. There is currently no Board adopted mission statement or philosophy for the district's early childhood program. At a board meeting earlier this year, Board members requested that one be developed.

2. The attached statements are being submitted to the Committee at this time for public hearing and input. Based on the results of this hearing, the administration will submit statements for the Committee's action at it's September meeting.

Your Committee reports having given hearing on the proposed mission statement and philosophy for the MPS early childhood program.

* * * * * *

(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 August 15, 1990:

A. Pupil Accounting Reports:

a) Alternative Education Programs - May
b) Referrals to the District Attorney - May
c) Pupil Suspensions - Regular - May
d) Pupil Suspensions - Regular - June
e) Pupil Suspensions - Regular - 1989-90 Summary
f) Pupil Suspensions - In-house - May

g) Pupil Suspensions - In-house - June

h) Pupil Suspensions - In-house - 1989-90 Summary
i) Pupil Attendance - May
j) Pupil Attendance - June
k) Pupil Attendance - 1989-90 Summary
l) Administrative Transfers - May
m) Administrative Transfers - June
n) Attendance and Suspension Trends: 1988-89 and 1989-90

B. Report With Respect to the Recent Audit of the Program for Hearing Impaired Students

C. Report on Advanced Placement (AP) Courses Provided and Exams Taken in 1989-1990

* * * * * *

Separate consideration having been requested of Items 1 and 2 the remainder of the report was adopted, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Neil, Pajewski, Stacy, President Mitchell—7.

Noes—None.

Temporarily Absent—Director Cullen—1.

Item 1 of the report, relating to the recommendations of the Alternative Schools Planning Committee, having been set aside for separate consideration, Director Stacy moved for concurrence. Director Bills made a substitute motion to Number 2 part of the recommendation, implement one site and report back to the Board in January.

The substitute motion prevailed, the vote being as follows:

Ayes—Directors Bills, Mallory, Stacy, President Mitchell—4.

Noes—Directors Cullen, O'Neil—2.

Present—Directors Johnson, Pajewski—1.

Item 2 of the report, relating to the results of an assessment survey of the Community Advisory Council, having been set aside for separate consideration, Director Bills moved concurrence.

The motion prevailed, the vote being as follows:

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

Present—Directors O'Neil, Stacy—2.

Temporarily Absent—Directors Cullen, Johnson, Mallory—3.

COMMITTEE ON FINANCE AND FACILITIES

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

August 29, 1990

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:

SARAH A. SCOTT MIDDLE SCHOOL (Bid Package 3 - Site Development)

Division

2. AMERICAN ASPHALT PAVING, INC.; Paving, as per base bid .....$ 85,350

3. GRUNAU COMPANY, INC.; Utilities, as per base bid 88,300

4. CENTURY FENCE COMPANY; Fencing, as per base bid 45,477

5. J. KASIAN & SONS; Landscaping, as per base bid 41,259

PROJECT PLUTO ELEMENTARY SCHOOL (Bid Package Three)

Division

5. LANNON MILLWORK, INC.; Millwork, as per base bid 93,995

10. JWC BUILDING SPECIALTIES, INC.; Folding Doors, as per base bid 77,996

13. SIMMONS BUILDING PRODUCTS, INC.; Glass, Glazing, and Windows, as per base bid 128,432

15. STARK MANTEL AND TILE COMPANY; Ceramic and Quarry Tile, as per base bid 32,825

16. CENTRAL CEILING SYSTEMS, INC.; Acoustical Treatment, as per base bid . 31,963

17. FALLS FLOOR COVERING; Floor Covering, Carpet, and Resilient Tile, as per base bid 56,985

18. INNER CITY DECORATORS AND SECURITY SYSTEMS, INC.; Painting, as per base bid 79,993

20. GIORGI CONSTRUCTION INC.; Chalkboards and Tackboards, as per base bid 64,299

22. BUILDERS HARDWARE & HOLLOW METAL INC.; Toilet Partitions and Accessories, as per base bid 31,590

26. FEBCO, INC.; Kitchen Equipment, as per base bid 108,942

30. ADVANCED COMMUNICATION SERVICES, INC.; Telecommunications, as per base bid 96,775

ELM CREATIVE ARTS ELEMENTARY SCHOOL (Bid Package Two)

6. LANGER ROOFING & SHEET METAL, INC.; Roofing, as per base bid ($219,400) plus $3,500 for Mandatory Alternate Bid 3 to provide skylights 222,900

* * * * * *

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

MILWAUKEE MACK GMC; 1 Delivery Truck, as per price ($43,685) less trade-in of $100 .....$43,585

* * * * * *

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

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

2. Mr. Ricardo Diaz, Commissioner, Department of City Development, recommends payment of the following claim filed against the Board of School Directors by persons displaced from premises being acquired for the Sarah A. Scott Middle School:

a. Mary Ruth - Site Address: 1236 West State Street, #8

Moving expenses	$ 400
Rent differential	4,128
Total	$4,528

b. Edhard Mueller - Site Address: 1236 West State, #7

Moving expenses	$ 250
Rent differential	5,520
Total	$5,770

c. Laura Docter - Site Address: 1308 West State Street, #12

Moving expenses	$ 250
Rent differential	8,000
Total	$8,250

d. Robert & Bertha Hemmings - Site Address: 1218 West State Street, #205

Moving expenses	$ 250
Rent differential	7,920
Total	$8,170

e. Walter Paget - Site Address: 1218 West State Street, #105

Moving expenses	$ 250
Rent differential	7,900
Total	$8,170

f. Qing and Peihong Liu - Site Address: 1306 West State Street, #7

Moving expenses	$ 250
Rent differential	7,920
Total	$8,170

g. Lenny Gallemberg - Site Address: 1236 West State Street, #9

Moving expenses	$ 250
Rent differential	7,920
Total	$8,170

h. Dawn Robinson - Site Address: 1202 West State Street, #46

Moving expenses	$ 400
Rent differential	7,056
Total	$7,456

i. Gerald Krieger - Site Address: 236 West at State Street, #210

Moving expenses	$ 250
Rent differential	7,632
Total	$7,882

j. Greg Reiner & Dom Defillippis - Site Address: 1218 West State Street, #210

Moving expenses	$ 400
Rent differential	5,280
Total	$5,680

k. David Schmidt - Site Address: 236 West at State Street, #2

Moving expenses	$ 250
Rent differential	8,000
Total	$8,250

l. Baham Najafinia - Site Address: 1308 West State Street, #14

Moving expenses	$ 250
Rent differential	7,440
Total	$7,690

m. Amy VanNatta - Site Address: 1218 West State Street, #101

Moving expenses	$ 250
Rent differential	8,000
Total	$8,250

Your Committee recommends that the claims be paid.

* * * * * *

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

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Allen-Field	Rosemary Giesfeldt	$425	Refrigerator/Freezer and Electric Range
Auer	Nickel's Thrifty Drugs	40	AOD Bike Ride
	A. A. Anderson	40	AOD Bike Ride
	Paradise One	40	AOD Bike Ride
	Wauwatosa Veterinary Clinic	40	AOD BikeRide
	Golden Gate Funeral Home	40	AOD Bike Ride
	Becker-Ritter Funeral Home	40	AOD BikeRide
	Positive Image Books	40	AOD Bike Ride
	Educators' Credit Union	40	AOD Bike Ride
	Harley Davidson, Inc.	50	AOD BikeRide
	Carter Drug Store	100	AOD BikeRide
Berger	Berger PTO	80	Modem
Bryant	Bryant PTO	866	Library Books and Encyclopedia
	Bryant PTO	189	Shop Vac and Tools and Bench Grinder
Comm. Rel. Dept.	Milwaukee Community Journal	25	Triple P Program
Dept. of Alternative and Vocational Educ.	Kearney Trecker	100	AOD Recognition Picnic
Engleburg	Lancaster Student Council	50	Books
Grantosa	Grantosa Drive PTA	450	Super Kid Activity for Deserving Students
	Grantosa Drive Staff	220	Transportation for Super Kid Activity
	Grantosa Drive PTA	400	Drug Education Teacher Training
Hawthorne	Hawthorne PTO	1,326	Camcorder and Tripod
Kilbourn	Kilboum PTO	3,000	Library Books
Kosciuszko	School Funds	689	TV, VCR and Cart for Reading Center
Lady Pitts Center	Mrs. Lonnie Adams	500	Student Awards
Lancaster	Lancaster PTA	550	Caps and Gowns, and Video Library
	Lancaster PTA	1,542	Music Department and Anti-drug Program
	Lancaster PTA	1,000	Installation of Kiln
Lee	Lee School PTO	300	Field Trips
Lincoln Avenue	Lincoln Avenue PTO	1,810	Field Trips and School Programs
Lowell	Lowell PTO	604	Set of Thesauri
	Lowell PTO	790	Computer Software
MacDowell	MacDowell PTA	350	Purchase RIF Books
Marshall	Milwaukee Journal	100	AOD Bike Ride
Milwaukee Tech	W. Brady Co.	100	AOD Bike ride
Mitchell	PTA	306	Mobile Computer Carts
	PTA	204	Extension Cords, Locks, and Power Strips for Computers

Morgandale	Morgandale PTO	323	Book Binder
	Morgandale PTO	3,142	Camera, Risers, Books and Dictionaries, Graduation Lunch, Misc.
MPS	Milwaukee Jewish Council	100	Purchase of Books
Palmer	Palmer PTO	500	Furniture and Appliances f or Teachers' Lounge
	Soda Fund	600	Furniture and Appliances for Teachers' Lounge
Pleasant View	Kiwanis Club of Milwaukee	400	Camping Fund
Pulaski	Waste Management	400	AOD Bike Ride
Siefert	Siefert PTO	830	Color TV and VCR
South	Fox Point-Bayside Lions Club	100	Special Olympics Team Activities
Technical Education	Milwaukee Metal Products Co.	3,417	157 Pieces of Galvanized Metal
Thoreau	Thoreau PTC	3,590	Copier and Stand
Tippecanoe	Franklin Press	25	AOD BikeRide
	Divorce Adjustment Center	50	AOD Bike Ride
	Langer Pharmacy	36	AOD BikeRide
	John V. E. Shea DDS	50	AOD Bike Ride

EXTENSION FUND

Muni Rec	Wis. Metro Audubon Society	250	Planting Trees at Palmyra Outdoor Education Camp
	TOTAL	$30,259	

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

* * * * *

(ITEM 5) The Superintendent advised your Committee that:

1. MPS is fervently seeking ways to develop viable and impactful elementary prevention programs. One component of this program includes the provision of guidance counselors. Effort is being made to provide counselors through the accrual of outside funding as well monies approved in the MPS annual budget.

2. On April 19, 1990, The Office of Guidance and Career Education in collaboration with Service Delivery Area V submitted a proposal to DPI for funding for one elementary school counselor under the 1990-91 AOD GRANT PROGRAM.

3. At the end of June, notification came from DPI that the grant request would be funded at the amount of $20,000.

4. The salary on one counselor as provided by the Dept. of Planning, Budget, Research and Evaluation is $40,660. Added to this would be the fringe benefits totaling $13,415 for a total of $54,075. The difference between $54,075 and $20,000 is $34,075.

Your Committee recommends that $34,075 be transferred from the Contingent Fund to the appropriate accounts so that one counselor might be provided for two elementary schools in SDA V.

* * * * * *

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

1. On July 25,1990 (Proc. p. 164), the Board received a communication from W. L. Sciscoe, Presbyter of the Wisconsin District United Pentecostal Church, requesting the use of James Madison High School for a fund raising rally and worship service.

2. The representative of the group has stated that the event would consist of a time for worship and at the close of the service, they will have a keynote speaker. Though the event will be open to the public, a free will offering will take place during the service.

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.

   Your Committee reports having given hearing to representatives of the Wisconsin District United Pentecostal Church and recommends that the Rules be suspended to allow a building use permit to be issued, with the understanding that the organization pay all expenses incurred by the Board in opening the school for this event.

* * * * * *

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

1. On July 25,1990 (Proc. p. 164), the Board received a communication from the Community Relations-Social Development Commission regarding their third quarter billing of $34,730 and their expenditure report for the quarter ending June 30, 1990.

2. As of the month ending July 31,1990, the Milwaukee Public Schools have no outstanding claims with the Community Relations-Social Development Commission.

Your Committee recommends that the third quarter billing of $34,730 be paid to the Community Relations-Social Development Commission.

* * * * * *

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

1 . At its meeting of July 25,1990 (Proc. p. 169), the Board received a request from the City of Milwaukee, Department of Public Works, on behalf of the Wisconsin Electric Power Company. The request involved permission to install and maintain underground cable at the above-mentioned school site.

2. The installation is needed for light, heat, power, traffic signal control and any other electric current needed in the area.

3. All costs related to the installation and maintenance of the underground conduit and cable will be borne by the Wisconsin Electric Power Company.

Your Committee recommends that a Grant of Permission for an easement be approved for the City of Milwaukee, on behalf of the Wisconsin Electric Power Company, to construct, install, operate, maintain, and replace conduit and underground cable on the Elm Creative Arts School site.

* * * * * *

(ITEM 9) The Superintendent advised your Committee that:

1. Trowbridge School is requesting that its name be modified to the Trowbridge Elementary School of Discovery and Technology. The request is supported by the school's parent teacher organization.

2. The Trowbridge Elementary School has significantly altered its approach to teaching children for the 1990-91 school year. The Board has approved and funded a concept for the school which will move it in a direction where math/science and technology are highlighted in the curriculum and wedded to the idea that skills in these disciplines can lead to specific future career opportunities. The term "discovery" speaks to the teaching delivery system that will be used to motivate and stimulate the learning process at Trowbridge.

Your Committee recommends that the request of Trowbridge School to modify its name be granted.

* * * * * *

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

1. During the past several years, the Administration has been providing information to the Board relative to the need for additional classroom space, both at the elementary and middle school level to accommodate increased enrollments and programs approved by the Board. At the present time, there is a particularly acute need for additional space at the middle school level where as many as three additional schools are likely required in addition to the new Sarah A. Scott Middle School.

2. During the past several months the Administration has been working on a proposal with representatives from the Wisconsin Preservation Fund, Inc., Grunau Project Development Corporation and the firm of Conta & Associates. This proposal would provide for additions and alterations to the former Milwaukee County Hospital located at North Twenty-fourth Street and West Wisconsin Avenue for the purpose of creating a new middle school facility.

3. These proposals would provide for lease/purchase agreements between the Milwaukee Public Schools and the Wisconsin Preservation Fund, Inc. which would contain the following elements**:**

    a. The lessor, Wisconsin Preservation Fund, Inc., is a 501(c)(3) organization and, as such, rent payments would equal the amount required to amortize the bonds. The lessor would not benefit financially from the rent.

    b. Each lease is a triple net lease in which tenant (MPS) would be responsible for all maintenance, repair, utilities, etc., as if it was the owner. This would place total control of the facility with MPS.

    c. Each lease will contain an option to purchase which can be exercised after five to seven years. The option price would be approximately $2 million in excess of outstanding debt and can be funded out of the bond sale and segregated for the benefit of the tenant. Because the option price is considered "substantial", the agreement is a true lease and the project considered to be a private project. This results in not having to use competitive bids on the project with considerable

savings in both time and cost of construction. The 24th and Wisconsin project would be completed by September 1, 1991, and the Schlitz Park project by September 1, 1992.

d. The projects would be funded using bonds issued by the Redevelopment Authority of the City of Milwaukee (RACM). This financing would not constitute debt for MPS and would be tax exempt.

e. The projects will comply with the MBE/DBE requirements of the City of Milwaukee since RACM financing is involved. The turnkey construction manager concept will enhance the opportunity for MBE/DBE involvement to the greatest degree possible.

4. Based upon discussions to date, the Administration is confident that the method of financing these projects is permitted. In order to be as thorough as possible, the firm of Deloitte-Touche has been requested to review all financial aspects of the proposed agreement and furnish an objective opinion. In addition, the proposal has been discussed with Pat McDonnell of the City Attorney's Office.

5. Preliminary analysis relative to the projected populations in both projects indicate that both locations will have integrated populations. Additional data will be available for the August 29, 1990, Board Meeting. As with all new projects, appropriate legal review will be necessary to ensure compliance with all settlement of court agreements. Upon completion of these actions, recommendations will be brought back to the Board.

6. Due to the time constraints involved with the project, the involvement process which will be used will be the same as used at Brown Street School. This process will commence upon appointment of a principal who will create a school/community committee comprised of parents, community groups, such as the Avenues West and West End Community Associations, appropriate staff from the Department of Curriculum and Instruction, Department of Exceptional Education and Supportive Services, the appropriate Service Delivery Area Community Superintendent and staff, and other interested parties. The normal Board involvement process will then be utilized to develop the program and other special aspects to be included in the school. This process will then establish the base from which other involvement activities can occur after the opening of the school.

Your Committee recommends that authorization be given to enter into lease/ purchase agreements for development of two new middle schools to be located at North Twenty-fourth Street and West Wisconsin Avenue and for various programs at Schlitz Park.

* * * * * *

(ITEM 11) Your Committee reports having received informational reports from the Superintendent and the Secretary-Business Manager on the following matters; these reports have been made a part of the minutes of your Committee's meeting of August 16, 1990:

A. Facilities Reports

a) Monthly Discussion of Facility Needs
b) Report on New Construction and Building Modifications
c) Report on the Capital Improvement Program

B. Statement of Operating Revenues

The Secretary-Business Manager submitted the following Statement of Operating Revenues for the month ending June, 1990, for the School Operations, Categorically Aided, Food Services, Construction, and Extension Funds:

	Adopted Budget	Approved Transfers (l)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$ 472,668,315	$ 311,451	$ 472,979,766	$ 487,826,305	$(14,846,539)	103.1%
Categorically Aided	22,430,383	16,726,224	39,156,607	36,149,725	3,006,882	92.3%
Food Services	18,625,869	329,461	18,955,330	18,438,650	516,680	97.3%
Construction	34,400,000	217,195	34,617,195	13,088,326	21,528,869	37.8%
Extension	9,002,821	30,482	9,033,303	9,157,552	(124,249)	101.4%

C. Statement of Expenses

The Secretary-Business Manager submitted the following Statement of Expenses for the month ending June 30, 1990, showing the following totals for the School Operations, Categorically Aided, Food Services, Construction, and Extension Funds:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Expenditures (2)	Unexpended Balance	Percent Expended
School Operations	$ 472,668,315	$ 311,451	$ 472,979,766	$ 474,790,000	$(1,810,234)	100.4%
Categorically Aided	22,430,383	16,726,224	39,156,607	36,351,894	2,804,713	92.8%
Food Services	18,625,869	329,461	18,955,330	18,861,739	93,591	99.5%
Construction	34,400,000	217,195	34,617,195	16,348,378	18,268,817	47.2%
Extension	9,002,821	30,482	9,033,303	8,691,304	341,999	96.2%

(1) Represents 1 988-1989 appropriations carried over to the 1989 -1990 fiscal year and board approved transfers during the 1989-1990 fiscal year.

(2) Expenditures included through June 30,1990 and payrolls through June 22,1990.

D. Report Relative to the Secretary-Business Manager Having Signed a Check Drawn On a School Account

E. Monthly Report on Expenditures

F. Report Relative to the Relocation of the Forest Home Regional Office

* * * * * *

Separate consideration having been requested for items 1, 5, and 6 the remainder of the report was adopted, the vote being the same as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Neil, Pajewski, Stacy, President Mitchell—7.

Noes—None.

Temporarily absent—Director Cullen—1.

Item 1 of the report relating to the awarding of contracts, having been set aside for separate consideration, Director Bills moved concurrence.

Director Mallory moved a substitute motion to award the roofing contract to F. J. Christiansen.

The motion prevailed the vote being as follows:

Ayes—Directors Cullen, Johnson, Mallory, O'Neil, Stacy—5.

Noes—Directors Bills, Pajewski, President Mitchell—3.

Director Mallory moved for acceptance on the balance of the contracts.

The motion prevailed the vote being as follows.

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Neil, Pajewski, Stacy, President Mitchell—8.

Noes—None.

Item 5 of the report, relating to Contingent Fund transfer to allow for one counselor position to prove service to two elementary schools in SDA V, having been set aside for separate consideration, Director Cullen moved for adoption of the report.

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

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Neil, Stacy, President Mitchell—7.

Noes—Director Pajewski—1.

Item 6 of the report, relating to issuance of a building use permit for a religious worship service and presentation, 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, Cullen, Johnson, Mallory, O'Neil, Pajewski, Stacy, President Mitchell—8.

Noes—None.

Item 10 of the report, relating to authorization to enter lease/purchase agreements for the development of two new middle schools, having been set aside for separate consideration, Director Pajewski moved to adopt the report.

Director Mallory moved a substitute motion, that the Board authorize the administration to work with representatives of the City of Milwaukee for the purpose of entering into negotiations of a lease/purchase agreement on the 24th Street and Schlitz Properties with the final lease arrangements to be brought back to the Board for approval.

This method of financing construction will not become a part of the permanent Board policy to meet future school facility needs. Long term lease/purchase agreements are to be scrutinized on an individual basis and considered only when it is in the best interest of the taxpayers of the City of Milwaukee and the attainment of quality educational facilities.

Director Mallory further moved that construction projects associated with this lease/purchase agreement have disadvantaged business enterprise representation as defined in the City of Milwaukee ordinances with an established goal of 30 percent.

Director Johnson moved to amend the substitute to provide that the Board encourage joint ventures for construction management and other service related activities as strategies for achieving the 30 percent goal of disadvantaged business involvement.

Director Johnson's amendment prevailed, the vote being as follows:

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Neil, Pajewski, President Mitchell—7.

Noes—Director Stacy—1.

Director Mallory's substitute motion as amended prevailed, the vote being as follows:

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Neil, Pajewski, Mitchell—7.

Noes—Director Stacy—1.

SPECIAL COMMITTEES

Secretary-Business Manager presented a report of an expulsion order from the Independent Hearing Panel of the Milwaukee Board of School Directors.

Director Pajewski moved to accept the report. The motion Prevailed, the voted being as follows:

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Neil, Pajewski, President Cullen—7.

Noes—None.

COMMITTEE OF THE WHOLE

Secretary-Business Manager presented the following special report of the Committee of the Whole:

August 22, 1990

SPECIAL REPORT OF THE BOARD'S COMMITTEE OF THE WHOLE

The Board met as a Committee of the Whole on Wednesday, August 22, 1990, for the purpose of reviewing and taking action on the program specifications for the proposed Twenty-fourth Street Middle School and the Schlitz Malt House facilities.

The Superintendent and the Secretary-Business Manager advised your Committee

During the past several years, the Administration has been providing information to the Board relative to the need for additional classroom space, both at the elementary and middle school level to accommodate increased enrollments and programs approved by the Board. At the present time, there is a particularly acute need for additional space at the middle school level where as many as three additional schools are likely required in addition to the new Sarah A. Scott Middle School.

During the past several months the Administration has been working on a proposal with representatives from the Wisconsin Preservation Fund, Inc., Grunau Project Development Corporation and the firm of Conta & Associates. This proposal would provide for additions and alterations to the former

Milwaukee County Hospital located at North Twenty-fourth Street and West Wisconsin Avenue for the purpose of creating a new middle school facility and modifications to the former bottlehouse building at the Schlitz Park.

Thefollowing information is presented relative to both projects:

a. 24th and Wisconsin - Due to the time constraints involved with the project, a standard middle school program based upon the Sarah Scott program will be involved. The involvement process which will be used will be the same as used at Brown Street School. This process will commence upon appointment of a principal who will create a school-community committee comprised of parents, community groups, such as the Avenue West and West End Community Associations, appropriate staff from the Department of Curriculum and Instruction, Department of Exceptional Education and Supportive Services, the appropriate Service Delivery Area Community Superintendent and staff, and other interested parties. The normal Board involvement process will then be utilized to develop the program and other special aspects to be included in the school. This process will then establish the base from which other involvement activities can occur after the opening of the school.

b. Schlitz Park - The location and size of the complex offers the opportunity to explore integrated services for the parents, children, and community members. Since some time is available for input, advisory committees will be formed to identify and develop the programs. The process will permit input from a variety of constituencies. Upon completion of the process, recommendations will be brought to the Board for approval.

Some ideas which have been suggested for the Schlitz Park property are: elementary and/or middle school programs, an early childhood program, an extended day program, a teacher training center, and parenting classes. The location of the Schlitz Park property is ideally suited to an early childhood/elementary school extended day program. Such a program would be attractive to both neighborhood parents and parents from all parts of the city who work in the downtown area. A survey is being completed by all of the tenant employees to ascertain their interest. This group of tenants provides a sound neighborhood based upon which to build. Locating a middle school at the site would provide additional program continuity. The space is flexible and could accommodate a number and variety of programs.

It has been suggested that the concepts of learning styles and multiple intelligences be included in the discussion of programs to be planned for both new sites. There is an increasing need to utilize multiple-intelligence assessment strategies in order to fully meet the varying needs, interests, and abilities of an urban, multi-cultural/multi-ethnic student population. The perception of multiple-intelligences is that people have linguistic, mathematical, musical, spatial, and kinesthetic aptitudes, and that they develop both interpersonal and intrapersonal skills. The Administration will evaluate the potential for this concept to be an integral part of whatever programs are recommended.

Your Committee recommends that:

1. The Board approve a middle school program at the proposed 24th Street and Wisconsin Avenue site.

2. The Board approve a middle school, K-8 school, and extended day-early childhood program at the Schlitz Malt House site. These programs will be designed to meet the needs of today's children with collaboration among various health and social service agencies and community based organizations.

3. The demographic make-up of these programs will be reflective of the racial make-up of the school district as a whole, and that 65% of the student body for each program come from the immediate neighborhood.

The administration commence the planning process to develop educational specifications by involving parents and other representatives from the community in which each site is located and that completed educational specifications be brought back to the Board for approval.

Director Mallory moved to adopt the report of the Committee of the Whole.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Cullen, Johnson, Mallory, O'Neil, Pajewski, President Cullen—7.

Noes—None.

UNFINISHED BUSINESS

The Secretary-Business Manager presented four items set aside from June 27, 1990 meeting: Item 10 of the Committee on Personnel and Negotiations, Items 3 and 6 of the Committee on Instruction and Community Relations, and Item 11 of the Committee on Finance and Facilities.

Director Mallory moved to return all items back to their respective Committees for review and recommendation back to the Board.

The motion was adopted by unanimous consent.

COMMUNICATIONS AND PETITIONS

The Secretary-Business Manager presented the following communications:

Communication from Andrew Ruiz regarding the public service advertising campaign directed to building self-esteem of African-American males.

Referred to the Committee on Instruction and Community Relations.

Communication from the North Division High School Community Advisory Committee regarding Texas C. Bufkin.

Director Bills moved to receive the communication and place it on file.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Cullen, O'Neil, Pajewski, President Mitchell—5.

Noes—None.

Present—Directors Johnson, Mallory—2.

RESOLUTIONS

By Director Johnson

WHEREAS, As the early retirement window has created a large number of teacher vacancies (approx. 390 exist); and

WHEREAS, The retiring teachers possess a great many skills and many years of experience; and

WHEREAS, Milwaukee public school students deserve the best possible education; and

WHEREAS, Milwaukee's corporate community has a large number of employees with college education with great skills and real world experience; now, therefore, be it

RESOLVED, That the administration create a plan to enter into a partnership with Milwaukee's business community to promote part-time/full-time teacher positions from within these ranks; and be it

FURTHER RESOLVED, That the plan shall include structure and direction for the appropriate certification; and be it

FURTHER RESOLVED, That the partnership shall include those institutions of higher learning that have the capacity to promote educational instruction certification.

Referred to the Committee on Personnel and Negotiations.

By Director Mallory

WHEREAS, MPS students participate in a variety of athletic and interscholastic activities which necessitates their staying at school into the late evening hours; and

WHEREAS, Due to problems in our society, coaches and other school personnel often feel compelled to assist students who lack transportation to after school activities; and

WHEREAS, Coaches and other school personnel often use personal vehicles to transport students to after school activities; and

WHEREAS, Liability issues have arisen with respect to the transporting of students by school district personnel; therefore, be it

RESOLVED, That the administration will develop a district-wide parental consent form for the emergency transport of students to after school events and/or activities; and be it

FURTHER RESOLVED, That school district personnel, including coaches, will not transport students in personal vehicles without parental permission.

Referred to the Committee on Personnel and Negotiations.

By Director Mallory

WHEREAS, There are presently 4,238 juveniles in the County on probation and that there are not enough probation officers to meet this demanding caseload; and

WHEREAS, A volunteer Role Model program has been designed to address some of the caseload problems in the current probation system; and

WHEREAS, It is intended that this Volunteer Role Model program will be proposed to the State and Federal governments and/or local foundations for funding; and

WHEREAS, Juveniles on probation are in need of such a Volunteer Role Model program; and

WHEREAS, County Supervisor Meauz submitted to the County Board a resolution endorsing the proposed Volunteer Role Model program for the County's probation system; and

WHEREAS, This resolution authorizes the Director of the Department of Social Services to provide informational resources and support to the program; therefore, be it

RESOLVED, That the Milwaukee Board of School Directors endorse the Volunteer Role model program concept and extend its willingness to provide in-kind assistance and support; and be it

FURTHER RESOLVED, That this resolution, upon adoption, serve as a recommendation by the Board of School Director to the State and Federal governments and/or any and all private foundations of other funding sources, that the proposed Volunteer Role Model program merits funding.

Referred to the Committee on Personnel and Negotiations.

By President Mitchell

WHEREAS, The future of this nation is dependent upon the success of the students in the urban centers, and

WHEREAS, Urban public education will continue to provide the essential educational services to 90 percent of those students, and

WHEREAS, Urban public school systems have provided leadership in academic improvements for inner city school children, especially at the elementary school level, in reducing school dropouts at the secondary level and in coordinating resources to serve urban children and their families more effectively at the community level;

THEREFORE, Be it resolved that the Milwaukee Public Schools will continue to create district-wide efforts to bring the academic achievement of all learners above national averages; to promote programs and services which will enable all children to start school ready to learn; to increase graduation rates and to prepare urban graduates so they can pursue post-secondary opportunities and exercise their responsibilities as citizens; to recruit staff who are qualified and prepared to teach in the city and who reflect the diversity of the students they serve; and to provide students with a secure and caring environment supportive of healthy minds and bodies; and

BE IT FURTHER RESOLVED, That the Milwaukee Public Schools pledges its support of the Council of the Great City Schools' Urban Educational Summit at which national leadership will agree on program and resources development strategies to help the Council and the Milwaukee Public Schools achieve the goals herein described and;

BE IT FURTHER RESOLVED, That the Milwaukee Public Schools will pledge itself to support such program and resource development strategies as a result from the Summit.

Referred to the Committee on Instruction and Community Relations.

By the President on Behalf of the Board of School Directors:

WHEREAS, David Cullen was elected to the Milwaukee Board of School Directors in 1983; and

WHEREAS, Director Cullen, in addition to his several committee assignments, served as Chairman of the Legislation and Rules Committee, the Budget Committee, and the Finance and Facilities Committee; and

WHEREAS, Director Cullen is now completing 7 years of service as a member of the Board including 3 terms as Board President in 1987-1988, 1988-1989, and 1989-1990; and

WHEREAS, Director Cullen brought to the Board an interest in school desegregation and the role of interscholastic athletics in achievement and

WHEREAS, Director Cullen introduced numerous resolutions to benefit the children of Milwaukee and served as a dedicated and committee member of the Board; therefore, be it

RESOLVED, That the Board of School Directors extend its sincere appreciation to Director David Cullen for his years of dedicated service to the Milwaukee Public Schools; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent minutes of the Board of School Directors; and be it

FURTHER RESOLVED, That the Board instruct the Secretary-Business Manager to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered, to Director Cullen in tribute to his record of dedicated public service to the citizens of Milwaukee and the boys and girls in the public schools.

Adopted unanimously by consensus.

The Board recessed 9:48 to 10:05 PM and from 12:10 AM to 12:25 AM.

Director Stacy left 1:30 AM.

The Board adjourned at 1:43 AM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 18, 1990

Special meeting of the Board of School Directors called to order by President Mitchell at 8:08 PM.

Present—Directors Bills, O'Connell, O'Neil, Pajewski, Stacy (8:20 PM), and President Mitchell—6.

Absent and excused—Directors Johnson and Mallory—2.

Vacancy on Board—1.

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

September 12,1990

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 8:00 PM, Tuesday, September 18, 1990 in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin for the purpose of discussing and giving hearing regarding concerns raised by the Milwaukee Tech Alumni Association.

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 discussing and giving hearing regarding concerns raised by the Milwaukee Tech Alumni Association.

The motion prevailed, the vote being as follows:

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

Noes-None.

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

The Committee of the Whole rose at 9:03 PM.

President Mitchell, who acted as chairperson of the Committee of the Whole, reported that the Committee had given hearing to interested persons regarding concerns raised by the Milwaukee Tech Alumni Association.

The Board adjourned at 9:15 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 26, 1990

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:08 PM.

Present—Directors Bills, Johnson, Mallory (8:10 PM), O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—8.

Absent—None.

Vacancy on Board—1.

JOINT COMMUNICATIONS

September 26, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

Negotiations have been completed between the Milwaukee Board of School Directors and PAMPS (psychologists). The contract has been ratified by the unit membership.

It is the recommendation of the superintendent and the secretary-business manager that the Board approve and adopt the one year contract (July 1, 1990, through June 30, 1991) with the amendments as indicated on the attached package proposal.

ROBERT S. PETERKIN
Superintendent of Schools

JOHN J. PETERBURS
Secretary-Business Manager

Attachment

Director Johnson moved to approve the contract.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—7.

Noes—None.

SECRETARY-BUSINESS MANAGER'S COMMUNICATIONS

September 26, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Notice of Injury and Notice of Claim against the Board of School Directors of the City of Milwaukee and the City of Milwaukee, filed by Emile H. Banks, Jr., attorney, on behalf of

Christopher Taylor, a minor, who allegedly sustained personal injuries at the North Division High School on October 14, 1989.

Claim is made in the sum of $15,075.

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) 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 documents attached)

Director Pajewski moved to disallow the claim.

The motion prevailed, the vote being as follows.

Ayes—Directors Bills, Johnson, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—7.

Noes—None.

September 26, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

As part of an on-going effort to expedite the acquisition of the site for the new Sarah Scott Middle School, the Administration is continually providing the Board of School Directors with the most current information possible. Communications have been received from the Department of City Development recommending payment of certain relocation claims. In order to permit the project to continue on schedule, it is recommended that the following claims be approved:

John Meindle -Site Address: 1218 West State Street, #209

Moving Expense.....	$ 250
Rent Differential.....	8,000
Total	$8,250

John Michelau -Site Address: 1218 West State Street, #103

Moving Expense.....	$ 250
Rent Differential.....	8,000
Total	$8,250

Robert Curtis -Site Address: 1218 West State Street, #208

Moving Expense.....	$ 250
Rent Differential.....	7,920
Total	$8,250

Bernie Paget, Jr. -Site Address: 1218 West State Street, #106-108

Moving Expense.....	$ 950
Rent Differential.....	8,000
Total	$8,950

It is recommended that the claims be paid.

Respectfully Submitted,

JOHN J. PETERBURS
Secretary-Business Manager

Director O'Connell moved to approve the recommendation.

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

Ayes—Directors Bills, Johnson, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—7.

Noes—None.

September 26, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

As required by Wisconsin State Statutes Section 119.34(4), a census was taken of the children of school age residing in the City of Milwaukee. Additionally, an enumeration was made of children under the age of four. The 1990 census is as follows:

1990 ANNUAL ENUMERATION OF CHILDREN RESIDING
IN THE CITY OF MILWAUKEE
As of June 30, 1990

Ages	Males	Females	Total	Attended Public School	Attended Parochial or Private School	Did Not Attend School
0	1,852	1,863	3,715	0	0	3,715
1	3,876	3,722	7,598	0	0	7,598
2	4,984	4,825	9,809	0	0	9,809
3	5,273	5,091	10,364	0	0	10,364
Total	15,985	15,501	31,486	9	9	31,486
4	5,309	5,180	10,489	7,880	160	9,549
5	5,363	5,112	10,475	3,156	740	6,579
6	5,222	4,973	10,195	6,158	1,515	2,522
7	5,306	5,163	10,469	7,844	2,165	460
8	5,211	5,034	10,245	7,801	2,370	74
9	5,056	4,973	10,029	7,648	2,349	32
10	5,173	4,909	10,082	7,726	2,336	20
11	4,824	4,698	9,522	7,326	2,181	15
12	4,428	4,324	8,752	6,607	2,129	16
13	4,392	4,169	8,561	6,493	2,054	14
14	4,045	3,991	8,036	6,162	1,859	15
15	4,219	4,073	8,292	6,573	1,689	30
16	4,227	3,967	8,194	6,777	1,370	47
17	3,987	4,048	8,035	6,620	1,275	140
18	4,806	4,717	9,523	6,386	2,392	745
19	4,814	5,010	9,824	5,022	2,762	2,040
Total 4-19	76,382	74,341	150,723	99,079	29,346	22,298

Grand Total	92,367	89,842	182,209	99,079	29,346	53,784

A copy of the census by census tract, age, and racial composition is available upon request.

Respectfully Submitted,

JOHN J. PETERBURS
Secretary-Business Manager

Received and placed on file.

September 26, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

Please be advised that Milwaukee Public Schools has been awarded the Certificate of Achievement for Excellence in Financial Accounting by the Government Finance Officers Association of the United States and Canada (GFOA) for its comprehensive annual financial report. As stated by GFOA, the Certificate of Achievement is the highest form of recognition in the area of governmental accounting and financial reporting and its attainment represents a significant accomplishment by a government and its management.

The Milwaukee Public Schools' annual financial report was judged by an impartial GFOA panel to meet the high standards in financial reporting. The GFOA is a nonprofit professional association serving 11,500 government finance professionals.

Respectfully submitted,

JOHN J. PETERBURS
Secretary- Business Manager

(Attachments)

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 August 1, 1990, through August 31, 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. 1932 to 4669, inc.

Payrolls (net withholdings).....	$ 7,123,054.38
Accounts.....	16,214.302.23
	$23,337,356.61

CONSTRUCTION FUND

Accounts, Voucher nos. 92 to 250, inc. $ 2,188,411.30

EXTENSION FUND

Payrolls and Accounts, Voucher nos. 1184 to 386, inc.

Payrolls (net withholdings)	$ 524,900.50	
Accounts	522,669.65	
		$ 1,047,570.15
TOTAL		$ 26,573,338.06

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

Ayes—Directors Bills, Johnson, O'Connell, O'Neil, Pajewski, Stacy, 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:

September 26, 1990

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:

Name and Assignment	Date	Position and Salary	Increment Date
		APPOINTMENTS	
Gerald Belongie Sr. Fac. & Main. Services	08-20-90	Sheet Metal Worker $18.07/hr.($36,140.00/yr.) (Replacement for retirement)	08-20
Allan L. Brown Fac. & Main. Services	08-08-90	Boiler Attendant $21,071.96/yr. (Replacement for retirement)	08-08
Barbara Ford Gaenslen	08-24-90	Clerk Typist I $12,185.78/yr. (Replacement for transfer)	08-24
Scott Hirsch School Safety	08-31-90	School Safety Aide $7.45/hr.($10,966.40/yr.)	08-31

(Replacement for resignation)

Bernell Hooker School Safety	08-31-90	School Safety Aide $7.45/hr.($10,966.40/yr.) (Replacement for resignation)	08-31
Isha Kinard School Safety	08-31-90	School Safety Aide $7.45/hr.($10,966.40/yr.) (Replacement for resignation)	08-31
Bruce Mittelstedt Fac. & Main. Services	08-13-90	Office Equipment Technician $26,277.42/yr. (New position)	08-13
Anita Zielinski School Safety	08-21-90	School Safety Aide $7.45/hr.($10,966.40/yr.) (Replacement for resignation)	08-31

PROMOTIONS

Barbara Acker Auer	09-07-90	Food Service Mgr. III $13,24.96/yr.	09-21
Diane Berndt Food Services	08-07-90	School Secretary III $22,153.56/yr.	03-03
Karen Brzezinski Zablocki	08-29-90	Food Service Mgr. III $17,198.28/yr.	01-01
Nola Decker Keefe	01-17-90	Food Service Mgr. II $12,234.40/yr.	08-30
Annette Gladney Sherman	08-29-90	Food Service Mgr. III $16,213.57/yr.	08-24
Geraldine Groce Franklin	08-29-90	Food Service Mgr. III $15,151.18/yr.	05-16
Kay Kohlmann Allen-Field	08-29-90	Food Service Mgr. III $16,425.58/yr.	09-12
Audrey Kerzman Info Systems	08-22-90	Clerical Mentor Trainer $24,994.32/yr.	03-21
Natalie Longworth Bud.Plan. & Fis.Stud.	09-05-90	Budget Analyst $46,442.48/yr.	09-05
Raymond Mielke Palmer	01-03-90	Food Service Mgr. II $13,224.96/yr.	08-30
Sharon Miszewski Hi-Mount	08-29-90	Food Service Mgr. II $12,298.07/yr.	09-19
Patricia Sanders Alcott	08-29-90	Food Service Mgr. II $16,144.81/yr.	02-06
Barbara Schmit Thoreau	08-29-90	Food Service Mgr. II $15,650.14/yr.	08-27
Dorothy Thompson	08-29-90	Food Service Mgr. II	04-01

Neeskara	$14,621.05/yr.

CHANGES IN STATUS

Joan Amich ¢ Bell	08-20-90	School Secretary I $19,527.73/yr.	06-15
Grace Berndt % Kluge	08-29-90	Food Service Mgr. III $17,198.28/yr.	01-01
Linda Drickhamer = Tippecanoe	08-29-90	Food Service Mgr. I $15,166.24/yr.	12-13
Katie Hathaway ¢ King	08-29-90	Food Service Mgr. IV $17,778.07/yr.	12-09
Nellie Lyss % Grantosa	08-29-90	Food Service Mgr. III $16,532.32/yr.	09-28
Marie McElvain °° Custer	08-29-90	Food Service Mgr. III $17,198.28/yr.	01-01
Donna Pilak % Juneau	08-29-90	Food Service Mgr. III $15,942.13/yr.	08-27
Blanca Sandoval Gil * Kosciuszko	08-24-90	School Secretary I $16,786.60/yr.	03-11
Joyce Simpson # Muir	08-24-90	Clerk Typist I $12,185.78/yr.	08-24

¢ From a 10 month to a 12 month position
% Reinstatement of Food Serv. Mgrs. per Appendix A, page 34, of Local 150 Contract (Food Service)
= Voluntary demotion from Food Service Manager IV
°° Layoff of Food Service Mgrs. per Appendix A, page 34, of Local 150 Contract (Food Service)
* From 12 month to 10 month
From substitute to regular appointment

Your Committee recommends approval of the joint recommendations and report 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

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Increment Date
Effective September, 1990 payroll:					
(nr)	Paula L. Accola E.D.	B	25,680	5	September, 1991

(nr)	Elizabeth A. Andersen Upper Elementary	B	20,964	0	September, 1991
(r)	Reginald K. Armstrong E.D.	B	20,964	0	September, 1991
(r)	Terri Bialas E.D./Elementary	B	23,060	2	September, 1991
(nr)	Briged E. Brigden Upper Elementary	B	23,060	2	September, 1991
(nr)	Elizabeth K. Burns Elementary	B	20,964	0	September, 1991
(r)	JoEllen G. Butler K-3	B	25,680	5	September, 1991
(r)	Delphine M. Calvin E.D.	B	20,964	0	September, 1991
(r)	Ida I. Campos Bilingual Elementary	B	20,964	0	September, 1991
(nr)	Bethany L. Charles Upper Elementary	B	20,964	0	September, 1991
(nr)	Cathy A. Copeland Upper Elementary	B	20,964	0	September, 1991
(r)(b)	Mary M. Darnieder Library/Elementary	BB	31,853	9	September, 1991
(nr)	Mary K. Davis Music	B	20,964	0	September, 1991
(nr)	Joseph A. DiFrances Spanish	C	21,824	0	September, 1991
(r)	Nathorn C. Edwards E.D.	B	20,964	0	September, 1991
(nr)	Julie A. Farris Upper Elementary	B	20,964	0	September, 1991
(r)(b)	Barbara J. George E.D.	E	36,654	15.1	June, 1991
(nr)	Cynthia Y. Greene Reading	B	24,632	4	September, 1991
(r)	Milena Gulan Music	B	20,964	0	September, 1991
(nr)	Linda S. Hagens MR/EC	B	24,632	4	September, 1991

(r)	Deborah A. Haines Reading	B	25,680	5	September, 1991
(r)	Billy J. Harris E.D./Elementary	B	23,060	2	September, 1991
(r)(b)	Frances D. Harvey SS/LD	C	37,342	14.5	February, 1991
(nr)	John R. Hill Upper Elementary	B	23,060	2	September, 1991
(nr)	Steven W. Howell Elementary	B	20,964	0	September, 1991
(r)	Karen L. Jacobs Upper Elementary	B	20,964	0	September, 1991
(r)	Muhammad A. Javeed Agriculture/Chemistry	B	20,964	0	September, 1991
(nr)	Patricia A. Karwowski Upper Elementary	B	20,964	0	September, 1991
(r)	Karla L. Kopp LD/ED	B	22,012	1	September, 1991
(nr)	Julie A. Kowalkowski Speech Pathologist	B	22,012	1	September, 1991
(nr)	Amy E. Kunkel German Immersion	B	20,964	0	September, 1991
(r)	Mary E. Kutner Upper Elementary	B	20,964	0	September, 1991
(nr)	Mary L. Lamping ED/Elementary	B	22,012	1	September, 1991
(r)	Ann Marie Markon MR (K-8)	B	25,680	5	September, 1991
(nr)	Colleen E. Marquardt ED	B	22,012	1	September, 1991
(nr)	Patricia N. Mayer Bilingual Elementary	B	20,964	0	September, 1991
(nr)	John M. Miller Tech Ed	B	20,964	0	September, 1991
(r)	Kathleen M. Misurek Reading/Elementary	B	25,680	5	September, 1991
(r)	Joseph R. Moore III ED	B	24,632	4	September, 1991

(nr)	Andrea N. Mueller Music	B	22,012	1	September, 1991
(nr)	Alexander Nickols Math/Computers	B	23,061	2	September, 1991
(nr)	Julia K. Nielsen EC:EEN	B	22,012	1	September, 1991
(nr)	Dawn R. Nyholm ED	B	20,964	0	September, 1991
(nr)	Julie G. O'Neill Speech Pathologist	B	20,964	0	September, 1991
(r)	Lois Osmer English/SS	B	20,964	0	September, 1991
(nr)	Phil L. Owens Spanish	B	20,964	0	September, 1991
(nr)	Jane M. Patterson Upper Elementary	B	20,964	0	September, 1991
(nr)	Denise Price LD	B	24,632	4	September, 1991
(nr)	Maria A. Rivera Bilingual English	B	25,680	5	September, 1991
(nr)	Heather L. Rodabaugh Upper Elementary	B	20,964	0	September, 1991
(nr)	Elizabeth A. Rodriguez Art	B	20,964	0	September, 1991
(r)	Teresa Sanchez Bilingual Science	B	20,964	0	September, 1991
(nr)	James F. Saulino Reading	B	20,964	0	September, 1991
(r)	James B. Sayavong Bilingual Elementary	B	20,964	0	September, 1991
(r)(b)	Eva L. Shaw ED	B	25,680	5	September, 1991
(r)	Sandra G. Shed Elementary	B	20,964	0	September, 1991
(r)	Claire L. Shepherd Reading	B	22,012	1	September, 1991
(nr)	Catherine I. Short EC:EEN	B	25,680	5	September, 1991

(nr)	Karen E. Smith Bilingual Reading/Elementary	C	21,824	0	September, 1991
(nr)	Laura A. Steininger Vpper Elementary	B	20,964	0	September, 1991
(nr)	Ralph A. Thiel Reading	B	25,680	5	September, 1991
(nr)	John P. Thomas Upper Elementary	B	24,108	3	September, 1991
(r)	Terri J. Thornton Upper Elementary	B	20,964	0	September, 1991
(r)	Michael J. Valadez Med Tech	B	20,964	0	September, 1991
(r)	Nou S. Vang Bilingual Tech Ed	B	20,964	0	September, 1991
(nr)	Ashod Vartanian Reading	C	26,540	5	September, 1991
(r)(b)	Frank A. Walls Bus Ed	BB	29,789	7	September, 1991
(nr)	Joseph R. Walsh Bilingual Science	B	25,680	5	September, 1991
(r)	Jeffrey W. Warren MR	B	20,964	0	September, 1991
(nr)	Laura J. White Reading	C	24,968	3	September, 1991
(r)	Mary P. Winfield ED/Elementary	B	20,964	0	September, 1991
(nr)	William J. Xiong Bilingual Guidance	C	22,872	1	September, 1991

APPOINTMENTS (contd.)

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Increment Date

School Social Worker - Schedule 02
Effective between August 24, 1990, and August 30, 1990, inclusive:

(nr)	Nancy L. Anderson	37,412	5	September, 1991
(r)	Alexander Hardy	30,077	0	September, 1991

Associate School Psychologist - Schedule 05
Effective between August 24, 1990, and August 30, l990, inclusive:

(nr)	Rhondell Bennett	33, 689	4	September, 1991
(r)	Nancy E. Berg	29,942	1	September, 1991
(nr)	Nydia M. Lorenzana	28,693	0	September, 1991
(r)	Margaret A. Rodriguez	29,942	1	September, 1991
(r)	Betty L. Warltier	28,693	1	September, 1991
	Gregory G. Wolak	32,440	3	September, 1991

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

ADMINISTRATIVE APPOINTMENT/PROMOTION

(r) Rosetta Foote	Assistant Principal Dover/Riley Schools	Schedule III, Range l0d $43,763.00
(r) Marguerite Guy	Assistant Principal Comprehensive Support Center	Schedule III, Range 12c $52,357.00

(r) Resident

ADMINISTRATIVE REASSIGNMENT

	To	From
Linda Hoganson	Supervisor, ED Program	Supervisor, Early Childhood EEN

* * * * * *

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

LEAVES OF ABSENCE		Beginning
Illness leave, to January, 1991:		
Judith Simonitsch	Robinson	August 31, 1990
Sandra Zahn	Burdick	August 31, 1990

Maternity leave, to January, 1991:

Karen Coleman	Custer	August 31, 1990
Marilyn Killian	Holmes	August 31, 1990
Karen Lehman	Browning	August 31, 1990
Patrice K. Jensen	Roosevelt	August 31, 1990
Susan Sernoe-Plotkin	Gaenslen	August 31, 1990

Maternity leave, to June, 1991:

Prudence Cantlon	Bay View	August 31, 1990
Tami Dale	Steuben	August 31, 1990
Irma Daniels	Lady Pitts	August 31, 1990
Cheryl Hock	Carlton	August 31, 1990
Michelle Hokenson	Whitman	August 31, 1990
Kathleen Kotnik	Whitman	August 31, 1990
Susan Noelck	Sixty-fifth	August 31, 1990
Beth Kenefick	Franklin	August 31, 1990
Christine Pawlowski	Grantosa	August 31, 1990
Karolin Winston	Browning	August 31, 1990

Paternity leave, to June, 1991:

Timothy P. Goetter	Clemens	September 17, 1990

Personal leave, to June, 1991:

David Levine	Milw. H.S. of Arts	August 31, 1990
Freya Neumann	SDA VI	August 24, 1990
Mary Ellen Regan	Maryland	August 31, 1990
Ponchitta Roberson	North	August 31, 1990
Graciela E. Salvat	Vieau	August 31, 1990
Fred Silver	Roosevelt	August 31, 1990
Therese Sparks	Cass	August 31, 1990
Chester Wywialowski	Bay View	August 31, 1990

Personal leave, to June, 1992:

Mauricio Madiedo	Kagel	August 31, 1990

Sabbatical leave, to June, 1991:

Kathleen E. Davis	Central Office	August 31, 1990
Alice Edgar	Sherman	August 31, 1990

Study leave, to June, 1991:

Leonor Romero	Fratney	August 31, 1990

Extension of leave for maternity, to January, 1991:

Diane J. Rombca	On leave	August 31, 1990

Extension of leave for personal, to June, 1991:

Jean Alexander	On leave	August 31, 1990
Annie Rheams	On leave	August 31, 1990

* * * * * *

(ITEM 5) Your Committee recommends that the following action taken by the Board granting a personal leave be, and it hereby is, rescinded:

RESCINDING OF LEAVE

Scott Rome - was granted a personal unpaid leave of absence from April 3, 1990 to June, 1991. Rescinded as of August 31, 1990.

* * * * * *

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

RESIGNATIONS

Cherie Andrus	81st	August 7, 1990
Susan E. Balke	Audubon	July 27, 1990
Kathryn Ballweg	Fritsche	August 10, 1990
Teddi M. Beam-Conroy	Fratney	July 26, 1990
Cindy S. Bonness	Lloyd	June 15, 1990
Shaley G. Boulware	Fulton	August 15, 1990
Margaret A. Bradtke	Craig	August 3, 1990
Catherine M. Brow	Muir	August 15, 1990
Joy E. Carter	On Leave	July 30, 1990
Judith A. Caruso	Browning	June 15, 1990
Karen Culver	Marshall	August 8, 1990
Sharon K. Deakin-Lawton	On Leave	July 29, 1990
Kathleen Forczek	Cooper	August 30, 1990
Lori B. Friebert	Bell	August 30, 1990
Ellen L. Gass	Pierce	August 1, 1990
Merrybeth Gerschke	Morse	August 3, 1990
John J. Gosling	Washington	August 9, 1990
Lucindy Greene	Vincent	August 1, 1990
Kathleen Gwidt	Fulton	July 27, 1990
Jeanne M. Harvey	Cass	August 27, 1990
Nancy K. Hicks	City Wide	July 17, 1990
Renee Hickson	Trowbridge	August 10, 1990
Nita R. Hodgson	Riverside	August 1, 1990
Monica L. Holmi	Townsend	July 31, 1990
Steven Hurst	37th	August 8, 1990
Bonnie Jones	Lincoln Av	August 4, 1990
Val Jostock	Siefert	August 9, 1990
Rose Marie Kaiser	65th	August 15, 1990
Michele Kloth	Parkman Rg	August 1, 1990
Jerianne K. Kvapil-Meyer	Morse	August 20, 1990
Harriett J. Lagerlof	Engleburg	July 16, 1990
Judson M. Lyon	M.H.S. Art	July 18, 1990
Jane E. Marko	LaFollette	August 8, 1990
Donna Lynn Marquardt	South	July 25, 1990

Alexis M. Marshall	Bell	July 29, 1990

Betsy May-Batres	Fratney	July 18, 1990
Patricia Meagher- Springer	On Leave	July 26, 1990
Heather N. Meier	Audubon	July 18, 1990
Mark Allan Meier	Edison	July 20, 1990
Richard John Meyers	Riverside	August 30, 1990
Suzanne Miller	Green Bay	August 14, 1990
Carmelo J. Minessale	Morse	July 27, 1990
Nancy J. Mitchell	Hawley	August 5, 1990
Janet L. Musolf	Gaenslen	August 7, 1990
Joseph F. Mutranowski	Manitoba	June 18, 1990
Richard J. Neustifter	Fritsche	August 14, 1990
Jean Olsheske	Pierce	August 30, 1990
Denise B. Oman	McNair	August 30, 1990
Michael Gerard Pflum	Burdick	June 18, 1990
Scott R. Pratt	North	August 13, 1990
Theodore Rehl	Frst Home	August 3, 1990
Thomas E. Reinke	Bay View	August 30, 1990
Terri Rosten	Holmes	August 3, 1990
Xenia Ruiz	South	July 1, 1990
Cristina Salo-Olson	Wright	August 8, 1990
Russell Lee Sayler	South	July 25, 1990
Joanne N. Schmid	Bell	June 18, 1990
Marlea Sechtig	Barton	June 18, 1990
Mary See	Victory	August 27, 1990
Lisa Seitz	City Wide	July 24, 1990
Audrey Faye Serocki	Riley	July 16, 1990
Cathy Lynn Siegel	21st	August 30, 1990
Kenneth John Sikorski	Burdick	June 30 1990
Anita F. Simansky	On Leave	July 31, 1990
Sharlyn L. Smith	Roosevelt	August 16, 1990
Teresa A. Steinacker	Philipp	July 9, 1990
Sharon Steurer	Wright	August 7, 1990
Jeffrey J. Treul	Green Bay	August 9, 1990
Mary M. Vail	Morgandale	August 30, 1990
Kathryn Wachs	Berger	July 23, 1990
Jean E. Wagner	Fulton	July 29, 1990
Carol B. Weinberg	Hawthorne	August 30, 1990
Sandra R. Wheeler	Fritsche	August 10, 1990
Charles T. Willems	North	July 17, 1990
Frances W. Williams	Holmes	August 13, 1990
Sally Woloszyk	Morgandale	August 30, 1990
Rhonda L. Zwickey	Hartford	August 21, 1990

* * * * * *

(ITEM 7) The Superintendent advised your Committee that:

Note: The Personnel and Negotiations Committee Originally considered this item at its June 19, 1990, meeting, when it recommended concurrence with the Superintendent's recommendations. At the June 27 Board meeting, the item was held at the Board level. It was referred back to Committee on August 29.

This item is the same as the one originally presented to the Committee on June 19, with the following exceptions:

1. A reference to the proposed budget has been deleted, since the budget has now been adopted.

2. An expanded section on the assignment appeal process has been added. The original item contained only an outline of the proposed new appeal process. The proposed new procedures have now been completed, and are attached. It is the Superintendent's recommendation that the Student Assignment Appeals Procedures be adopted, effective with the implementation of the one stage three choice student selection process.

3. An expanded definition of the term "sibling preference" prepared by the City Attorney is attached to the minutes of your Committee's meeting of September 17, 1990:

Pertinent Facts:

1. The school selection process is one of the most visible functions that the district performs. Annually over 15,000 students participate in the school selection process. The selection system since its inception has been increasingly complex. As a result of concerns over the current school selection process, a study was authorized to review the current process with the expectation of developing a new and improved process by which schools are selected by students and parents. The goals for the new process are as follows:

   a. Promote educational excellence in all schools
   b. Develop the full potential of each child
   c. Increase parental and student choice
   d. Enhance equitable treatment for all racial, linguistic, and socioeconomic groups
   e. Increase parental involvement
   f. Avoid increased segregation
   g. Reduce the cost of transportation and use the savings to improve the quality of education.
   h. Simplify the school selection process

2. At the request of the Superintendent and approved by the Board of School Directors, Dr. Charles Willie was hired as a consultant to analyze and make recommendations regarding the district's school selection process. The following issues generated the need for the study**:**

   a. Overburden of busing on black students
   b. Increased cost of transportation
   c. Funds diverted from educational programs to transportation
   d. Need for coordination of student assignment plans for inter and intradistrict transfers
   e. Equity in school selection for Milwaukee residents
   f. Concern for enhanced selection of schools (choice) of all parents
   g. Concern that some parents did not have adequate information to exercise choice within the school selection process
   h. Involvement of parents/proximity of school to home
   i. Maintenance of desegregation in schools
   j. Building a sense of community
   k. Coordination of school selection with new regional concept
   l. Potential of new school buildings
   m. Simplification of school selection process

3. After a year of talking extensively with various individuals, community groups, Milwaukee Public Schools staff, and reading various related reports and studies, Dr. Willie submitted to the Superintendent and the Board of School Directors a report entitled Long-Range Educational Equity Plan For Milwaukee Public Schools (LEEP).

4. Numerous public hearings were held at various locations and with community groups to explain the plan and to gather public reaction to the plan. Written responses regarding the plan were also solicited from groups and individuals.

5. As a result of the public hearings held by Dr. Willie and the Superintendent, a Long-Range Educational Equity Plan Planning Committee was appointed by the Superintendent and chaired by Dr. Deborah McGriff, Deputy Superintendent. Other committee members were David Begel, Douglas Haselow, Janie Hatton, Aquine Jackson, Robert Lawrence, Suzanne Lundin, Calvin McIntyre, Belkis Santos, Michael Turza, and Gerald Vance. The committee members represented various MPS departments. The committee's charge was to analyze information and testimony from the public regarding LEEP and to provide recommendations to the Superintendent. The Milwaukee Assignment Plan Planning Committee held five public planning sessions to ensure that the recommendations were responsive to the concerns of the community.

6. The recommendations formulated by the Superintendent are grouped into the three areas: (a) creation of a school selection task force, (b) reaffirmation of certain existing policies, and (c) establishment of new policies. Each of the three areas are described as follows:

   a. The creation of a broad based school selection task force which will be made up of representatives from the community, Community Advisory Council, Service Delivery Areas, city government, community organizations, and the school system. The broad based school selection task force will report to the Board at the May 1991 meeting with recommendations regarding the following issues:

      1. Pairing/clustering/partnerships of schools
      2. New decisions as related to transportation, attendance areas, walk zones, Service Delivery Areas, feeder patterns
      3. Criteria for an effective school that takes in a wide variety of indicators
      4. Definition of desegregation that may take into account racial, socioeconomic, ethnic, or other demographic variables
      5. The designation of three-year-old, four-year-old, and five-year-old kindergarten as temporary or permanent school assignments
      6. Establishment of a college preparatory and vocational/commercial emphasis only at our comprehensive high schools

   b. Reaffirmation of certain existing policies is needed due to the amount of concern selected policies generated at the public hearings. The policies for reaffirmation during the 1990-91 school year are:

      1. Racially Identifiable Schools: The racially identifiable schools were exempt per the desegregation settlement. The racially identifiable schools will be included in the district's improvement initiative.
      2. Exempt Bilingual Schools: Will retain their exempt status as provided by the desegregation settlement.
      3. Feeder Patterns: Establish middle schools for Brown, Fratney, Tippecanoe, and 21st Street Schools. Specific middle schools will be recommended at the October 1990 Board meeting.
      4. Specialty Schools programs: Will remain city-wide schools.
      5 Three, Four, and Five-year-old Kindergarten: S election procedures and locations will remain in effect.

   c. The third set of recommendations that resulted after receiving input from the community regarding the school selection plan involved the establishment of new policies. These new policies are:

      1. School Improvement: Efforts will continue to enhance desirability of all schools. School improvement includes establishing a vision or focus for school improvement

and replication of selected specialty schools/programs. Racially identifiable schools will receive school improvement funds.

2. Funding for School Improvement: Magnet funds, state desegregation funds, and other attainable unallocated resources be directed at school improvement effort.
3. Single Stage Three Choice School Selection Plan: Authorization to implement the Single Stage Three Choice school selection plan for assignments for the 1991-92 school year.
4. Grandfathering: Establish policy so that any new school selection plan permits students to remain in their assignment until they leave at top grade.
5. Parent Information: Intensive information campaign involving SDAs, principals, and Office of Public Information directed at emphasizing the unique programs of our schools.
6. Change the Specialty School Descriptor to Focus Schools: Schools with unique program emphasis be referred to as focus schools emphasizing the program theme or focus.
7. Chapter 220: Begin negotiations with 23 suburban districts to obtain relief in the areas of screening Milwaukee students, sharing of transportation costs, and eliminating holding 10 percent of seats for suburban students.
8. Integrated Attendance Areas: Students living in a naturally integrated attendance area be given preference to attend the attendance area school up to building capacity as long as racial balance is maintained.
9. Appeal Process: Appeals only be granted if it can be proven that the system violated its own published assignment procedures in the assignment of a particular student or for specific humanitarian reasons, such as the need for a child who has serious medical problems. Appeals assignments should not be allowed for schools closed to additional enrollments.
10. Sibling Preference: Siblings be given preference for school selection before random selection.

7. Fiscal Note: The only additional resources needed to implement the recommendations will be those associated with the implementation of the Three Choice School Selection plan**.**

Your Committee recommends that:

1. Long Range issues requiring additional community input to be studied by a broad based school selection task force. The task force will make recommendations at the May 1991 Board meeting regarding:

   a. Pairing/clustering/partnerships of schools

   b. New decisions as related to transportation, attendance areas, walk zones, Service Delivery Areas, feeder patterns

   c. Criteria for an effective school that take in a wide variety of indicators

   d. A definition of desegregation that may take into account racial, socioeconomic, ethnic, or other demographic variables

   e. The designation of three-year-old, four-year-old, and five-year-old kindergarten as temporary or permanent school assignments

   f. Establishment of college preparatory and technical/commercial programs in our comprehensive high schools

2. That the Board reaffirm the existing policies related to the following issues:

a. Racially Identifiable Schools -- The nineteen racially identifiable schools are exempt as part of the desegregation settlement. However, the nineteen schools will be included in the school improvement initiatives.

b. Exempt Bilingual Schools -- The four exempt bilingual schools (Allen-Field, Kagel, Vieau, and Kosciuszko) will retain their exemption status as provided in the desegregation settlement.

c. Feeder Patterns -- Four city-wide elementary schools do not have a feeder pattern to a specific middle school. The four elementary schools are Brown, Fratney, Tippecanoe, and 21st Street schools. After receiving input from the four schools, the administration will recommend, for the 1991-92 school year, a middle school feeder pattern for the four schools at the October 1990 School Board meeting.

Reaffirm that no automatic feeder pattern exists between any middle and high schools.

d. Specialty Schools/Programs -- Focused schools/programs will remain city-wide schools with existing random selection procedures.

e. Three, Four. and Five-Year-Old Kindergarten -- Maintain the present assignment procedures and locations for three, four, and five-year-old kindergarten programs.

3. That the Board establish new policies per the Pertinent Facts for the following areas:

a. School Improvement -- To continue the school improvement effort of the district and to enhance the desirability of all schools, the following are recommended:

1. That during the 1990-91 school year each school establish its own focus which will drive its school improvement efforts.

2. Prior to recommending to the Board of School Directors the replication or creation of new specialty schools, a review of staff availability will be made, waiting lists will be analyzed to determine interest, and an assessment of success in meeting the needs of urban students will be made.

3. Racially identifiable schools will receive school improvement funds.

b. Funding for School Improvement -- In order to fund school improvement it will be necessary to earmark specific funds for school improvement. Therefore, it is recommended that magnet funds, state desegregation funds, and other obtainable unallocated resources be directed at school improvement efforts.

c. Single Stage Three Choice School Selection Plan -- The desegregation settlement mandated that Milwaukee Public Schools implement a Three Choice school option for parents. Therefore, authorization is requested to implement the Single Stage Three Choice school selection plan for the for the 1991-92 school year to replace the current student assignment plan.

d. Grandfathering -- Numerous concerns were generated by the public regarding what effect any new school selection plan would have on current student assignments. To address this concern it is recommended that any new school selection plan permit students to remain in their assignments until they leave the top grade of their schools.

e. Parent Information -- The lack of appropriate information to parents was cited at several public hearings as a concern, along with the lack of parental involvement and information in decisions that affect their children. An additional concern was the lack of information on non city-wide schools/programs. It is recommended that as part of the Three Choice school selection plan that there be an intensive information campaign involving the SDA parent

liaisons and their

parent centers, school principals, and the Office of Public Information. The information to parents would highlight the unique program emphasis of each of our schools. A detailed parent information plan will be provided at the October 1990 Board meeting.

f. Change the Specialty Schools Descriptor to Focus Schools -- The perception of the Milwaukee community is that Milwaukee Public Schools is a two-tiered system of specialty schools and neighborhood schools. The belief is that the specialty schools are special and better than our neighborhood schools. The word "Specialty" implies that the non-specialty schools are not special. It is being recommended that all schools be referred to as focus schools, emphasizing their program theme or focus -- computer, immersion, science, etc. -- and the term "Specialty" not be used.

g. Chapter 220 -- The impact of the Chapter 220 program on the student assignment process and the system in general is a concern of the administration - specifically, the insufficient number of seats available for our own students and the transportation cost to Milwaukee Public Schools which is higher than aid received. It is being recommended that negotiations begin with the 23 suburban districts to gain relief in the area of transportation costs. Board support is needed for the Compact for Educational Opportunity's recommendation that Chapter 220 applicants from Milwaukee to the suburbs be randomly selected. In addition, discussions should begin with the 23 suburban districts to review the practice of holding 10 percent of seats for suburban students. A more equitable selection process for suburban and city white students is needed.

h. Integrated Attendance Areas -- The city-wide neighborhood developmental task force's interest in connecting real estate with seats in neighborhood schools, the desire to attend integrated attendance area schools rather than be transported, both contribute to nurturing integrated attendance areas. It is recommended that naturally integrated attendance areas be able to give preference to attendance area students up to building capacity as long as racial balance is maintained. This should reduce transportation costs and increase school/neighborhood stability. Four high schools, four middle schools, and 21 elementary schools have attendance area black student population between 25-70 percent (See attachment). Attendance areas with between 50-68 percent black student population will be considered an integrated neighborhood for this recommendation.

i. Assignment Appeals -- Under the current Student Assignment Appeals process, upon completion of the current three stage Student Assignment process, parents/guardians who are dissatisfied with their school assignment may file an appeal at the assigned school. Once an appeal is filed, it is reviewed by an administrative committee appointed by the Superintendent. To the extent possible, the Administrative Appeals Committee is representative of the ethnic and gender composition of the Milwaukee Public Schools.

Statistics indicate that approximately 4,000 appeal requests were processed during the period May, 1989 through December, 1989. Approximately 500 requests were approved by the Administrative Appeals Committee.

During the period May, 1990 through June, 1990, more than 4,000 requests were filed by parents. Nearly 7,000 requests have been filed since May, 1990.

I n all appeal cases, the building principal or designee meets with the parents face-to-face in an attempt to resolve any problems or concerns. In addition, parents are informed that the affected student should remain in school pending parental receipt of written notification of the decision. Board policy permits appeals transfers for health, safety and educational concerns.

During the 1989-1990 school year, the administration conducted a review of appeal requests and determined that appeals were being requested for the following reasons:

1. Unusual health reasons;

2. Safety needs;

3. Educational needs;
4. Parent dissatisfaction with the school administration;
5. Parent dissatisfied with school academic staff;
6. Parent dissatisfied with school academic program;
7. Parent dissatisfied due to gang activity in school/area;
8. Inadequate sports activities;
9. Baby sitter problems;
10. Parent dissatisfied with racial make-up of school/area;
11. Parent wants student at school with siblings;
12. Parent dissatisfied with distance of school to home;
13. Parent wants racially balanced school;
14. Parent does not want bussing;
15. Parent wants bussing;
16. School was not the parents choice;
17. Influence of other students;
18. Student failing at present school;
19. Inadequate or no explanation;
20. Dissatisfied with 220 Program**.**

The information obtained in the review reveals that the current appeals process is too cumbersome, lengthy, and often promotes truancy and absenteeism. The administration is submitting recommendations that will streamline the process, expedite parental notification, and ensure uniformity of application.

When there is an oversubscription of applicants for a school, preference for school assignments will be given to siblings before random selection**.**

* * * * * *

(ITEM 8) The Superintendent advised your Committee that:

1. Last year the City of Milwaukee experienced an outbreak of measles that reached epidemic proportions. State law requires all students to be immunized and provides that school districts may exclude those students who have not been immunized.

2. The City Health Commissioner, Paul Nannis, has expressed grave concern about the possibility of another outbreak of measles this school year and is anxious to work with MPS to develop a procedure to immunize all students.

3. Currently, MPS does not exclude all students who have failed to provide proof of current immunization. Exclusion from school has proven to be an effective tool in achieving immunization and it is also a medically effective method of containing the spread of disease.

Your Committee recommends that the administration be authorized to work with the City of Milwaukee Health Department to develop and implement a plan to provide immunizations for all students who need them, and that this plan include the authority to exclude any student who has not been immunized.

* * * * * *

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

1. Employee benefit and insurance expenditures (excluding social s security and pension programs) are projected to be $50 million in the 1990-1991 school year. Total employee benefit and insurance expenditures comprise over 20 percent of the MPS school operations fund.

2. The high growth rates experienced in employee benefit and insurance expenditures over the past ten years and the overall magnitude of the dollars involved, emphasizes the need for increased management attention; therefore, the Secretary-Business Manager and the Director of Human Resource Management requested that the district's external auditors, Deloitte & Touche evaluate the feasibility of establishing a Department of Insurance and Risk Management. It was envisioned that such a department would assume responsibility for all aspects of insurance and risk management. These functions are currently decentralized across several departments within MPS.

3. The Final Report on the Reorganization Feasibility Study to Establish a Division of Insurance and Risk Management for Milwaukee Public Schools was forwarded to Board members for review in August. Contained in this report is a recommended organizational structure for a Department of Insurance and Risk Management. The establishment of this department will provide for effective cost management, pro-active loss control and rigorous oversight over contracted services.

4. The suggested organizational structure establishes a director level position reporting to the Secretary-Business Manager. It is recommended that this position be filled by a skilled benefits and insurance professional with a pro-active business management approach to employee benefits and insurance functions. A job description of this position is included in the feasibility study.

5. A comprehensive plan for the establishment of a Department of Insurance and Risk Management Services will be developed with the input and involvement of affected MPS management staff currently having insurance and risk management responsibilities. It is believed that these employees possess the experience needed for the development of such a plan.

Your Committee recommends:

1. That the Board approve the creation of a Department of Insurance and Risk Management Services reporting to the Secretary-Business Manager which will provide for an integrated organizational structure bringing together all aspects of insurance and risk management including: property and casualty insurance, group life, safety, employee benefits, wellness, and workers compensation.

2. That the Secretary-Business Manager be authorized to recruit and make a recommendation to the Board for filling the position of Director of Insurance and Risk Management Services.

3. That a comprehensive plan for the establishment of a Department of Insurance and Risk Management Services be developed with input and ideas from MPS management staff currently having insurance and risk management responsibilities; that this plan be developed in a cost effective manner; and that this plan be brought back to the Board prior to implementation.

* * * * * *

(ITEM 10) The Superintendent advised your Committee that:

1. At its meeting on August 29, 1990 (Proc.p. 221-222), the Board referred the following resolution, which was introduced by Director Johnson, to the Personnel and Negotiations Committee:

Whereas, As the early retirement window has created a large number of teacher vacancies (approx. 390 exist); and
Whereas, The retiring teachers possess a great many skills and many years of experience; and
Whereas, Milwaukee Public School students deserve the best possible education; and
Whereas, Milwaukee's corporate community has a large number of employees with college education with great skills and real world experience; now, therefore, be it
Resolved, That the administration create a plan to enter into a partnership with Milwaukee ' s business community to promote part-time/full-time teacher positions from within these ranks; and be it further

Resolved, That the plan shall include structure and direction for the appropriate certification; and be it further

Resolved, That the partnership shall include those institutions of higher learning that have the capacity to promote educational instruction certification.

Your Committee reports having given hearing to interested parties and recommends that a committee be established, which will include representatives *of* the business community and other interested parties, to examine how the resolution might be implemented.

* * * * * *

(ITEM 11) The Superintendent advised your Committee that:

1. At its meeting on August 29, 1990 (Proc.p. 222-223), the Board referred the following resolution, which was introduced by Director Mallory, to the Personnel and Negotiations Committee:

Whereas, There are presently 4,238 juveniles in the County on probation and there are not enough probation officers to meet this demanding caseload; and

Whereas, A Volunteer Role Model program has been designed to address some of the caseload problems in the current probation system; and

Whereas, It is intended that this Volunteer Role Model program will be proposed to the State and Federal governments and/or local foundations for funding; and

Whereas, Juveniles on probation are in need of such a Volunteer Role Model program; and

Whereas, County Supervisor Meaux submitted to the County Board a resolution endorsing the proposed Volunteer Role Model program for the County's probation system; and

Whereas, This resolution authorizes the Director of the Department of Social Services to provide informational resources and support to the program; now, therefore, be it

Resolved, That the Milwaukee Board of School Directors endorse the Volunteer Role Model program concept and extend its willingness to provide in-kind assistance and support; and be it further

Resolved, That this resolution, upon adoption, serve as a recommendation by the Board of School Directors to the State and Federal governments and/or any and all private foundations or other funding sources, that the proposed Volunteer Role Model program merits funding.

Your Committee recommends that the resolution be adopted.

* * * * *

(ITEM 12) The Superintendent advised your Committee that:

1. At its meeting on August 29, 1990 (Proc.p. 222), the Board referred the following resolution, which was introduced by Director Mallory, to the Personnel and Negotiations Committee:

Whereas, MPS students participate in a variety of athletic and interscholastic activities which necessitate their staying at school into the late evening hours; and

Whereas, Due to problems in our .society, coaches and other school personnel often feel compelled to assist students who lack transportation to after school activities; and

Whereas, Coaches and other school personnel often use personal vehicles to transport students to after school activities; and

Whereas, Liability issues have arisen with respect to the transporting of students by school district personnel; now, therefore, be it

Resolved, That the administration will develop a district-wide parental consent form for the emergency transport of students to after school events and/or activities; and be it further

Resolved, That school district personnel, including coaches, will not transport students in personal vehicles without parental permission.

2. Copies of pertinent state statutes and policies and forms from several school districts in the state are attached to the minutes of your Committee's meeting of September 17, 1990. Before an individual can transport students in his or her own automobile, a number of statutory requirements would seem to apply, among them the following:

   a. Insurance to be furnished by the driver.
   b. Annual vehicle inspection.
   c. Medical examination every three years.
   d. Non-conviction for various traffic offenses.

Your Committee recommends that this matter be referred to the City Attorney for an opinion and if necessary, the development of appropriate forms.

* * * * * *

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

1. On August 29, 1990 (Proc. p. 201), 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 to the minutes of your Committee's meeting of September 17, 1990.

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 14) Your Committee reports having received informational reports from the Superintendent on the following matters; these reports have been made a part of the minutes of your Committee's meeting of September 17, 1990:

A. Affirmative Action Report

B. Report Relative to Administrative and Teacher Vacancies for the 1990-1991 School Year

* * * * * *

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

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

Noes—None.

Item 7 of the report relating to student assignment appeals and selection process, having been set aside for separate consideration, Director Pajewski moved to adopt the report.

Director Bills moved that the Board go on record in favor of developing a student assignment process which promotes integrated neighborhood schools and provides partnerships for segregated neighborhood schools.

The amendment failed, the vote being as follows:

Ayes—Directors Bills, O'Connell, O'Neil—3

Noes—Directors Johnson, Mallory, Pajewski, Stacy, President Mitchell—5

Parts 1 and 3 of the report were adopted, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Connell, Mallory, Pajewski, President Mitchell—6.

Noes—Directors O'Neil, Stacy—2.

Part 2 with the exception of 2D prevailed, the vote being as follows:

Ayes—Directors Johnson, Mallory, O'Connell, Pajewski, President Mitchell—5.

Noes—Directors Bills, O'Neil—2.

Present—Director Stacy—1.

Part 2D was adopted, the vote being as follows:

Ayes—Directors Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—7.

Noes—Director Bills—1.

Item 9 of the report, relating to creating a Department of Insurance and Risk Management, having been set aside for separate consideration, Director Johnson moved to adopt the report.

Director O'Connell moved to amend number 2, that the Secretary-Business Manager be authorized to develop a detailed description of the position plus the possible certification, educational, and work experience qualifications along with the civil service implication.

The amendment was adopted, the vote being as follows:

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

Noes—None.

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

Ayes—8; Noes—0.

COMMITTEE ON LEGISLATION AND RULES

President Mitchell presented the following report of the Committee on Legislation and Rules:

Your Committee on Legislation and Rules presents the following report:

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

1. At its meeting on October 25, 1989, the Board directed the administration to develop a set of guidelines, with the assistance of the City Attorney's office. for schools to follow in sponsoring motivational contests. These guidelines would include the following: a procedure for seeking Board approval; a check for compliance with existing Board policies and the law; monetary limitations; and a review of potential liability issues.

2. Over the past few years many schools have sponsored special events, activities, and rewards designed to motivate students in the areas of achievement and attendance. Many of these school-based promotions feature a variety of student incentives including movie passes, fast food coupons, tickets to athletic events, radios, bicycles, watches, TVs and automobiles.

3. These promotions are often co-sponsored with area businesses. Acknowledgment of the donor in these promotions may, in some instances, be construed as advertising.

4. A committee of principals and central office administrators has reviewed our current practices and has developed the following amendments to the Board rules and the attached form to request permission to use contests as motivational activities in schools. The proposed amendments are as follows:

10.01 Advertising prohibited. No one shall promote any religious, political, or commercial propaganda, nor shall any advertisement of such nature be displayed or distributed at any time in school building or upon school premises. The use in the schools of such aids as textbooks, supplementary books, reference books, charts, maps, calendars, blotters, rulers, models, cuts, films, slides or exhibits by teachers with the permission of their principals to explain or describe subjects, articles, machines, or processes already in use in the Milwaukee schools, even though such aids bear the name, business or purpose of the publisher or manufacturer, shall not be construed as propaganda within the meaning of this rule.

10.04 Special privileges prohibited. No requests for privileges shall be granted which in any way or manner are likely to occupy the time and attention of teachers or pupils, or call for services on the part of school children, or are likely to give precedence or preferment of one pupil over another, or which involve any phase of commercialism. No special days or weeks for promoting various forms of propaganda shall be recognized in the schools unless authorized by the board upon recommendation of the superintendent. <u>Any merchandise from commercial establishments may be donated to a school through the present gift certificate policy established by the Board Receipt of the gift will be acknowledged by a letter of acceptance from the superintendent. No promotion and/or advertisements on behalf of the donor will he permitted.</u>

10.06 Prize contests. (l) No contest which is sponsored by agencies outside of the school organization, wherein prizes are distributed to the successful contestants, shall be held among pupils or school personnel during school time or on school premises, e<u>xcept that student recognition awards involving improved attendance and/or academic excellence may be considered</u>

by the local administrator. All proposals must be approved in advance by the superintendent or designee. Activities of this nature must be made available to all students

(2) Staff members are not eligible to accept any portion of the awards identified in 10.06 (1)

Your Committee recommends that:

1. The Board Rules 10.04 and 10.06 be amended as indicated above.

2. Contests which might incur district liability be reviewed by the City Attorney prior to permission being granted.

* * * * * *

(ITEM 2) The Secretary-Business Manager advised your Committee that:

1. On July 13,1988, the Office of Secretary-Business Manager received a communication from Gold C Value Saving Spree relative to MPS guidelines of not allowing any coupon book to be sold as a fund-raiser by school activity groups.

2. On August 15, 1988, after receiving an opinion from the Office of City Attorney, relative to the above-mentioned communication, the Secretary-Business Manager transmitted a response to the District Manager of Gold C Values Saving Spree stating that on the advice of the City Attorney, the Board could be held liable in nonperformance situations, where a merchant refuses to redeem the coupons and the purchasers seek redress from the Board as a responsible party if the Board authorized the sale of these books as a sanctioned activity of the school district.

3. At its meeting of August 30, 1989, the Board received a communication from Gold C Saving Spree once again requesting consideration of the use of coupon books as a means of a fund raising activity for MPS schools. On September 27, 1989, the Board approved recommendations referring Gold C's request to the City Attorney's Office for a legal opinion and forwarding this item to the Legislation and Rules Committee.

4. The City Attorney's opinion is provided in the attachments. This opinion indicates that Board rules do not necessarily prohibit the sale of such coupon books and that ". . . while the Board is not required to approve the sale of such coupon books as a fundraising activity, it has the option of determining whether it will authorize such fundraising activities."

5. The City Attorney's opinion also addresses Board liability in the event that a merchant refuses to honor a coupon in the book. The opinion states that it is possible that the Board could be found liable for damages in such a situation. An indemnification agreement would protect MPS in such a situation provided that Entertainment Publication, Inc. does not in the future become insolvent. In that event the indemnification agreement would provide no protection to MPS.

Your Committee recommends that:

1. The Board allow Entertainment Publications, Inc. to participate as a fund raiser in the Milwaukee Public Schools after the appropriate signatures have been obtained on an indemnification agreement drafted by the City Attorney's Office.

2. Entertainment Publications Inc. annually submit an opinion by an independent accounting firm which certifies the organization as a going concern (solvent).

3. A report be provided to the Board at the end of each school year relative to Entertainment Publications, Inc. fund raising activities in MPS.

* * * * * *

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

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

Noes—None.

Item 2 of the report, relating to Milwaukee Public Schools use of coupon books as a fund raiser activity, having been set aside for separate consideration, Director Bills moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, Pajewski, President Mitchell—6.

Noes—Directors O'Neil, Stacy—2.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

Director Mallory presented the following report of the Committee on Instruction and Community Relations:

September 26, 1990

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 March 22, 1989, the Board adopted the following resolution, which had been introduced by Director Mallory:

WHEREAS, African American males' progress in schools appears to be equal to that of their peers during the preschool and primary years; and

WHEREAS, Subsequent to the primary years of school, African American males' academic progress becomes more depressed than their peers; and

WHEREAS, This lag in academic progress presages a disproportionate increase in African American males being suspended, dropping out, and/or being referred for exceptional education or alternative school placement; and

WHEREAS, These school related problems form the basis for the disproportionate number of African American males who become incarcerated, unemployed, or under employed in adult life; now therefore, be it

RESOLVED, That the Superintendent appoint a Task Force to review all programs dealing with the education of African American male youth and report to his office and the Board of School

Directors on steps that could be taken to improve these programs and on innovative efforts that could be initiated in the district.

2. In addition to meeting as a group, the task force was also divided into the following subcommittees:
   a. Student Achievement and Self Esteem;
   b. Community Involvement;
   c. School Climate;
   d. the Family.

   Each subcommittee was charged with developing goals and recommendations for addressing the needs of African American males within the educational arena. These goals and recommendations were derived from the literature, from knowledge of the Milwaukee Public Schools, and the Milwaukee Community. Once the subcommittees had completed their work, the entire task force met several times to hear from the subcommittees and to develop and agree upon its recommendations. An additional subcommittee, the technical writing team, was then organized to synthesize the committees' work.

3. The Instruction and Community Relations Committee held a hearing on the report at its regular May meeting at which time it was indicated that the administration would respond to the recommendations this month. The Task Force divided its recommendations into two parts: Phase I, for implementation in the 1990-91 school year, and Phase II, for implementation in the 1991-92 school year. Since the Task Force plans to develop the Phase II recommendations in more detail, only the Phase I recommendations are being submitted for action at this time.

The administration's original intent was that the Board adopt the Phase I recommendations of the Task Force, with appropriate financial recommendations to be developed and submitted to the appropriate Committee:

DISTRICT POLICY

1. Curricular policy changes are essential.

   a. The TASK Force supports the efforts of the K-12 curriculum Committee and recommends implementation of an African centered curriculum in the Milwaukee Public Schools.

   b. Also, the task force recognizes the necessity for the Milwaukee Public Schools curriculum to emphasize language development skills, with regard for language differences and diversity, and mathematical skills (ethnomathematics) with regard for the learning styles of African Americans.

   c. Consideration should be given to requiring all students to enroll in a series of "Gender Socialization Courses (GSC)". The focus of the GSC's is to help students establish their gender identity is "safe" environments.

2. The city-wide K-12 curriculum committee should convene a subcommittee to examine (and when necessary revise) district policies that may contribute to the disparity in achievement between African American males and other students.

3. A provision should be added to allow parents to enroll their children in an afternoon and/or summer enrichment program:
   -extend school days for academic and cultural enrichment to enable latchkey children to avoid otherwise unsupervised time while their families are at work.
   -create a year-round school calendar to help prevent summer learning loss, which research indicated accounts for 80 percent of the year-to-year difference in academic performance between the advantaged and disadvantaged youth.

4. Each school should develop a standard homework policy which should enhance both student and parent accountability.

5. Teachers and administrators should encourage more active involvement of parents in the education of their children through:
-frequent phone calls
-weekly progress reports
-participation in learning activities
-by classroom volunteers
-homework instruction sheets
-assistance in formulating plans for supplemental and enrichment activities

STAFF DEVELOPMENT AND HUMAN RELATIONS

1. Increase administrators, staff and teachers' abilities to work with diverse students. Regardless of their own background, school personnel should be prepared to work with children of diverse ethnic origins, cultural traditions, and languages. Teachers need training and assistance to accomplish these important tasks.

2. The staff of the school should understand the concept that students learn differently. Therefore, to maximize effectiveness, teachers must vary their mode instruction.
Teachers should be recruited with the expressed understanding that a variety of teaching strategies is not only expected but required. Teacher evaluation procedures should reflect this requirement for diverse instructional strategies.

3. Increase the number of African American teachers.
Given the current shortage of African American male teachers, Milwaukee Public schools should hire African American male teacher aides at elementary grade levels as a short-term intervention strategy. Funds and a program should be provided to assist teacher aides in becoming teachers.

4. All Milwaukee Public school employees, present and future, should be required to participate in an inservice course that focuses initially on African American history and culture, as well as contributions made by African Americans to this country and to the world, and then expands to discuss racism in America and its negative effects on all Americans.

5. To build on the potential staff development opportunities inherent in predominantly African American schools, the district should identify a school with a 90 percent or more African American student population and utilize a Professional Development Model like the one currently used at Schenely High School in Pittsburgh, Pennsylvania.

STRUCTURAL VARIATIONS

The Task Force recommends the establishment of African American Male Immersion Academies at the elementary, middle, and secondary levels with emphasis on addressing the needs of African American males. As with all schools in the MPS district, the African American Immersion Academies will be open to all students regardless of race, gender, national origin, etc. However, the emphasis will be on educating the African American male with an Afro-Centered Immersion Specialty Program where enrolled students will become knowledgeable about the cultures and languages of their own ethnicity and receive instruction that reflects and respects cultural differences.

EVALUATION

The Milwaukee Board of School Directors should establish mechanisms to evaluate the implementation of the aforementioned recommendations.

FUTURE RECOMMENDATIONS

The Task Force should bring its additional recommendations to the Superintendent and the Board by November of 1990.

Your Committee recommends that:

1. A legal opinion related to this issue be made available in writing at the meeting of the full Board.

2. The Superintendent review and prioritize the 21 recommendations of the African American Male Task Force and bring a list of priorities to the September, 1990 Board meeting.

3. A fiscal note be provided in support of the Superintendent's priorities and that this fiscal note be included and attached to recommendation number 2.

4. Supporting data be presented to Board members relative to the success of black male schools in terms of educational processes.

Your Committee further recommends that the following be forwarded out of committee to the Board without a recommendation due to a tie vote:

5. That the administration establish pilot African American Immersion schools at elementary and middle school levels; that these schools adhere to the district's non-discrimination policy on admission; that these schools be recruited from schools which are currently racially identifiable; that these schools provide an Afro-centric curriculum; that activities address the emotional, social, developmental, and academic needs of the African-American male student.

* * * * * *

(ITEM 2) The Superintendent advised your Committee that:

1. The response of the administration to the report of the *Task Force to Study* the *Interscholastic Athletic Program* was submitted to the Instruction and Community Relations Committee at its meeting on June 13, 1990.

2. The Instruction and Community Relations Committee requested additional information comparing the recommendations of the task force, current practice, and the recommendations of the administration.

3. The attached chart compares each task force recommendation, current practice, and the recommendation of the administration.

4. The funds for the recommendations regarding the Academic Skills Support Program and additional support (.2 teacher) for coordination of activities/athletics/equipment were included in the 1990-1991 budget. Therefore, implementation of these two recommendations is in process.

Your Committee recommends that:

1. The Board accept the response of the administration to the report of the Task Force to Study the Interscholastic Athletic Program.

2. The recommendations related to grade point average and attendance be implemented after the second mark period.

3. The section of the report which refers to job qualifications for coaches be amended to include that coaches have knowledge of the sport and be able to demonstrate that knowledge.

* * * * *

(ITEM 3) The Superintendent advised your Committee that:

1. At its meeting on May 30, 1990, (Proc. p. 122-123), the Board referred the following resolution, which was introduced by Director O'Neil, to the Instruction and Community Relations Committee:

Whereas, For many years PAT students could apply to any middle school having a PAT program without regard for attendance area: and
Whereas, During the 1988-1989 school year, the administration changed this policy and limited PAT students to their attendance area schools or schools where they enhanced racial balance; and
Whereas, At the present time there are middle schools with room in their PAT programs after having accommodated all attendance area student requests; therefore, be it
Resolved, That, where space permits, and all attendance area requests have been met, enrollment in PAT programs be reopened to accommodate non-attendance area students.

2. The middle school Program for the Academically Talented (PAT) has grown over the years. At one time it did not exist in all eligible middle schools. Now it has been established in all fourteen non-city-wide specialty schools. Until the program was fully established, students were assigned to sites where the program was available. Once the program was in place, assignments into the program were to be made based on the student's attendance area school or at schools where the student enhanced racial balance. This practice began prior to 1988-89 school year.

3. Presently, there are middle schools with room in their Program for the Academically Talented. At this time, middle school guidance counselors are reviewing programming information provided by the elementary schools on incoming students. This information will be used to identify potential candidates for the available seats. Students are considered for placement in the program throughout most of the school year. This is a continuous process that accommodates eligible non-attendance area students as well as attendance area students. Presently, no site has a need to assign ineligible non-attendance area students.

4. According to the present student assignment policy, a student who is dissatisfied with a school assignment can follow the appeal procedure to request a different assignment.

5. In August, Bell Middle School, which has been the subject of concern to some Board members, was opened to enrollment for non-attendance area white students.

Your Committee recommends that:

1. Since the present policy does provide for enrollment into the Program for the Academically Talented (PAT) to be open to accommodate non-attendance area students who enhance racial balance, there is not a need to reopen the enrollment.

2. The present policy continues because it provides for fair treatment of all students and moves the district further along towards equity in the program.

* * * * * *

(ITEM 4) The Superintendent advised your Committee that:

1. At its meeting on August 29, 1990 (Proc., p. 207), the Board referred a communication from the Superintendent containing the following resolution to the Instruction and Community Relations Committee:

WHEREAS, The Metropolitan Milwaukee area is fortunate to have access to the services of four major educational institutions providing instruction to the citizens of the Greater Milwaukee community: Milwaukee Public Schools, Milwaukee Area Technical College, University of Wisconsin-Milwaukee, and University of Wisconsin Madison; and

WHEREAS, All four institutions are intricately linked with the Milwaukee business and industrial community; and

WHEREAS, Each has a unique instructional mission; and

WHEREAS, Many students who live in urban environments and who have high academic potential are rarely provided the opportunity, funds, or facilities to achieve to their fullest; and

WHEREAS, Each year fewer minority students are able to negotiate the educational ladder leading to success in either employment or education; and

WHEREAS, Expectations for educational -services are rising, and the emerging sophistication of technology is increasing and the needs of a global society are growing; and

WHEREAS, Given that higher educational institutions serving the urban Milwaukee area have an abundance of talent, resources and facilities to aid in the delivery of instruction; and

WHEREAS, There is a need in Milwaukee for the institutions of higher learning to cooperatively focus their facilities, knowledge and resources to address the problems encountered by inner city students; and

WHEREAS, The facilities and resources of the institutions will be coordinated utilizing sciences and mathematics to promote success in technical and professional fields; and

WHEREAS, Elementary and Secondary students will follow an articulated ladder leading students through the Milwaukee Public Schools to either employment, technical instruction, and/or advanced degrees; and

WHEREAS, The higher educational institutions will help students to bond with .school and life-long learning; now, therefore, be it

RESOLVED, That Milwaukee Public Schools, Milwaukee Area Technical College, University of Wisconsin-Milwaukee, and University of Wisconsin-Madison shall form a scholastic partnership to provide an articulated program of pre collegiate and collegiate experiences which will accomplish the following goals:

- increased cooperation among the partners in providing educational opportunity to urban youth;
- development of programs which emphasize skill building in mathematics and science;
- establishment of pre collegiate programs which provide enrichment activities which are designed to "create futures for kids;"
- provision of motivational activities to keep students in the higher education pipeline and assure their successful matriculation;
- targeted opportunities particularly for minority students to increase their participation and representation in higher education; and

•development of training opportunities for urban school teachers to increase their competence in technology and technology-based learning.

2. Representatives of the three institutions will be present at the meeting to present their proposed programs.

3. The administration has met with representatives of the three institutions and supports the formation of a scholastic partnership to provide articulation between pre-collegiate and collegiate experiences .

Your Committee recommends that the resolution be adopted.

* * * * *

(ITEM 5) The Superintendent advised your Committee that:

1. At a board meeting earlier this year, Board members requested that a mission statement be developed for the district's early childhood program. Draft copies of the mission and philosophy statements were submitted to the Instruction and Community Relations Committee for hearing at the meeting on August 15, 1990.

2. The MPS Early Childhood program currently includes a range and variety of programs, including pre-school, kindergarten, and primary grade programs.

   All schools have a kindergarten program. Almost all schools have four-year-old kindergartens, and three-fourths of the schools have all-day five-year-old kindergartens. Brown and Garfield Schools have early childhood centers. Forest Home, Greenfield, Kilbourn, and Parkview have three- and four-year-old exceptional education and regular education children integrated in classrooms.

   Approximately 700 children are enrolled in Head Start classes, and approximately 500 children are enrolled in Chapter 1 preschool, kindergarten, or first grade classes. Bilingual kindergartens are available for children with limited English proficiency. Each year MPS contracts with approximately six day care centers for kindergartens at the centers. High Scope first grade classrooms are at Brown, Berger, Garden Homes, Keefe, Green Bay Avenue, Holmes, LaFollette, and Palmer. The "Ungraded Primary" committee will meet this year to plan the program for Emerson, Forest Home, Green Bay, Kluge, Story, and Victory.

   MPS is also exploring the possibility of arrangements with day care agencies for before- and after-school day care services in school buildings.

3. The mission and philosophy statements will serve to guide the future development and expansion of early childhood programs in the district.

Your Committee recommends that:

1. The Board approve the following mission and philosophy statements for the MPS Early Childhood Program:

MILWAUKEE PUBLIC SCHOOLS' EARLY CHILDHOOD PROGRAM
MISSION STATEMENT

The mission of the Milwaukee Public Schools' Early Childhood Program is to provide pupils an opportunity to learn about themselves and their world in the security of a group setting which focuses on the physical, social-emotional and cognitive development of each child. Developmentally appropriate activities and teaching strategies nurture the child's natural way to learn by doing. Active learning in the Early Childhood Program requires a structure that is consistent with the child's need to be creative, to

explore, to self-select, to discover, to solve problems, to move freely and to make decisions. It calls for a

balance between freedom and guidance, individual and group activities, and active and quiet experiences in a multi-sensory, "hands-on," experiential approach, emphasizing the process of a child's thinking and his/her experiences in the external world.

Program activities are designed to include:

- interactive and play-related behaviors which support the child's natural curiosity and desire to learn and communicate.

- a wide range of meaningful experiences and the opportunity for exploration using concrete materials which provide not only the knowledge but necessary motivation and self-control for learning to occur.

- self-directed problem-solving and experimentation by the pupils which is fostered in the action-oriented classroom

- immersing the pupils in all aspects of receptive and expressive language which supports their emerging reading and writing interests.

- e expanding daily social interaction with peers and adults which leads to the development of communication and decision-making skills.

- participation in a wide variety of self-help, multi-cultural, multi-ethnic and gender equitable activities, through which pupils have the opportunity to develop school related behaviors and positive attitudes toward self and others in our global society.

Successful experiences in these areas assist pupils as they become competent, creative and contributing members of society. to accomplish these important basic tasks, the pupil, parents and the teacher need the support emanating from a mutually-respectful and cooperative home-school relationship.

PHILOSOPHY FOR THE MILWAUKEE PUBLIC SCHOOLS'
EARLY CHILDHOOD PROGRAM

The education philosophy reflected in he Milwaukee Public Schools' Mission Statement implies a basic concern for the development of the intellectual, aesthetic, social, and physical domain of each person. In effective program planning, it is important that high expectations which are humane, realistic, and professionally sound be designed to accommodate the learning needs of each child. Educators and all adults must have faith in each pupil's ability to become a contributing member of the world society.

Teachers will provide environments in which pupils can grow through action and interaction with adults, peers, and materials thereby becoming actively involved in their own learning. Teachers will observe children and guide them as they become aware of their individual rights and responsibilities in the ordered freedom of a democracy.

Inherent in this philosophy is the need for each child to acquire a positive self-concept. Environments in which all children are recognized as worthy human beings, meriting self-esteem and dignity, will enable them to understand themselves and their own society, as well as, the peoples and cultures found in other parts of the world. Satisfying and meaningful experiences appropriate for their develop mental level will maximize each young child's potential for success in living and learning.

The Committee be reconvened to review curriculum and make recommendations for change compatible with this philosophy and mission statement; and that following this review each school be required to develop an early childhood plan as a part of its School Improvement Plan for the next school year.

* * * * * *

(ITEM 6) The Superintendent advised your Committee that:

1. Members of the American Indian Advisory Council have requested that a task force be formed to investigate issues affecting American Indian students within the MPS system. They have suggested that the task force review data related to American Indian students; such as grade point average, drop-out rate, truancy/absences, discipline/suspension rate, and self-esteem.

2. The American Indian Advisory Council has suggested names of potential members of the task force and has requested that the administration appoint additional members to serve on the task force.

Your Committee recommends that the administration establish a Milwaukee American Indian Education Task Force by October 15, 1990, to: (a)review issues affecting the education of American Indian students and (b) develop recommendations related to these issues; that this task force include representatives from the WE Indians Program staff, the WE Indians Parent Committee, the American Indian Advisory Council, and all other representative groups; that this Task Force bring recommendations back to the Board by January 30, 1991.

* * * * * *

(ITEM 7) The Superintendent advised your Committee that:

1. Seven schools in the Milwaukee Public School system provide elementary pupils an education based on the philosophy of Individually Guided Education (IGE). The schools are: Franklin, Grandview, Granville, Lloyd, Palmer, Thoreau, and Victory. An evaluation of the IGE program was conducted during the 1989-1990 school year to determine the following:

   • how well the IGE philosophy had been implemented at each of the schools;
   • the school staff reaction to the program; and
   • what effect IGE had on student achievement.

2. In order to determine the extent of implementation and the staff reaction to the program, monitoring visits by an evaluation team were held at each of the seven school. Budget data were presented as supplementary information.

3. Test data were analyzed to determine the effect of IGE on student achievement. Iowa Test of Basic Skills (ITBS) scores are reported for students who were in an IGE school in grades 4 and 5. Their scores are compared to city-wide test results at grades 5, 7, and 10 and are reported in terms of percents at or above the national average. Using scores of those students with scores at grade ten:

   -- Grade 5 reading and mathematics scores were higher than the city-wide average all three years.
   -- Grade 7 reading and mathematics scores were higher than the city-wide average for all three years.

4. Based on their monitoring visits, the evaluation team believes that the IGE model was implemented well at Victory, Thoreau, Lloyd and Grandview.

5. Based on student achievement data and project implementation, it is recommended that the IGE program continue as currently implemented at Victory, Thoreau, Lloyd, Grandview, and Granville. Franklin and Palmer should further refine the implementation of the IGE model in relation to the total school program (including Chapter 1, P-5, early childhood programs, etc.).

6. As a result of this study, the IGE staffs developed an action plan. They recommend that a system-wide, coordinating council be continued, including teachers from all schools and a principal representative, and that it meet monthly to plan for continued IGE implementation. They recommend that provision be made for staff from all schools to meet once per semester to share

information and contribute to the entire IGE effort. They also recommend that assessment measures be broadened to include instructional strategies related to learning style, motivation, and achievement beyond standardized measures.

7. In addition, Franklin and Palmer have developed specific action plans to address the implementation of IGE in their schools. The staff at Franklin will implement school-wide inservice on the components of IGE and will use unit planning time and committee meeting time to make the model more viable in their school. The structure and organization of IGE will be coordinated more specifically with other programs in the school, including P-S plans, Chapter 1, and the Early Childhood programs.

   The staff at Palmer will also implement school-wide inaervice in the philosophy and implementation of IGE. They will use the unit and the committee structure to more fully implement the IGE model and to coordinate other programs in the school within the IGE model. They will restructure the specialty classes to increase blocks of time for unit planning. The staff will assess the allocation of classified personnel in other programs and coordinate it with the allocation of IGE staffing. They will more fully utilize supportive (art, music, and physical education teachers) staff. They will implement improved grouping strategies, cooperative learning, and whole language instruction in order to improve student achievement.

Your Committee recommends:

1. IGE be continued in all seven schools, with continual improvements made to the program's instructional delivery system through increased staff development, networking, coordination of programs, and ongoing self-evaluation.

2. Franklin and Palmer review their commitment to IGE and either reconfirm it or present an alternate plan and program for the Superintendent's consideration.

3. The IGE delivery system be reviewed after a two-year period for activities related to staff development, networking, coordination of programs, and ongoing self evaluation.

4. The curriculum be reviewed in all IGE schools and that there be on-going desegregation of performance data by race, gender and socio-economic class.

* * * * * *

(ITEM 8) The Superintendent advised your Committee that:

1. At its meeting on August 29, 1990 (Proc., p. 223), the Board referred the following resolution, which was introduced by President Mitchell, to the Instruction and Community Relations Committee:

   WHEREAS, The future of this nation is dependent upon the success of the students in the urban centers; and

   WHEREAS, Urban public education will continue to provide the essential educational services to 90 percent of those students; and

   WHEREAS, Urban public school systems have provided leadership in academic improvements for inner city school children, especially at the elementary school level, in reducing dropouts at the secondary level and in coordinating resources to serve urban children and their families more effectively at the community level; now, therefore, be it

   RESOLVED, That the Milwaukee Public Schools will continue to create district-wide efforts to bring the academic achievement of all learners above national averages; to promote programs and

services which will enable all children to start school ready to learn; to increase graduation rates and to prepare urban graduates so they can pursue post-secondary opportunities and exercise their responsibilities as citizens; to recruit staff who are qualified and prepared to teach in the city and who reflect the diversity of the students they serve; and to provide students with a secure and caring environment supportive of healthy minds and bodies; and be it

FURTHER RESOLVED, That the Milwaukee Public Schools pledges its support of the Council of the Great City Schools' Urban Education Summit at which national leadership will agree on program and resource development strategies to help the Council and the Milwaukee Public Schools achieve the goals herein described; and be it

FURTHER RESOLVED, That the Milwaukee Public /Schools will pledge itself to support such program and resource development strategies as result from the Summit.

2. A copy of the Council's National Urban Education Goals, which closely correspond to the Board's goals, is attached to the minutes of the Instruction and Community Relations meeting of September 12, 1990.

Your Committee recommends that the resolution be adopted.

* * * * * *

(ITEM 9) The Superintendent advised your Committee that:

1. At its meeting on August 29, 1990 (Proc., p. 221), the Board referred a communication from Andrew Ruiz to the Instruction and Community Relations Committee. A copy of the communication is attached.

2-. Mr. Ruiz is requesting the opportunity to speak to the Committee regarding a public service advertising campaign directed at building the self-esteem of the African American male.

Your Committee reports having given hearing to Mr. Ruiz and other interested parties.

* * * * *

(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 September 12, 1990:

A. Informational Report Relative to Learnfare

B. Report on Student Enrollments

* * * * * *

Separate consideration having been requested of Items 1, 2, 3 and 8, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Item 1 of the report, relating to the report of the African American Male Task Force, having been set aside for separate consideration, Director Mallory moved concurrence and concurrence on the item that was not recommended out of Committee.

Director Bills moved a three-part substitute motion.

Director Mallory challenged the chair on permitting a vote on the motion. The challenge prevailed, the vote being as follows:

Ayes—Directors Johnson, Mallory, O'Neil, Pajewski, Stacy—5.

Noes—Directors Bills, O'Connell, President Mitchell—3.

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

Ayes—Directors Bills, Mallory, O'Neil, Pajewski, President Mitchell—5.

Noes—Directors Johnson, O'Connell, Stacy—3.

Item 2 of the report, relating to the response of the administration to the report of the Task Force to study the Interscholastic Athletic Program, having been set aside for separate consideration, Director Mallory moved to adopt the report..

Director Mallory moved to hold number 3 of Item 2 and refer back to Committee.

The motion prevailed, the vote being as follows:

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

Noes—None.

Number 1 of Item 2 was adopted, the vote being the same as that preceding:

Ayes—8; Noes—0.

Number 2 of Item 2 was adopted, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Neil, Stacy, President Mitchell—6.

Noes—Directors O'Connell, Pajewski—2.

Item 3 of the report, relating to a resolution to the Program for the Academically Talented, having been set aside for separate consideration, Director Bills moved to adopt the report.

Director Johnson moved that the resolution be held at the Board level for the Superintendent and the Administration to look at how the process can be more inclusive than possibly exclusive and unfilled seats not be vacant because they were not able to attract enough students.

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

Ayes—Directors Bills, Johnson, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—7.

Noes—None.

Temporarily Absent—Director Mallory—1.

Item 8 of the report, relating to adoption of a resolution to the Board's support of the Council of the Great City Schools' Urban Education Summit, having been set aside for separate consideration, Director Mallory moved to adopt the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily Absent—Director Pajewski—1.

COMMITTEE ON FINANCE AND FACILITIES

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

September 26, 1990

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:

PLEASANT VIEW SCHOOL - 4820 West Capitol Drive

SPECIALTY ASSOCIATES, INC.; Roof Replacement Work, as per base bid ..... $ 61,873

ELM CREATIVE ARTS ELEMENTARY SCHOOL (Bid Package 3 - Site Development)

Division

1. BRADEN PLUMBING HEATING AIR CONDITIONING, INC., Site Utilities, as per base bid 41,000
2. SIESEL CONSTRUCTION CO., Paving, as per base bid 99,000
3. CENTURY FENCE COMPANY; Fencing, as per base bid 11,556
4. GERBER LEISURE PRODUCTS, INC.; Playground Equipment, as per base bid . 33,950
5. BLUEMEL'S MAINTENANCE SERVICE, INC.; Landscaping, as per base bid ($47,860) plus Mandatory Alternate Bid C for No Change to the Base Bid to provide "Fibar" wood fibar system for tot lot area 47,860

PROJECT PLUTO ELEMENTARY SCHOOL (Bid Package Four - Site Development)
Division

1. FRIESE-MUELLER, INC.; Site Utilities, as per base bid 27,000

4. GERBER LEISURE PRODUCTS, INC.; Playground Equipment, as per base bid . 46,950

5. J. KASIAN & SONS, INC.; Landscaping, as per base bid 29,203

PROJECT PLUTO ELEMENTARY SCHOOL (Bid Package Three)
Division

26. THE BOELTER COMPANIES, INC.; Kitchen Equipment, as per base bid 112,610

SARAH SCOTT MIDDLE SCHOOL (Bid Package Three - Site Development)
Division

1. BOWLES CONTRACTING, INC.; Site Clearing/Grading, as per base bid 80,300

* * * * * *

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

GESTETNER CORPORATION; 86 Digital Duplicators $417,702
less 1% cash discount - 10 days

* * * * * *

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

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

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 the Sarah A. Scott Middle School:

a. Mr. & Mrs. Shulin Xing - Site Address: 1306 West State Street, #l

Moving expenses ..... .$ 250
Rent differential 8,000
Total $8,250

b. Joel Klamann - Site Address: 1218 West State Street, #203

Moving expenses ..... $ 250
Rent differential 7,200
Total $7,450

c. John DeCota - Site Address: 1236 West State Street, #6

Moving expenses ..... $ 250
Rent differential. 6,000

Total..... $6,250

d. Joe J. Schkeryantz - Site Address: 1218 West State Street, #207

Moving expenses	$ 250
Rent differential	6,720
Total	$6,970

e. Greg & Tim Hemmings - Site Address: 1218 West State Street, #206

Moving expenses	$ 400
Rent differential	8,000
Total	$8,400

f. First Currency Exchange, Inc. - Site Address: 1013-15 North 12 Street

Business Replacement	$152,000
Total	$152,000

Your Committee recommends that the claims be paid.

* * * * * *

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

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
King	School Fund	$3500	Macintosh computer and wiring
	School Fund	$1500	Computer terminal & printer, wiring
North Division	Private Industry Council	$340	Installation of telephone
Phys. Handicapped	John Schlindwein	$85	Walker and Cane
Pulaski	General Motors Corp/ Braeger Chevrolet	$12000	1990 Chevrolet Cavalier for auto diagnosis and repair training
Vincent	School Fund	$680	I.D. Badge cutter
EXTENSION FUND			
Muni Rec	Pettit Community Support Group	$50000	Survive Alive House
TOTAL		$68,105	

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

* * * * * *

(ITEM 5) The Superintendent and the Secretary-Business Manager advised your Committee that:

1. On June 28, 1989, the Board awarded a contract to 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. Kerry Consulting submitted its report in December 1989. After public hearing, the Board adopted a number of recommendations contained in the report. With respect to the acquisition of technology, the Board directed the administration to develop and implement a master plan for technology to define the Division of Information Systems' new roles and expanded responsibilities for instructional and administrative technologies. The Board also directed the administration to establish an executive technology review committee as an integral part of MPS management.

3. Subsequent to the adoption of these recommendations, the Superintendent and Secretary-Business Manager issued a moratorium on the initiation of new technology purchases for 120 days, beginning May 1, 1990.

4. During the period of the moratorium, a committee of MPS employees has worked to incorporate local, state and federal policies, rules and regulations into a usable set of forms and procedures that will make it easy and efficient to get answers to technology questions and concerns and to buy new systems.

5. The expected results of this process are a more balanced and fair interaction with technology vendors, a streamlined purchasing process, improved customer support, a decision making process governed by responsive, representative committees, and enhanced technical and functional review of all existing and new technology. As requests for help, called "proposals", turn into actions, called "projects", deliberative action should be driven by board members answering the following six questions before approving future technology purchases:

   How does this fit within the MPS master plan for technology?
   What alternatives were considered?
   Why was this alternative selected?
   What are the expected results?
   What is the cost benefit?
   How will the selected alternative be supported?

6. These policies and procedures will ensure that the technology acquisition process is open to all qualified vendors, including small and minority-owned concerns. They will result in fair and open evaluation of all qualified technology options as potential solutions to a given problem**.**

Your Committee recommends that:

1. The Board approve, on an interim basis, the proposed policies and procedures for technology acquisition until such time as: a) these policies can be reviewed by the Manager of Instructional Technology; and b) the Board has approved a master plan for the educational use of technology.

2. All technology purchases brought before the Board include responses to the following questions:

   a. How does this fit within the MPS master plan for the use of educational technology?
   b. What alternatives were considered?
   c. Why was this alternative selected?
   d. What are the expected results?
   e. What is the cost benefit?
   f. How will the selected alternative be supported?

3. Schools be directed to develop plans for the use of educational technology.

* * * * * *

(ITEM 6) The Superintendent advised your Committee that:

1. The City Attorney's Office has facilitated the development of an Intergovernmental Cooperation Agreement between the City and the School Board. Under the terms of the agreement, additional police services will be provided at MPS variety boys' basketball games during the 1990-1991 season, with the ability to administratively extend the Agreement for succeeding seasons.

2. The additional services will be paid for by the Board at the rate of $30 per hour for the 1990-1991 season. The funds for this service have been included in the budget for Interscholastic Athletics.

3. The Agreement provides, at a minimum, two police officers at all MPS high school boys' varsity basketball games. The police officers will be present one hour before the game and will remain for a minimum of three hours. Additional officers may be assigned to a game at the discretion of the chief of police or his designee.

4. The administration is currently investigating whether it would be possible to limit attendance at games to only those high school students who could furnish a school identification card.

Your Committee recommends that the Board approve the Intergovernmental Cooperation Agreement.

* * * * * *

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

1 At its meeting on September 27 1989, the Board requested that a comprehensive policy guide be developed and implemented which would govern Milwaukee Public Schools Minority Women's and Disadvantaged Business Enterprise Program

2 The original policy draft was presented to the Board's Finance Committee in February 1990. for public hearing as well as to the City Attorney's office for legal review

3 In an April 7, l990 legal opinion the City Attorney indicated that several aspects of the MPS policy did not comply with the Supreme Court decision in the Croson case

4 At the April 1990 Board meeting the Board requested that the initial draft be reviewed by the firm of Hogan and Hartson for a second opinion regarding the policy's compliance with Croson

5 Hogan & Hartson rewrote the Policy guide within the guidelines laid down by Croson. The draft presented has the approval of the Milwaukee City Attorney's office.

6. The proposed policy would provide for the following:

   * Enable local minority women's. and disadvantaged businesses to effectively compete for Milwaukee Public School contracts of all types

   * More clearly define the responsibilities and commitment of Milwaukee Public Schools and its contractors to minority women's and disadvantaged businesses in the Milwaukee community

   * Establish a framework for the development of internal procedures necessary to implement the policy guide. including a system for monitoring and reporting activities

Your Committee recommends that:

1. The Board adopt the proposed Minority, Women's, and Disadvantaged Business Enterprise Policy as drafted by Hogan and Hartson.

2. The Board direct the administration to work for legislative changes in language relative to responsible and responsive bidding which would allow for broadened participation in public contracting.

* * * * * *

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

1. At its meeting of August 29,1990 (Proc. p. 169), the Board received a request from the City of Milwaukee, Department of Public Works, on behalf of the Wisconsin Electric Power Company. The request involved permission to install a pad-mounted transformer and underground cable at the above- mentioned school site.

2. The installation is needed for new and enhanced electrical service to the 55th Street School site.

3. All costs related to the installation and maintenance of the pad-mounted transformer and underground cable will be borne by the Wisconsin Electric Power Company.

Your Committee recommends that a Grant of Permission for an easement be approved for the City of Milwaukee, on behalf of the Wisconsin Electric Power Company, to install a pad-mounted transformer and underground cable at the 55th Street School site.

* * * * * *

(ITEM 9) Your Committee reports having received informational reports from the Superintendent and the Secretary-Business Manager on the following matters; these reports have been made a part of the minutes of your Committee's meeting of September 13, 1990 :

A. Facilities Reports

a. Monthly Discussion of Facility Needs
b. Report on New Construction and Building Modifications
c. Report on the Capital Improvement Program

B. Statement of Operating Revenues

The Secretary-Business Manager submitted the following Statement of Operating Revenues for the months of July and August, 1990, showing the following totals for the School Operations, Categorically Aided, Food Services, Construction, and Extension Funds:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$ 516,516,326	$ 1,069,508	$ 517,585,834	$ 440,065	$ 517,145,769	0.1%
Categorically Aided	29,682,019	0	29,682,019	2,031,727	27,650,292	6.8%
Food Services	20,019,325	20,539	20,039,864	85,188	19,954,676	0.4%
Construction	7,389,000	0	7,389,000	418	7,388,582	0.0%
Extension	6,254,018	33,518	6,287,536	40,558	6,246,978	0.6%

C. Statement of Expenses

The Secretary-Business Manager submitted the following Statement of Expenses for the months ending July 31, 1990 and August 31, 1990, showing the following totals for the School Operations, Categorically Aided, Food Services, Construction, and Extension Funds:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Expenditures (2)	Unexpended Balance	Percent Expended
School Operations	$ 516,524,977	$ 1,069,508	$ 517,594,485	$34,080,922	$ 483,513,563	6.6%
Categorically Aided	29,682,019	0	29,682,019	2,250,162	27,431,857	7.6%
Food Services	20,010,674	20,539	20,031,213	1,115,657	18,915,556	5.6%
Construction	7,389,000	0	7,389,000	17,029,710	(9,640,710)	230.5%
Extension	6,254,018	33,518	6,287,536	1,220,909	5,066,627	19.4%

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

(2) Expenditures included through August 31,1990 and payrolls through August 31, 1990.

D. Monthly Report on Expenditures

E. Report Relative to Asbestos Abatement Projects Status

F. Report Relative to the Heating, Ventilating, and Air Conditioning Problems at North Division High School

G. Report Relative to an Energy Conservation Grant

H. 1989-1990 Fourth Quarter Report on Minority/Women/Disadvantaged Business Enterprise Program

* * * * * *

Separate consideration having been requested for Item 7, the remainder of the report was adopted, the votes being the same as that preceding.

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—8.

Noes—None.

Item 7 of the report relating to adopting a proposed policy regarding Milwaukee Public Schools' Minority/Women Disadvantaged Business Enterprise Program, having been set aside for separate consideration, Director Bills moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—6.

Noes—Director Johnson—1.

Temporarily Absent—Director Mallory.

SPECIAL COMMITTEES

Secretary-Business Manager presented one expulsion order from the Independent Hearing Panel of the Board of School Directors.

Director Mallory moved to accept the recommendations.

The motion prevailed, the vote being as follows:

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

Noes—None.

COMMUNICATIONS AND PETITIONS

The Secretary-Business Manager presented the following communication:

Communication from the Milwaukee Building and Construction Trades Council relative to an increase in wages and fringe benefits for various skilled tradesmen.

Referred to the Committee on Personnel and Negotiations.

RESOLUTIONS

By Director Bills

WHEREAS, The practice of tracking students by ability is deemed psychologically damaging and of little or no education value; and

WHEREAS, Sorting children by ability begins as early as first grade within classes, and as children proceed through elementary school they are divided into separate classes with placement based on performance, standardized tests or teacher recommendations; and

WHEREAS, By the time children reach high school they may enter college-bound or non-college-bound tracks which determine which courses they take and what future they may have; and

WHEREAS, Tracking is racially and socio-economically divisive; and

WHEREAS, Students denied access to high-achieving students develop a form or peer pressure in which learning and studying are not valued, resulting in poor academic performance and increased disciplinary problems; and

WHEREAS, The student assignment process is concerned with educational equity; and

WHEREAS, The issue of tracking reflects the degree to which society is committed to educating **ALL** children; therefore, be it

RESOLVED, That tracking be eliminated, root, and branch, from the Milwaukee Public Schools, programs and classes.

Referred to the Committee on Instruction and Community Relations.

By Director Stacy

BE IT RESOLVED, that the Superintendent and Secretary-Business Manager bring a plan to the Board at its October meeting for the resolution of the Milwaukee Technical High School.

Referred to the Committee on Finance and Facilities.

By Director Bills

WHEREAS, Schools and school districts which fail to deal with prejudice have a high incidence of racially-inspired fights, high and disproportionate suspension rates, and low achievement; and

WHEREAS, Milwaukee is a city that proudly shows off its various ethnic groups in fests, fairs, and parades; and

WHEREAS, Children in school today will live in a global society and need to learn tolerance, respect, and understanding of different races and cultures in their own community and around the world; and

WHEREAS, Pittsburgh is implementing a middle school known as the Prospect Center for Multi-racial, Multi-ethnic, and Multi-cultural education with a reviewed curriculum and instructional strategies, such as cooperative learning; therefore, be it

RESOLVED, That the administration study the Pittsburgh model and come back to the Board in November, 1990 with a recommendation on the feasibility of implementing such a model here in September, 1991; and be it

FURTHER RESOLVED, That the study will include consideration of a staff development component similar to the Schenley model; and be it

FURTHER RESOLVED, That the middle school task force be activated with a close review of the Carnegie report, 'Turning Points" with recommendations for the Board's consideration also in November, 1990.

(Attachment)

Referred to the Committee on Instruction and Community Relations.

The Board recessed from 9:45 to 9:55 PM.

Director Stacy left at 10:55 PM.

The Board adjourned at 10:58 PM.

JOHN J. PETERBURS
Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of September 30, 1990

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	369	336		7	604	6	37	41	10		705
K3	298	202		4	273	11	36	157	19		500
PK	80	57		2	107	0	5	23	0		137
K4	1890	1831		33	1846	128	341	1311	62		3721
K5	4266	3992		103	4506	299	759	2503	88		8258
01	5009	4537		105	5527	329	955	2524	106		9546
02	4234	4056		89	4738	310	795	2270	88		8290
03	4079	3997		92	5427	291	819	2248	99		8076
04	4012	3744		96	4444	267	744	2126	79		7756
05	3996	3817		97	4565	237	728	2091	94		7813
06	3648	3564		84	4279	200	709	1864	76		7212
07	3488	3236		99	3928	174	646	1812	65		6724
08	2999	3026		66	3477	146	563	1707	66		6025
09	4019	3785		100	4366	226	734	2298	80		7804
10	3648	3462		76	3874	203	649	2236	72		7110
11	2767	2832		66	2873	171	428	2004	57		5599
12	2145	2334		41	2148	171	345	1732	42		4479
13	6	10			4	1	4	7			16
Invalid	4	2			3			3			6
TOTAL	50957	48820		1160	56989	3170	9297	28957	1103		99777

Total Active Detached..... 56 (Included above) Total Suburban Transfers—5706

Total Inactive..... 1535 (Not included above)

Brown Deer	176	Greendale	274	New Berlin	88	St. Francis	137
Cudahy	230	Greenfield	328	Nicolet	164	Wauwatosa	838
Elmbrook	180	Hamilton	43	Oak Creek	340	West Allis	486
Fox Point	140	Maple Dale-Indian Hills	79	Shorewood	287	Whitefish Bay	352
Franklin	297	Menomonee Falls	297	South Milwaukee	323	Whitnall	283
Germantown	26	Mequon-Thiensville	212				
Glendale-River Hills	126						

School	Enrollment	% of Atten	Author Staff	Adm Team	School	Enrollment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1605	86.9	113.0	5.0	North Division	1426	78.4	102.0	6.0
Custer	1141	87.5	84.0	5.0	Pulaski	1763	88.9	111.0	5.0
Hamilton	1771	92.9	114.0	5.0	Riverside	1485	91.9	111.0	5.0
Juneau	831	87.2	63.0	3.0	South Division	1787	84.0	133.0	5.0
King	1212	95.7	74.0	3.0	Vincent	1478	87.4	103.0	5.0
Madison	1612	82.9	107.0	5.0	Washington	1669	85.9	121.0	5.0
Marshall	1216	84.9	86.0	4.0	HS of the Arts	748	95.3	56.0	3.0
Milwaukee Tech	1940	93.6	130.0	4.0	TOTAL	21584	83.3	1508.0	68.0
MIDDLE SCHOOLS									

Audubon	938	92.19	66.0	3.0	Parkman	628	90.4	54.0	3.0
Bell	973	2.3	67.0	3.0	Robinson	526	95.9	40.0	2.0
Burroughs	950	92.7	63.0	3.0	Roosevelt	663	95.2	45.0	2.0
Edison	883	94.2	67.0	3.0	Sholes	877	92.2	60.0	3.0
Eighth St.	338	95.6	27.0	2.0	Steuben	916	95.0	61.0	3.0
Fritsche	1015	92.2	69.5	3.0	Walker	843	91.7	59.0	3.0
Fulton	720	94.0	56.0	3.0	Webster	985	93.1	64.0	3.0
Kosciuszko	775	90.9	64.0	3.0	Wright	849	94.2	63.0	3.0
Morse	1058	96.1	68.0	3.0					
Muir	971	91.7	68.5	3.0	TOTAL	14908	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	415	95.4	17.2	1.0	Hopkins	808	95.9	46.0	2.0
Allen Field	1003	94.2	53.5	2.0	Humboldt Park	573	97.3	30.0	1.5
Auer	636	96.7	36.8	1.5	Irving	709	92.2	39.0	2.0
Barton	576	96.7	27.0	1.5	Kagel	399	95.7	24.0	1.0
Berger	532	94.9	32.1	1.5	Keefe Av.	644	95.0	39.3	2.0
Brown St.	643	95.5	36.0	2.0	Kilbourn	374	95.2	22.5	1.0
Browning	457	95.4	22.3	1.0	Kluge	591	95.9	33.0	1.5
Bruce	549	95.6	28.1	1.5	LaFollette	658	96.1	39.8	2.5
Bryant	602	94.7	30.0	1.5	Lancaster	576	96.3	29.5	1.5
Burbank	580	94.4	23.8	1.5	Lee	661	95.0	37.3	2.0
Burdick	525	91.9	31.0	2.0	Lincoln Av.	650	96.7	30.5	1.5
Carleton	533	95.8	24.6	1.0	Lloyd St.	593	96.1	30.5	1.5
Cass	603	94.4	39.3	2.0	Longfellow	646	94.9	30.8	1.5
Clarke	511	96.7	28.3	1.5	Lowell	297	94.9	12.9	1.0
Clemens	447	93.2	22.2	1.0	MacDowell	547	95.9	27.0	1.5
Clement	458	94.2	21.0	2.0	Manitoba	386	97.2	32.5	2.0
Congress	530	95.8	23.9	1.5	Maple Tree	548	96.1	22.0	1.5
Cooper	427	95.9	21.5	1.0	Maryland Av.	332	95.5	20.2	1.0
Curtain	376	95.1	18.2	1.0	Mitchell	769	94.3	34.0	2.0
Doerfler	687	96.1	30.0	1.5	Morgandale	571	96.9	26.1	1.5
Douglass	307	97.7	16.7	1.0	Neeskara	415	96.0	30.5	1.0
Dover	635	95.5	27.1	1.5	Ninety-fifth	347	95.6	17.6	1.0
Eighty-eighth	395	95.7	18.5	1.0	Palmer	593	93.3	41.8	2.0
Eighty-first	497	95.4	20.8	1.0	Parkview	402	95.3	19.0	1.0
Eighty-second	468	97.0	21.5	1.0	Phillip	341	95.4	19.2	1.0
Elm	369	97.3	20.0	1.0	Pierce	571	95.1	33.0	2.0
Emerson	281	95.9	16.9	1.0	Riley	632	93.3	31.0	1.5
Engleburg	493	96.1	28.1	2.0	Seventy-eighth	569	94.1	33.0	1.5
Fairview	521	94.7	30.0	1.0	Sherman	599	96.8	27.7	1.5
Fernwood	489	92.4	29.0	1.5	Siefert	603	94.2	37.0	1.5
Fifth-fifth	478	96.5	22.5	1.0	Silver Spring	371	95.1	20.2	1.0
Fifty-third	402	97.0	18.7	1.0	Sixty-fifth	360	93.1	20.0	1.0
Forest Home	969	95.1	48.0	2.0	Sixty-seventh	333	96.0	15.9	1.0
Franklin	584	96.5	40.3	2.0	Story	565	96.9	35.9	2.0
Fratney	351	95.8	20.7	1.0	Stuart	333	95.5	18.0	1.0
Gaenslen	662	94.8	59.0	2.0	Thirty-eighth	569	97.9	26.9	1.5
Garden Homes	511	96.1	30.1	1.5	Thirty-fifth	336	96.2	15.4	1.0
Garfield	435	97.1	27.0	1.0	Thirty-first	506	96.1	28.8	1.5
Garland	372	94.3	15.4	1.0	Thirty-seventh	610	93.4	31.1	2.0
Golda Meir	252	97.6	13.8	1.0	Thoreau	684	96.2	31.0	1.5
Goodrich	446	96.8	22.5	1.0	Tippecanoe	248	95.7	12.5	1.0
Grandview	348	94.6	17.5	1.0	Townsend	507	97.3	21.5	1.0
Grant	599	95.4	27.3	1.5	Trowbridge	346	93.8	17.2	1.0
Grantosa	607	96.7	35.0	2.0	Twentieth	716	95.4	39.3	2.0
Granville	492	95.8	24.5	1.0	Twenty-first	629	95.7	38.0	2.0
Green Bay Av.	583	96.0	30.6	1.5	Twenty-fourth	321	96.2	21.0	1.0
Greenfield	405	97.2	18.0	1.0	Twenty-seventh	692	95.5	38.0	2.0
Hampton	603	95.3	30.0	1.5	Victory	520	93.9	29.0	2.0
Happy Hill	529	95.2	24.3	1.5	Vieau	630	95.7	37.1	2.0
Hartford	614	96.3	33.2	2.0	Whitman	447	93.5	24.8	1.0
Hawley	341	96.6	16.4	1.0	Whittier	213	95.3	8.4	1.0
Hawthorne	394	95.7	18.0	1.0	Wisconsin Av.	706	96.0	31.0	2.0
Hi-Mount	474	95.6	24.5	1.0	Zablocki	657	94.0	31.0	2.0
Holmes	710	94.7	46.3	2.0	TOTAL	55409	93.9	2947.8	1535

OTHER SCHOOLS

Craig	92	80.5	11.0	1.0	Lincoln Alt. HS	96	56.2	7.0	1.0
Demmer	5	88.6	8.0	1.0	Lincoln Voc.Lab.	61	79.0	18.0	1.0
Hayes	68	80.6	12.0	1.0	Manitoba Ortho.	105	92.0	.0	.0
Kilmer	169	90.8	16.5	1.0	Pleasant View	238	92.8	30.5	1.0
Lady Pitts	168	70.2	15.0	1.0	Sixty-eighth	178	76.1	10.0	1.0
Lapham Park	112	84.5	10.0	1.0	Commun. Based	768		21.0	1.0
					TOTAL	2060	76.8	159.0	11.0
					MPS TOTAL	93,961	93.2	5676.8	283.5

SUPERINTENDENT'S MONTHLY REPORT as of September 30, 1990
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	1824	14	16	0	291	1	902	14	29	0	3107	30	3137
Emotion. Dist.	20	0	1275	31	2	0	107	3	526	25	29	2	1959	61	2020
Autistic	0	0	70	8	3	0	4	0	44	1	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	37	35	2	0	4	4	16	32	0	1	60	73	133
Physically Hdcp.	5	0	218	107	8	5	46	10	170	129	8	7	455	258	713
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	0	17	2	86	15	10	0	198	39	237
Mentally Ret.	11	2	1137	196	14	2	111	25	369	105	8	6	1650	336	1986
Speech/Languag	35	18	1602	1155	34	26	219	194	993	645	40	33	2923	2071	4994
e	0	0	0	0	0	0	0	0	0	0	0\	0	0	0	0
School Age Par. Disability Total	118	22	6235	1568	91	33	799	239	3106	966	125	49	10474	2877	13351
Ethnic Totals	140		7803		124		1038		4072		174		13351		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 1, 1990

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

Present—Directors Bills, Mallory, O'Connell (7:06 PM), O'Neil, Pajewski, and President Mitchell—6.
.

Absent and excused—Directors Johnson and Stacy-2.

Vacancy on Board—1.

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

September 28, 1990

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, Monday, October 1, 1990 in the Board Room of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin for the purpose of conferring with legal counsel concerning litigation in which the Board is likely to become involved.

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

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

JOHN J. PETERBURS
Secretary-Business Manager

Director Pajewski moved that the Board retire to executive session for the purpose of conferring with legal counsel concerning litigation in which the Board is likely to become involved.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Mallory, O'Neil, Pajewski, and President Mitchell—5.

Noes—None.

The Board retired to executive session at 7:05 PM.

The Board reconvened in open session at 7:25 PM.

Director Bills moved to authorize the City Attorney to pay the claim.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board adjourned at 7:26 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 8, 1990

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

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

Absent and excused—Directors Johnson, O'Connell, and Stacy—3.

Vacancy on Board—1.

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

October 5, 1990

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 7:00 PM, Monday, October 8, 1990 in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin for the purpose of considering the approval of two leases for properties located at 2430 West Wisconsin Avenue, Milwaukee, Wisconsin, and in the Schlitz Office Center Project on North Martin Luther King Drive in Milwaukee, Wisconsin.

JOHN J. PETERBURS
Secretary-Business Manager

Director Mallory moved approval of the recommendation of the Superintendent and Secretary-Business Manager to enter into the lease agreements.

Director Mallory moved an amendment that:

a. all technical changes made after approval should be reported back to the Board through the Committee on Finance and Facilities.
b. the developer will submit a proposed MBE/WBE plan reflecting the Board goal of 30 percent minority participation.

The amendment prevailed by unanimous consent.

The motion as amended prevailed, the vote being as follows:

Ayes—Directors Bills, Mallory, O'Neil, Pajewski, and President Mitchell—5.

Noes—None.

The Board adjourned at 7:45 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 10, 1990

Special meeting of the Board of School Directors called to order by President Mitchell at 7:32 PM.

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

Absent and excused—Directors Johnson, Pajewski, and Stacy—3.

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

October 8, 1990

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 10, 1990 in Room 155 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin for the purpose of considering duties, compensation and performance evaluation of the Board's Secretary-Business Manager.

In order to consider such performance evaluation and compensation for the Secretary-Business Manager, the Board may convene pursuant to Section 19.85 (1)(c), Wisconsin Statutes, in executive session.

The Board may reconvene in open session to act upon an employment contract for the Secretary-Business Manager and to amend certain Board rules to reflect new management duties to be assigned to the Secretary-Business Manager.

JOHN J. PETERBURS
Secretary-Business Manager

Director Mallory moved that the Board retire to executive session, pursuant to Section 19.85 of the Wisconsin Statutes, for the purpose of the annual review and evaluation of the Secretary-Business Manager.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 7:35 PM.

The Board adjourned executive session at 11: 10 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 22, 1990

Special meeting of the Board of School Directors called to order by President Mitchell at 5:40 PM.

Present—Directors Bills (5:45 PM), Johnson, Mallory, O'Connell, O'Neil, Pajewski (5:45 PM), and President Mitchell—7.

Absent and excused-Director Stacy—1.

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

October 19, 1990

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 5:40 PM, Monday, October 22, 1990 in Room 155 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin for the purpose of resuming consideration of the duties, compensation and performance evaluation of the Secretary-Business Manager and consideration of an amendment to certain Board rules to reflect new management duties to be assigned to the Secretary-Business Manager and to reflect a new relationship between the Superintendent and the Secretary-Business Manager.

In order to consider such performance evaluation and compensation for the Secretary-Business Manager, the Board may convene pursuant to Section 19.85 (1)(c), Wisconsin Statutes, in executive session.

The Board may reconvene in open session to act upon compensation for the Secretary-Business Manager, and to amend certain Board rules to reflect a new management relationship between the Superintendent and the Secretary-Business Manager.

JOHN J. PETERBURS
Secretary-Business Manager

Director Mallory moved that the Board retire to executive session for the purpose of resuming consideration of the duties, compensation and performance evaluation of the Secretary-Business Manager and consideration of an amendment to certain Board rules to reflect new management duties to be assigned to the Secretary-Business Manager and to reflect a new relationship between the Superintendent and the Secretary-Business Manager.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 5:46 PM.

The Board reconvened in open session at 8:31 PM.

Director Mallory moved for suspension of Board rules and immediate consideration of:

a. changes in Board Rules, and the assigning of additional duties to the Secretary-Business Manager under Board Rules as amended; and
b. the proposed Memorandum of Understanding with the Secretary-Business Manager

The motion prevailed, the vote being as follows:

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

Noes—Director Johnson—1.

Director Mallory moved that Board Rules 1.11, 3.01, 5.01, and 5.02 be amended as proposed and that these rules be adopted as amended.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Mallory, O'Neil, Pajewski, and President Mitchell—5.

Noes—Director Johnson and O'Connell—2.

Director Mallory moved for adoption of the changes in the duties of the Secretary-Business Manager which realigns intergovernmental relations, human resources management, and budget and fiscal study functions under the Secretary-Business Manager.

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

Ayes—5; Noes—2.

Director Mallory moved for approval of the proposed Memorandum of Understanding based on discussions in executive session between the Board and the Secretary-Business Manager including: a salary increase of 4% retroactive to July 1, 1990; an additional salary increase of 3% effective November 1, 1990, in recognition of additional duties; with an additional 1% to be made available within six months based on a mutually agreed upon action plan developed by the Board President and the Secretary-Business Manager in recognition for performance of new duties; a $ 100 per month increase in transportation allowance effective July 1, 1990, in recognition of increased costs associated with automobile transportation and an annual contribution of $4,800 into a tax shelter annuity.

The motion prevailed, the vote being as follows:

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

Noes—Director Pajewski—1.

The Board adjourned at 8:37 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 31, 1990

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:10 PM.

Present—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, and President Mitchell—7.

Absent and Excused—Director Stacy—1.

Vacancy on Board—1.

CITY AND COUNTY COMMUNICATIONS

The Secretary-Business Manager presented the following communications:

Communication from the Community Relations-Social Development Commission relative to their fourth quarter billing.

Referred to the Committee on Finance and Facilities.

Three Communications from the Wisconsin Electric Power Company requesting permission for an easement at Gaenslen School, the new Pluto School, and the new Sarah Scott Middle School.

Referred to the Committee on Finance and Facilities.

Communication from Wisconsin Bell requesting permission for an easement on the Happy Hill School property site.

Referred to the Committee on Finance and Facilities.

SUPERINTENDENTS COMMUNICATIONS

October 31, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

I recommend that the following individual be promoted to the classification indicated, effective upon assignment following approval by the Board:

(r) Margaret Rogers	Generalist, Chapter 1 Instructional Support Team	Schedule III, Range 8B $44,440.00

Respectfully submitted,

ROBERT S. PETERKIN

Superintendent of Schools

(r) Resident

Director O'Neil moved to approve the appointment.

The motion prevailed, the vote being as follows:

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

Noes—None.

October 31, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

TRANSFER FUNDS TO AID SCHOOLS WITH OVERCROWDED CLASSROOMS

A. Pertinent Facts:

1. The 1990-1991 budget contains unallotted funds in the paraprofessional aide line to reduce the adult/pupil ratio in elementary schools with overcrowded classrooms.

2. Schools have requested that they be given the option of adding either teachers or paraprofessionals, to be utilized in the best manner possible. The final decision would be made by the community superintendent, based on input from the school administration and staff.

3. At this time, there have been requests for six additional (floating) teachers and twelve paraprofessionals to relieve overcrowding. These requests are supported by the community superintendents.

4. The cost for adding paraprofessional aides and additional teachers is $498,000, of which $369,600 represents salary funds that must be transferred from the system wide account to individual school accounts.

5. It is anticipated that it will be necessary to place additional teachers or paraprofessional aides during the year to deal with ongoing enrollment changes. Authority is being requested to hire and place these additional persons as soon as the need develops, within the allocated amount, with final authorization to be requested at the next Board meeting.

B. Recommendations:

1. That the Board approve the transfer of $368,600 from the system wide elementary aide account to the appropriate school accounts for adding additional teachers and paraprofessional aides to those schools with overcrowded classrooms.

2. That authorization be granted, within the budgeted amount, to hire and place additional teachers and paraprofessional aides as soon as overcrowding conditions warrant, with final authorization to be requested at the next Board meeting.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Director Pajewski moved to approve the Superintenent’s recommendations.

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

Ayes—7; Noes.

October 31, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

As you know, I was involved in a series of meetings today with Mayor John Norquist and Police Chief Philip Arreola regarding the series of recent gun incidents involving our schools and our children. The mayor and chief share our concern over these incidents and have pledged to work cooperatively to help provide protection for children.

During those meetings we agreed on several strategies which I would like to share with you.

1. I pledged to support the mayor's initiative for a mandatory one-year penalty for carrying a gun in Milwaukee and the creation of two new gun courts.

2. We issued a joint call for a law designating our schools "gun-free zones" with stiff penalties for carrying a gun within 1,000 feet of school.

3. We jointly issued a call for a special session of the Legislature to enact new gun laws now.

4. We called on the Common Council to hold a special meeting to pass a weapons ordinance.

5. We urged the President to sign Senator Herb Kohl's measure, which passed last weekend, providing stiff penalties for carrying a weapon.

6. Chief Arreola agreed that it is important to increase the police presence around our schools and said he would instruct police units to make a point of passing by schools whenever possible.

7. Mayor suggested and the chief agreed to facilitate more frequent contact between our Department of School Safety and the District Commanders of the Police Force. Part of that effort will be a two-day conference at the end of November.

8. The chief agreed to work with our School Safety Director to explore uniformed presence at a variety of school-based events.

The past week has been a dramatic one and has focused attention on the peril which can occasionally present itself to our children. I feel confident that the steps we have taken today will help to deter that peril.

I hope this information will be useful to you in discussions with your constituents. If I may provide more information, please do not hesitate to contact me.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Received and placed on file.

SECRETARY-BUSINESS MANAGER'S COMMUNICATIONS

October 31, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Notice of Injury and Notice of Claim filed against the City of Milwaukee School Board, and Charles James filed by Charles Hausmann, attorney, on behalf of Patricia McFadden, Myron McFadden, and Branden Speights, for injuries, allegedly sustained by Patricia and Myron

McFadden and Branden Speights in an automobile accident involving a driver for the Milwaukee Public Schools on February 5, 1990.

Claim is made in the sum of $19,000 for Patricia McFadden; $24,500 for Myron McFadden, and in the sum of $23,000 for Branden Speights.

2. Notice and Demand for relief filed against the City of Milwaukee Common Council; City of Milwaukee, Mayor; and the Milwaukee School Board, by Mr. Robert Braun who allegedly sustained personal injuries at the Franklin Elementary School on April 4, 1990.

   Claim is made for reimbursement for medical and associated actual expenses incurred in relation to the alleged injuries.

3. Complaint filed against the Milwaukee Public Schools by Mr. Gregory Brown on behalf of his son, Darius Brown, for injuries allegedly sustained by Darius Brown as a result of mistaken identity in an assault on a school bus.

   Claim is made in the sum of $2,500 and court costs.

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) 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 documents attached)

Director O'Connell moved to approve the recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

October 31, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

Please be advised that we have authorized the City Attorney' office to settle a public records case, currently pending in Milwaukee County Circuit Court for the amount of $1,500.

Parents of a Milwaukee Public Schools student brought this action against MPS in 1988, seeking access to public records, damages, costs, and attorney fees under the Public Records Law. After the action was filed, MPS released the records in consultation with the City Attorney's office. Although they had received the records, the parents pursued their claim for costs and attorney fees. MPS was successful in the trial court and the case was dismissed. On appeal by the parents, the Court of Appeals reversed the lower court and sent the case back for additional findings. The case is now before a different circuit court judge.

The Court of Appeals' decision is somewhat unclear as to what additional findings are necessary. In addition, while it is the opinion o the City Attorney that the initial decision of the trial court dismissing

the case was correct, they cannot be certain what the new judge will do with this case, given the decision of the Court of Appeals.

The damages which could be recovered by the plaintiffs are minimal, but the potential attorney fees which can be recovered in public records cases are substantial. Therefore, we were advised by the City Attorney's office to settle this case.

Respectfully Submitted,

JOHN J. PETERBURS
Secretary-Business Manager

Director Mallory moved to approve the recommendation.

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

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, 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 September 5, 1990, through September 28, 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. 4670 to 7221, inc.

Payrolls (net withholdings)	$15,914,934.63	
Accounts	24,489,735.95	
		$40,404,670.58

CONSTRUCTION FUND

Accounts, Voucher nos. 251 to 334, inc.	$ 1,620,773.56

EXTENSION FUND

Payrolls and Accounts, Voucher nos. 387 to 489, inc.

Payrolls (net withholdings)	$ 134,250.90	
Accounts	250,217.50	
		$ 384,468.40

TOTAL	$ 42,409,912.54

The accounts were allowed the vote being the same as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, 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 31, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Personnel and Negotiations presents the following report:

(ITEM l) In accordance with action taken by the Board on August 1, 1972 (Proc. pp. 82-83), concerning the approval of personnel transactions relating to full-time classified 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:

Name and Assignment	Date	Position and Salary	Increment Date
		APPOINTMENTS	
Peter Arlt Custer	08-30-90	School Bookkeeper $20,351.50/yr. (Replacement for retirement)	08-30
Madeline Borges Human Resource Mgmt.	09-10-90	School Secretary I $16,336.06/yr. (Replacement for transfer)	09-10
John Brillowski Fac. & Main. Serv.	09-04-90	Plumber $17.97/hr.($35,940.00/yr.) (Replacement for retirement)	09-04
Susan Burton Accounting	09-17-90	School Secretary I $17,484.48/yr. (Replacement for resignation)	09-17
Joseph Devereaux Fac. & Main. Serv.	09-04-90	Plumber $17.97/hr.($35,940.00/yr.) (Replacement for retirement)	09-04
William Hudson School Safety	09-18-90	School Safety Aide $7.45/hr.($10,966.40/yr.) (Replacement for resignation)	09-18
Kevin Jackson School Safety	09-18-90	School Safety Aide $7.45/hr.($10,966.40/yr.) (Replacement for resignation)	09-18

Christine Klein Municipal Rec.	09-26-90	Clerk Typist I $14,697.54/yr. (Replacement for resignation)	09-26
Harvey Klumb Fritsche	09-04-90	Boiler Attendant $21,071.96/yr. (Replacement for promotion)	09-04
Necia Ramsey Ex. Ed./Supp. Serv.	09-10-90	School Secretary I $18,821.14/yr. (Replacement for transfer)	09-10
Theodore Somers Fac. & Main. Serv.	09-10-90	Carpenter $16.64/hr.($33,280.00/yr.) (Replacement for retirement)	09-10
Daniel Zoladkiewicz Fac. & Main. Serv.	09-17-90	Plumber $17.97/hr($35,940.00/yr.) (Replacement for resignation)	09-17

PROMOTIONS

Esperanza Bucio South	08-29-90	Central Kitchen Manager $22,199.29/yr.	08-28
Priscilla Haller C & I	09-24-90	School Secretary III $24,568.18/yr.	12-10
Ross Hartung 27th	09-03-90	School Engineer II $27,191.06/yr.	09-08
Lula Hernes Berger	04-26-90	Food Service Mgr. II $12,502.65/yr.	04-03
Theodore Koman Edison	09-03-90	School Engineer III $30,549.48/yr.	03-03
Michael McGillis Milw. Tech.	09-03-90	Boiler Attendant $21,071.96/yr.	09-03
Susan McKenna Robinson	08-30-90	Food Service Mgr. I $11,462.76/yr.	08-30
Michelle Ryan SDA I	09-10-90	School Secretary III $24,568.18/yr.	09-10
Mae Schulz Bell	08-29-90	Food Service Mgr. V $18,824.54/yr.	01-01
Mary Sparks Wright	08-29-90	Food Service Mgr. IV $17,775.95/yr.	08-29
Kathryn Tetzlaff LaFollette	08-29-90	Food Service Mgr. IV $16,359.99/yr.	06-09

CHANGES IN STATUS

Doris Idzikowski ¢ Pulsski	09-17-90	School Secretary I $18,158.78/yr.	01-05
David Rice % MHSA	08-30-90	Food Service Mgr. II $14,004.33/yr.	03-03

¢ From a 10 month to a 12 month position
% Reinstatement of Food Serv. Mgrs. per Appendix A, page 34, of Local 150 Contract (Food Service)

Your Committee recommends approval of the joint recommendations and report 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

	Teachers—Schedule I Division		Salary	Years of Experience Credit	Increment Date
Effective between August 31, 1990, and September 12, 1990, inclusive:					
(r)	Sonya M. Alexander Elementary	B	20,964	0	September, 1991
(r)	Kathleen M. Andrzejewski E.D.	B	24,108	3	September, 1991
(r)	Mark R. Bajurny Tech Ed	B	25,680	5	September, 1991
(r)	Mark A. Barnes E.D.	B	20,964	0	September, 1991
(r)(a)	Carla M. Bauer Spanish Immersion	BB	21,397	.4	March, 1991
(r)	Ofelia Bautista-Ruiz Bilingual Elementary	B	20,964	0	September, 1991
(r)(a)	Lorreen R. Becklund M.R.	B	23,060	2.5	February, 1991
(nr)	Wayne H. Bevirt Elementary	C	26,540	5	September, 1991

(nr)(a)	JoAnn M. Blonien E.D.	BB	26,136	5.2	May, 1991
(r)	Stephen D. Blonien Music/Math	B	24,108	3	September, 1991
(r)	Katherine H. Bohannon E.D.	B	20,964	0	September, 1991
(r)	Myrta E. Bon Bilingual Kindergarten	B	20,964	0	September, 1991
(nr)	Michelle R. Bonds Elementary	B	22,012	1	September, 1991
(nr)	Tami A. Bourn Elementary	B	20,964	0	September, 1991
(r)	James L. Bradley E.D.	B	20,964	0	September, 1991
(r)	John Branham E.D.	B	25,680	5	September, 1991
(nr)	Rose M. Buser Spanish Immersion	C	22,872	1	September, 1991
(r)	Barbara D. Butler E.D.	B	20,964	0	September, 1991
(r)	Rocksand R. Byrd E.D.	B	20,964	0	September, 1991
(r)	Carmen M. Caban-Quiles Bilingual Elementary	B	20,964	0	September, 1991
(r)	Barbara L. Caine Reading	C	26,540	5	September, 1991
(nr)	Robert N. Calabrese Transportation	C	26,540	5	September, 1991
(r)	Kristina L. Calcaterra Upper Elementary	B	20,964	0	September, 1991
(nr)	Dale F. Calder French Immersion	B	24,632	4	September, 1991
(r)	Jiying Cao E.D.	B	20,964	0	September, 1991
(r)	Dennis J. Casper Math	B	25,680	5	September, 1991
(r)	Patrick D. Chatman E.D.	B	20,964	0	September, 1991

(r)	Stephen P. Chojnacki English	B	20,964	0	September, 1991
(nr)	Janet L. Christensen Elementary	B	20,964	0	September, 1991
(r)	Julie A. Clark Spanish/English	B	22,012	1	September, 1991
(r)	Jean E. Cockerham E.D.	B	20,964	0	September, 1991
(nr)	Lisa D. Combs M.R.	B	25,680	5	September, 1991
(r)	Vaughn M. Cummings E.D.	B	24,632	4	September, 1991
(nr)	Sandra L. Czerwinski Adaptive Music	B	20,964	0	September, 1991
(nr)	Margot E. DeBot Reading	B	24,108	3	September, 1991
(nr)	Suzanne K. Delcuze' Upper Elementary	B	20,964	0	September, 1991
(r)	Julie M. Engelmann Upper Elementary	B	20,964	0	September, 1991
(r)	Janet R. Fendos P.E.	B	22,012	1	September, 1991
(nr)	Rachel J. Fenwick Upper Elementary	B	20,964	0	September, 1991
(r)	Christine M. French Elementary	B	20,964	0	September, 1991
(r)	Thomas D. Gardner P.E.	B	23,060	2	September, 1991
(r)	Francisco T. Gaytan Bilingual Elementary	B	20,964	0	September, 1991
(r)	Timothy R. Goss Kindergarten/Elementary	B	20,964	0	September, 1991
(r)	Willa L. Grange Elementary	B	20,964	0	September, 1991
(r)	Andra D. Gremer E.D.	B	24,632	4	September, 1991
(nr)	Karen A. Gross Tech Ed	B	20,964	0	September, 1991

(r)(a)	Darlyn K. Grulke Speech Pathologist	C	27,633	6	September, 1991
(r)	Crisoforo Guajardo E.D.	B	20,964	0	September, 1991
(r)	Kathleen A. Haisch Elementary	B	25,680	5	September, 1991
(nr)	Wayne A. Handley Elementary	B	20,964	0	September, 1991
(r)(a)	Carolyn Harmon Reading	B	23,060	2.7	December, 1990
(r)	Donna J. Harmon P.E./Health	B	22,012	1	September, 1991
(r)	Jude M. Hartwick E.D.	C	22,872	1	September, 1991
(nr)	Robynn D. Hevey Elementary	B	22,012	1	September, 1991
(r)	Kenneth C. Hill E.D.	B	20,964	0	September, 1991
(r)	Eric S. Hillebrand	B	20,964	0	September, 1991
(nr)(b)	Kathleen E. Horn Reading	B	31,236	9	September, 1991
(r)	Michelle M. Hucke Elementary	B	20,964	0	September, 1991
(nr)	Rebecca S. Hull Upper Elementary	C	26,540	5	September, 1991
(r)	Robert L. Jammer E.D.	B	23,060	2	September, 1991
(nr)(b)	Jeanette M. Jelinek Reading	C	31,880	8	September, 1991
(r)	Cleo Jenkins E.D.	B	20,964	0	September, 1991
(r)	Allen Johnson Music	B	25,680	5	September, 1991
(r)	Audimishel C. Johnson L.D.	B	20,964	0	September, 1991
(r)	Jerome J. Johnson Bilingual Social Studies	B	20,964	0	September, 1991
(r)	Marie A. Johnson	B	20,964	0	September, 1991

M.R.

(nr)	Brenda V. Johnston E.D.	B	24,632	4	September, 1991
(nr)	Diana H. Keller Speech Pathologist	B	20,964	0	September, 1991
(nr)	Daisy L. Kemp Upper Elementary	B	20,964	0	September, 1991
(r)	William F. Kirby Construction	B	25,680	5	September, 1991
(r)	Pamela A. Klemm Speech Pathologist	B	20,964	0	September, 1991
(r)	Wendy E. Kluck Art	B	20,964	0	September, 1991
(nr)	Patricia A. Kolberg Bilingual Elementary	B	24,632	4	September, 1991
(nr)	Barbara A. Krause Art	B	20,964	0	September, 1991
(r)(a)	Diane M. Kulas Kindergarten	B	24,877	4.5	May, 1991
(nr)	Janie G. Kyle L.D.	B	22,012	1	September, 1991
(nr)	Cary P. Lahr Spanish	B	20,964	0	September, 1991
(nr)	Kari K. Landmark Speech Pathologist	C	23,920	2	September, 1991
(r)	Michael F. Laufer E.D.	B	25,680	5	September, 1991
(r)(b)	Carolyn G. Lawrence Spanish/AV	C	29,791	6	September, 1991
(nr)	Robert S. Lee Industrial Arts	B	20,964	0	September, 1991
(r)	Dennis L. Leonard M.R.	B	20,964	0	September, 1991
(r)	Kevin J. Lesher Bilingual Elementary	B	24 ,632	4	September, 1991
(nr)	Margaret R. Lester German/English	B	24,632	4	September, 1991
(r)	Hannah Lindert French Immersion	B	22,012	1	September, 1991

(r)	Maureen T. Louis L.D.	B	23,060	2	September, 1991
(r)	Abida Lozada Spanish	B	20 , 964	0	September, 1991
(nr)	Frederick W.Luft E.D.	B	23,060	2	September, 1991
(r)(b)	Julia A. Lundberg L.D.	D	33,743	9.4	March, 1991
(r)	Nina F. Machi E.D.	B	25,680	5	September, 1991
(nr)	Robin A. Markwalder Elementary	B	20,964	0	September, 1991
(nr)	Lawrence C. Martin P.E.	B	20,964	0	September, 1991
(r)	Lisa M. Matenaer Adaptive P.E.	B	20,964	0	September, 1991
(nr)	Susan F. McConnell P.E.	B	20, 964	0	September, 1991
(r)	Yvonne M. McGilvary Elementary	B	20,964	0	September, 1991
(r)	Susan L. McGuire E.D.	B	24,108	3	September, 1991
(r)	Marilyn M. McKnight Grade 1-8	C	26,540	5	September, 1991
(r)	Michele M. McNab EC:EEN	B	20,964	0	September, 1991
(nr)	James A. Meinen P.E.	B	23,060	2	September, 1991
(r)	Mary K. Mentkowski Upper Elementary	B	20,964	0	September, 1991
(r)	Patricia A. Mockus Bilingual Elementary	B	22,012	1	September, 1991
(nr)	Jodi L. Moran L.D.	B	20,964	0	September, 1991
(nr)	Janet L. Murphy Upper Elementary	B	20,964	0	September, 1991
(r)	Naseer A. Nasir E.D.	B	20,964	0	September, 1991

(r)(a)	Robin L. Nehring-Brodie Elementary	B	29,453	2	September, 1991
(r)	Brenda J. Nelson E.S.L.	C	24,968	3	September, 1991
(r)	Elizabeth M. Niemczyk Elementary	B	20,964	0	September, 1991
(r)	Douglas C. Norton M.R.	B	20,964	0	September, 1991
(nr)	Julie M. Nussberger P.E.	B	23,060	2	September, 1991
(r)	Anne E. O'Hara Art	B	25,680	5	September, 1991
(r)	Karen S. Oldenburg Music	B	25,680	5	September, 1991
(nr)	Matthew A. Pachi Industrial Arts	B	22,012	2	September, 1991
(r)	Dona R. Palmer Grade 2	B	25,680	5	September, 1991
(r)	Joel M. Parker Music	BB	24,541	3	September, 1991
(r)	Tresha L. Patton Upper Elementary	B	20,964	0	September, 1991
(r)	Jane M. Pearsall Elementary	B	20,964	0	September, 1991
(nr)	Catherine A. Pechauer Upper Elementary	B	20,964	0	September, 1991
(r)(b)	Philip A. Plautz E.D.	B	29,666	7.7	December, 1990
(r)	Sheila M. Pribyl Upper Elementary	B	24,108	3	September, 1991
(r)	Richard H. Prodehl M.R.	B	20,964	0	September, 1991
(nr)	Paula J. Rahn Upper Elementary	B	20,964	0	September, 1991
(nr)	Jacquelyn A. Redmond Speech Pathologist	C	21,824	0	September, 1991
(r)	Michael G. Reedy E.D.	B	25,680	5	September, 1991

(nr)	Robbie L. Reinke Upper Elementary	B	20,964	0	September, 1991
(nr)	Dale M. Riebesehl Music	B	20,964	0	September, 1991
(nr)	Jill A. Ries Art	B	20,964	0	September, 1991
(r)	Gregory D. Ruiz Bilingual Guidance	B	23,060	2	September, 1991
(r)	Dorothy S. Rupert E.D.	B	20,964	0	September, 1991
(r)	Henry W. Sampson Art	B	22,012	1	September, 1991
(nr)	Jeff A. Sathe Upper Elementary	B	24,632	4	September, 1991
(nr)	Corrine M. Scaglione Kindergarten	B	20,964	0	September, 1991
(nr)	Jay B. Schroeder Industrial Arts	B	20,964	0	September, 1991
(r)	Jennette M. Schroeder E.D.	B	20,964	0	September, 1991
(r)(b)	Jacquelyn J. Scudder L.D.	C	33,075	10.5	February, 1991
(nr)	Randy J. Segalla Grade 6	B	25,680	5	September, 1991
(nr)	Barbara A. Sem Music	B	20,964	0	September, 1991
(r)	Gerald J. Shinners Math	B	20,964	0	September, 1991
(nr)	Susan J. Shultis L.D.	B	20,964	0	September, 1991
(r)	Megan S. Skaleski Elementary	B	23,060	2	September, 1991
(r)	Eileen R. Sliwinski Art	B	20,964	0	September, 1991
(nr)	Wendell J. Smith Bilingual Elementary	B	20,964	0	September, 1991
(nr)	Paul D. Sojkowski Grade 6	B	20,964	0	September, 1991

(nr)	Margaret A. Staral Grade 1-6	B	20,964	0	September, 1991
(nr)(b)	JoAnne F. Stemper Even Start	B	31,048	9.9	October, 1990
(nr)	Colleen B. Sullivan E.D.	B	20,964	0	September, 1991
(r)	Debra D. Thomas P.E.	B	20,964	0	September, 1991
(r)	Roger A. Thomas Indian Language	B	25,680	5	September, 1991
(r)	Susan L. Thomas E.D.	B	20,964	0	September, 1991
(nr)	Tracy L. Tillman Grade 1-3	B	20,964	0	September, 1991
(r)	Rosa Balderas-Torres M.R.	B	20,964	0	September, 1991
(r)	Renee Triulzi Reading/English	B	25,680	5	September, 1991
(r)	Amy R. Varon Upper Elementary	B	20,964	0	September, 1991
(r)	John D. Wagner P.E./Health	B	22,012	1	September, 1991
(r)	Adam B. Walker E.D.	B	20,964	0	September, 1991
(r)	Denise M. Walker Kindergarten	B	23,060	2	September, 1991
(nr)	Julianna J. Wesson Reading	B	20,964	0	September, 1991
(nr)	Rosemary Whalen Speech Pathologist	B	25,680	5	September, 1991
(r)	Randi M. Wickland Grade 6	B	20,964	0	September, 1991
(r)	Bernice Wiggins E.D.	B	20,964	0	September, 1991
(nr)	Jane E. Wittig Kindergarten/Elementary	B	25,680	5	September, 1991
(r)	Timothy W. Wolf Industrial Arts	B	22,012	1	September, 1991

(nr)	Ginet Wolter6 SS	B	20,964	0	September, 1991
(r)	MaryBeth Yule Kindergarten	C	26,540	5	September, 1991
(r)	Valerie M. Zastrow Kindergarten	C	26,540	5	September, 1991

Effective between September 13, 1990, and September 25, 1990, inclusive:

(nr)	Susan M. Adams Elementary	B	20,964	0	September, 1991
(nr)	Tanya M. Ahrens Upper Elementary	B	20,964	0	September, 1991
(r)	Sabine F. Beirold SS/German	B	20,964	0	September, 1991
(nr)	Patricia L. Colloton-Walsh Elementary	B	24,108	3	September, 1991
(r)	Larry P. Gnatzig Upper Elementary	B	22,012	1	September, 1991
(r)	Jeffrey S. Moranec Upper Elementary	B	20,964	0	September, 1991
(r)	Lynn A. Reesman Reading Resource	C	26,540	5	September, 1991
(r)	Celestine L. Rogers E.D.	B	20,964	0	September, 1991
(nr)	Tracy L. Sandberg Spanish	B	22,012	1	September, 1991
(nr)	Jane L. Vavra Grade 1-6	B	20,964	0	September, 1991
(r)	Cheryl A. Wallander EC:EEN	B	20,964	0	September, 1991
(r)(a)	Patricia A. Wilkinson Elementary	B	27,041	5.5	September, 1991
(nr)	Linda A. Yach Bilingual Elementary	B	20,964	0	September, 1991
(r)	Joseph B. Zbichorski Industrial Art	B	25,680	5	September, 1991

Effective between September 26, 1990, and October 8, 1990, inclusive:

(r)	Richard L. Watson Upper Elementary	B	24 108	3	September, 1991

(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 appointments and promotions be, and they hereby are, approved effective upon assignment following approval of the Board of School Directors:

ADMINISTRATIVE APPOINTMENTS AND PROMOTIONS

(r) Mildred Powell	Principal McNair School	Schedule III, Range 13 $58,745.00
(r) Andrew Ward	Assistant Principal Custer High School	Schedule III, Range 12C $48, 500.00
(r) Luis Salazar	Assistant to the Community Superintendent	Schedule III, Range 11A $49, 968.00
(r) Rosalyn Clipps	Coordinator, Family Preservation Program	Schedule III, Range 8A $42, 000.00
(r) Audrey Potter	Coordinator School Psychological Services	Schedule III, Range 12A $60,738.00
(r) Brenda Ward	Coordinator School Social Work Services	Schedule III, Range 12A $61,127.35
(nr) Ronald Szymanski	Curriculum Specialist K-12 English	Schedule III, Range llA $61,127.00
(r) Carmen Baxter	Curriculum Specialist K-12 Science	Schedule III, Range llA $49,772.00
(r) Willie Fuller	Generalist, Chapter 1 Instructional Support Team	Schedule III, Range 8B $36,871.00
(r) Thomas McCallum	Instructional Support Team Human Relations Coordinator	Schedule III, Range 8C S45, 457.00
(r) Arleen Scott	Staff Development Specialist	Schedule III, Range 8A $41,947.00
(r) Roger Dobrick	Station Manager—Radio	Schedule III, Range 7A $37,803.00

(r) George Kazel	Student Service Specialist	Schedule III, Range 8A $51,884.00
(r) Gail Sandera	Supervisor, Program for the Emotionally Disturbed	Schedule III, Range 8A $51,000.00
(r) Louiae Poznanski	Supervisor, Program for the Emotionally Disturbed	Schedule III, Range 8A $53,072.00
(r) Beverly Harrell	Talent Development Director Brown Street School	Schedule III, Range 6C $41,210.00

(r) Resident
(nr) Non-Resident

* * * * * *

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

LEAVES OF ABSENCE

		Beginning
Illness leave, to January, 1991:		
Melvyn Dobbs	Fulton	August 31, 1990
Illness leave, to June, 1991:		
Mark Foreman	Townsend/Kilbourn	August 31, 1990
Randolph Kress	Marshall	September 7, 1990
Vernon Voss	Juneau	August 31, 1990
Lillie Vee Wright	Sherman	August 31, 1990
Maternity leave, to January, 1991:		
Anne Burns	Hartford	August 31, 1990
Maternity leave, to June, 1991:		
Susan Botzau	Clement	August 31, 1990
Karen L. Halsema	LaFollette	August 31, 1990
Colleen Schulz	Forest Home	September 24, 1990
Brenda Williams	Pulaski	August 31, 1990
Patricia Zbichorski	Gaenslen	September 24, 1990
Personal leave, to January, 1991:		
Theresa Hinrichsen	Eighth	September 28, 1990
Personal leave, to June, 1991:		
Theresa A. Brunson	Bay View	August 31, 1990
Ahmad Laiq	Riverside	August 31, 1990

Study leave, to June, 1991:

Kristi Ribar	Washington	August 31, 1990

Extension of leave for illness, to June, 1991:

Priscilla Butts	On leave	August 31, 1990

Extension of leave for maternity, to June, 1991:

Carol Hokenson	On leave	August 31, 1990
Anita Smith	On leave	August 31, 1990

Extension of leave for personal, to June, 1991:

Mary Ann Lemke	On leave	August 31, 1990

* * * * * *

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

RESIGNATIONS

Julie A. Andrews	Emerson	August 22, 1990
Mona L. Antony	Emerson	August 27, 1990
Amy S. Aumann	21st	August 24, 1990
Kay Benning	82nd	August 29, 1990
Keith Bower	Burroughs	June 18, 1990
Janet A. Bucci	Sholes	August 21, 1990
JoAnne Carter	Burbank	June 18, 1990
Laura Casperson	Longfellow	August 17, 1990
Antoinette C. Chambers	Pleas View	August 21, 1990
Frances Coles	Fulton	August 30, 1990
Frank Colston	On Leave	June 18, 1990
Rosalyn Corriere-Gazo	Clarke	August 28, 1990
Candace Covington	Lee	August 30, 1990
Cstherine Crockett	On Leave	August 30, 1990
Ann Marie DeGrace	Maple Tree	August 23, 1990
Lisa A. Dillhunt	Douglass	August 24, 1990
Deborah R. Dillon	Kosciuszko	August 20, 1990
Ann Doran	Morse	August 18, 1990
Maureen A. Dwyer	Kosciuszko	August 23, 1990
Elizabeth M. Edwards	Edison	August 15, 1990
Kathleen Eichmann	Craig	August 20, 1990
Wendy A. Garman	Granville	August 29, 1990
Lloyd Geil	Edison	June 30, 1990
Patricia Graham	Madison	July 1, 1990
Justine M. Hammelev	Sholes	August 14, 1990

Sharyl Harris	Walker	August 30, 1990
Karen Henry	Neeskara	August 24, 1990
cassandra Herring	Madison	August 20, 1990
Gail A. Hobbs	95th	August 30, 1990
Christine L- Holicek	Victory	August 29, 1990
Robert M. James	Fritsche	June 18, 1990
Jon Kaszubowski	Hamilton	August 15, 1990
Laura K. Sindberg	Roosevelt	August 19, 1990
Margret M. Keats	Bryant	August 27, 1990
Paul E. Keats	Milw Tech	August 27, 1990
Teri Knight	On Leave	August 22, 1990
Lynda Krahulec	21st	August 30, 1990
Fritz Krause	Walker	August 22, 1990
Debra Kroll	31st	August 17, 1990
Mary K. Olson	Parkman Rg	August 24, 1990
Jean Listinsky	No. Div.	August 16, 1990
Catherine J. Listwan	Kosciuszko	August 23, 1990
Elizabeth MacGregor	Goodrich	August 23, 1990
Deann M. Majchrowicz	Berger	August 21, 1990
James J. Malek	Audubon	August 22, 1990
Julie Mandella	Kilbourn	August 23, 1990
Beth ManiscalcO	Victory	August 21, 1990
Karla J. Markel	On Leave	August 17, 1990
Martha H. Martin	No. Div.	August 29, 1990
Cheri McGrath	On Leave	August 31, 1990
George T. Nash	Centr Off	December 1, 1990
Patricia Padol	Green Bay	August 29, 1990
Claire K. Pankratz	Silv Sprg	August 16, 1990
Thomas J. Pfeifer	Milw Tech	August 21, 1990
Lynn M. Philipps	Thoreau	August 23, 1990
Elizabeth Prindiville	Burroughs	August 30 1990
Lisa A. Robinson	Morse	August 23, 1990
Maryann F. Roszak	81st	July 1, 1990
Julie A. Rustvold	Bryant	August 20, 1990
Kelly A. Ryan	Walker	August 12, 1990
Juliana Sapp	McNair	August 20, 1990
Jacalyn J. Schmidt	Muir	August 30, 1990
Mona B. Seidcheck	Kosciuszko	August 27, 1990
Mary Seider	Lowell	August 21, 1990
Dorothy Shane	Clemens	August 28, 1990
Sylvia Shilcrat	On Leave	June 30, 1990
Susan F. Smith	Fairview	August 30, 1990
Gail A. Stamsta	Fernwood	August 30, 1990
Rachelle Starr	Burroughs	August 23, 1990
Brenda Stewart	35th	August 30, 1990
Amy L. Stone	Palmer	August 15, 1990
Bonnie J. Thomas	Kluge	August 30, 1990
Susan J. Thomas	8th	August 30, 1990

Laura J. Trimble	Audubon	August 22, 1990

Erin A. Wherry	Bryant	August 9, 1990
Victor M. Whiteman	Wisconsin	August 30, 1990
Lorelei Woida	Victory	August 15, 1990
Jill Zieher	Webster	August 6, 1990
Franz J. Zillner	Riverside	August 27, 1990

* * * * * *

(ITEM 6) The Superintendent advised your Committee that:

1. On September 26, 1990, the Board of School Directors approved the item entitled, "Report and Recommendations Regarding the Milwaukee School Selection Plan. Part B, 2(c) of the approved item authorized the establishment of feeder middle schools for Brown, Fratney, Tippecanoe, and Twenty First Street City-wide Elementary Schools. The administration is also requesting that the Board approve the feeder pattern between Allen-Field Bilingual Gifted and Talented (5th grade) to Morse Middle School.

2. The four elementary school principals were asked to meet with their staff and parent group in order to recommend to the Superintendent a feeder middle school. The parameter for the recommendation was that the feeder middle school shall have a programmatic or philosophical perspective congruent with the sending elementary school.

3. The following feeder middle schools were submitted by the four elementary schools:

Feeder Elementary School	Focus	Middle School	Focus
Allen-Field Bilingual Gifted and Talented (5th Grade)	Gifted and Talented Bilingual	Morse Talented	Gifted and
Brown	Talent Development	Roosevelt Arts	Creative
Fratney	Two-way Bilingual/ Bicultural	Wright Language Immersion	Continue
Tippecanoe	Humanities Arts	Roosevelt	Creative
Twenty-First Street	Teacher Learning Center	Roosevelt Sarah Scott	Creative Arts IGE

Your Committee recommends that:

1. Beginning with the 1991-1992 school year the Board approve the following elementary schools to middle school feeder patterns:

   Allen-Field Bilingual Gifted and Talented (5th Grade) to Morse Middle School Fratney Elementary to Wright Middle School

2. The administration bring back more information regarding appropriate feeder patterns for Brown, Tippecanoe and Twenty-first Street Elementary Schools.

* * * * * *

(ITEM 7) The Superintendent advised your Committee that the Three Choice Single Stage School Selection was approved by the Board on September 26, 1990, to replace the Three Stage Single Choice Student Assignment Plan. Part B, 3(e) of the approved item requested that a parent information plan be provided at the October, 1990, Board meeting. The information plan that follows describes contributions from various departments:

DEPARTMENT OF PUBLIC AFFAIRS

- •Publication of Milwaukee Public School Catalog 1990-1991
- •Publication of Directions which will give specific directions regarding the school selection process, description of school programs, and the number of available seats.
- •News releases to the Media
- •Informational newspaper ads

OFFICE OF GUIDANCE AND CAREER EDUCATION

- •High School Careers Specialty orientation for middle schools and K-8 schools.
- •School Run Presentations
  - -- High Schools recruiting Middle Schools
  - --Middle Schools recruiting Elementary Schools

DEPARTMENT OF STUDENT SERVICES/DEPARTMENT OF EXCEPTIONAL EDUCATION AND SUPPORTIVE SERVICES/DIVISION OF INFORMATION SYSTEM

- •Mailings
- --to households with students ages 2-5 concerning entrance to the Milwaukee Public Schools.
- --to transition students.
- --to students exiting Exceptional Education
- --to home via students informing parents of the school selection sign-up period.

SERVICE DELIVERY AREAS/LOCAL SCHOOLS

- •Parent Information Center provides information to parents regarding .School selection and provides assistance in completing applications.
- •Sign-up evenings/parent meetings sponsored by Service Delivery Areas at local schools. Information regarding school programs will be available.

In addition there will be a concentrated effort to increase the number of focus school applications from zip codes 53204 and 53206.

Your Committee recommends that the administration proceed as indicated above.

* * * * * *

(ITEM 8) The Superintendent advised your Committee that:

1. On August 29, 1984, the Board of School Directors adopted the following policy statement regarding volunteers in the Milwaukee Public Schools:

   a. The Milwaukee Board of School Directors has traditionally supported the work of volunteers in the Milwaukee Public Schools. The Board encourages the continuing volunteer participation by individuals and groups within the local schools, as well as within the central administration and in supervised off-school activities before, during, and after school hours.

   b. Definition: A school volunteer is a non-paid person functioning under the policies of the Board of School Directors and under the supervision of a school, central administration, or supportive services staff member.

c. A School Volunteer Coordinator shall, under the supervision of the Superintendent, or his designee, be responsible for the development and direction of a volunteer program, including compliance with all laws pertaining to the use of volunteers. The coordinator will also assist in the recruiting of volunteers and in providing in-service training for volunteers and the staff members who will be working with volunteers. The coordinator shall maintain records on how volunteers are used and the number of hours which they have provided.

2. Beginning October, 1983, an unpaid Volunteer Coordinator position functioned in the Office of Public Information. During this time, the Volunteer Coordinator assumed responsibility for organizing the program and encouraging volunteers in the school district. The Volunteer Coordinator resigned in June, 1988.

3. In September, 1989, the Department of Community Relations assumed responsibility for the School Volunteer Program. Initial action involved a review of the policies and procedures employed in the school district for school volunteers. Within the review process, it was determined that the Board policy does not contain a provision for screening volunteers. Under the current volunteer policy, candidates are generally interviewed by the Volunteer Coordinator in the Department of Community Relations or individual building principals or designees. Additional action taken by the school or the Volunteer Coordinator is generally limited to referral. A formal screening process is not employed.

4. In August, 1990, the Board of School Directors adopted as a major goal, increased parent/community support and involvement in the Milwaukee Public Schools. It is anticipated that activities conducted in support of this goal will significantly increase the number of volunteers in our schools.

   The anticipated increase in the number of volunteers has raised concerns regarding liability issues, health and medical coverage for volunteers, and the safety and welfare of students and staff in the Milwaukee Public Schools.

   Under current liability laws, volunteers are only covered provided they are authorized by a school official (school administrator or teacher) to perform the services rendered. Therefore, the Board's current liability insurance will cover claims by a student's parents against the school district for the action of a volunteer. Volunteers who sustain personal injuries while providing services .<u>are not</u> covered by MPS health and medical insurance. Under these circumstances, it is necessary to establish procedures for screening volunteers, particularly those whose backgrounds indicate limited contact with school age children.

   The volunteer screening process that is being recommended is designed to establish uniform procedures for use by Achilles, and ensure the safety and welfare of staff and students in our school district.

   Volunteers in community organizations and agencies currently involved whose screening procedures are consistent with the revised policy, and those in the Department of Municipal Recreation and Community Education will be excluded from the requirements of the revised volunteer policy. In addition, the policy recommendations are not intended to be reflective of volunteers currently in our school.

   Your Committee recommends that the Board adopt the following School Volunteer application and screening procedures and that these procedures become effective immediately for all potential school volunteers whose background indicates limited contact with school age children:

<u>APPLICATION AND SCREENING PROCEDURES</u>

1. All potential volunteers will complete a volunteer application at a Milwaukee Public School, Service Delivery Area or the Department of Community Relations at the School Administration Building.

2. A copy of the completed application will be filed with the School Volunteer Coordinator in the Department of Community Relations.

3. Upon receipt of the application, the School Volunteer Coordinator will conduct the following:

   a. Review the application to ensure accuracy, including name, address, telephone number, etc.

   b. Contact references and conduct police record check, where appropriate.

   c. Conduct personal conference with potential volunteer whose background indicates limited contact with school age children.

   d. Report finding to the respective building principal.

4. A computer file of all volunteer applicants will be maintained in the Department of Community Relations for use by principals and other staff members.

5. An inservice program will be conducted by the Department of Community Relations for all potential volunteers whose background indicates limited contact with school age children.

6. The Department of Community Relations will ensure that an evaluation is on file for all school volunteers.

* * * * * *

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

1. On September 26, 1990 (Proc. p. 250), 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. 12-19-62, 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 attachment to the minutes of your Committee's meeting of October 15, 1990. 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 to the minutes of your Committee's meeting of October 15, 1990.

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) Your Committee reports having received informational reports from the Superintendent and the Secretary-Business Manager on the following matters; these reports have been made a part of the minutes of your Committee's meeting of October 15, 1990:

A. Negotiations Matters

B. Affirmative Action Report

C. Annual Sick Leave Report

D. Report on School Bus Ridership Programs

* * * * * *

Separate consideration having been requested of Item 7, the remainder of the report was adopted, the vote being as follows:

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

Noes—None

Item 7 of the report relating to the information plan for the Three Choice Single Stage School Selection process, having been set aside for separate consideration, Director Bills moved to adopt the report.

The motion prevailed, the vote being the same as follows:

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

Noes—None.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

Director Mallory presented the following report of the Committee on Instruction and Community Relations:

October 31, 1990

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. On August 15, 1990, the Instruction and Community Relations Committee received and gave hearing to a report on School Age Child Care. The report was forwarded to the Board of School Directors at its August 29, 1990, meeting.

2. The Instruction and Community Relations Committee requested that the administration submit an action report at its October meeting.

3. Several issues regarding funding, community and private sector involvement, use of MPS facilities, planning, site selection, hiring and retaining qualified staff, transportation, and parent fees require a coordinated plan and Board-directed policy.

4. The Department of Municipal Recreation and Community Education has assigned a full-time School Age Child Care Specialist. This individual will be responsible for coordinating MPS School Age Child Care initiatives, developing a comprehensive plan, and working with private, public,

community, and governmental agencies. Staff from the Recreation Department and Secretary-Business

Manager's Office are currently meeting with several agencies, both public and private, who have expressed interest in lease or partnership programs with MPS.

5. The Department of Municipal Recreation and Community Education has allocated $60,000 in its 1990-91 part-time salary account for the development of five or more before and after-school program sites in partnership with the Social Development Commission. SDC will contribute $129,000. A $30,000 School Age Child Care grant has been requested from the Wisconsin Department of Health and Social Services to partially fund the development of the program.

6. Estimated costs to provide a program before school at 6:00 AM until school starts and an after-school program until 6:00 PM for 50 children:
   Supplies —$ 2,000
   Part-time Staff—$25,000
   Plant Operation—$ 8,000—$12,000

   Adding additional time before and after school requires additional plant operation hours that must be paid due to city ordinances and existing labor contracts.

7. Fees—Fees need to be equitable and allow equal access for all parents. Administration is currently considering a $2 per hour fee with a sliding scale based upon income. The $2 per hour fee is compatible with the Milwaukee County Department of Health and Social Services reimbursement for school age child care.

8. Estimated Revenue—Revenue estimates are difficult to predict due to several variables, i.e., the number of children enrolled who get county reimbursement, the number enrolled who get a reduced fee but no county reimbursement, the total number paying the full fee, and the number of hours each child will enroll.

   The objective will be that programs operated by the Recreation Department should pay for supplies, part-time personnel, and plant operation on a citywide basis.

   Estimate—One Site—50 Children/4 hours per day/36 weeks

   Maximum—$57,600 ($2.00 per hour)
   Minimum—$18,000 (.50 per hour)

9. The administration is currently viewing standards relating to school age child care programs, personnel, and facilities. It is the intent to apply those standards developed by the School Age Committee of the Wisconsin Child Care Improvement Project and to utilize the Board's Mission and Philosophy on Early Childhood Education as a basis for district-wide program development.

Your Committee recommends:

1. That the following pilot programs be continued:

   a. Manitoba—Operated by the Recreation Department. b. Clement Avenue—Operated by Edu Care on lease basis. c. Wisconsin Avenue and Kagel—Operated by the Social Development Commission in partnership with the Recreation Department. d. The development of five or more additional programs in partnership with SDC.

2. That an hourly fee be established for programs operated by or in partnership with the Recreation Department, that is consistent with community rates, and incorporates a sliding scale based upon income and family size.

3. That a School Age Child Care Coordinating Committee be appointed under the leadership of the SACC Specialist. Membership will include representatives from the following: Six SDAs, Milwaukee County Department of Health and Social Services, Social Development Commission,

MPS Department of Transportation, MPS Office of Curriculum and Funded Programs, parents, community agencies, and the private sector.

4. That the administration continue to seek partnerships, provide building use through contracts, and develop cooperative programs with the public and private sector.

5. That the administration continue to seek appropriate state and federal grants.

6. That the administration review the feasibility of establishing a bid process that could be used to contract with licensed child care agencies for School Age Child Care services. The bids would call for the Board of School Directors to recover plant operation and all other costs accruing due to the program.

7. That the administration provide a report to the Board in March of 1991 indicating current status and plans through 1993.

* * * * * *

(ITEM 2) The Superintendent advised your Committee that:

1. The Milwaukee Public Schools most recent court order was effective from the 1979-80 school year to the 1983-84 school year, inclusive. On July 1, 1984, the Milwaukee Public Schools were held to be in compliance and the court order was dismissed. On January 4, 1984, the Milwaukee Board of School Directors adopted the policies on integration (voluntary desegregation), effective beginning with the 1984-85 school year.

2. On May 29, 1985, the desegregation plan was modified to include the word "Magnet" in descriptions of programs for which the local terminology "city-wide" and "specialty" was applied to federal definitions of magnet schools.

3. On February 22, 1989, the desegregation plan was further modified by the Board of School Directors when they accepted the school programs included in an application as part of the Milwaukee Public School District's magnet school program and desegregation plan.

4. The Milwaukee Board of School Directors now is asked to modify the desegregation plan to include new magnet schools and themes as follows:

.School	Theme
Marshall	Teacher Training
North Division	Critical Thinking
Fulton	Critical Thinking
Grand Ave.	Multiple Intelligences
Roosevelt	Critical Thinking
Sholes	Communication/Technology
Brown St.	Critical Thinking
Hi-Mount	School of Future
LaFollette	Critical Thinking
McNair	Aeronautical Academy
Pluto	Waldorf Education
Sherman	School of Future
Wisconsin Ave.	Multicultural/Multilingual

5. The Milwaukee Board of School Directors is also asked to authorize enhancements to existing magnet schools as follows:

School	Theme
Bay View	Math & Science
Sarah Scott	IGE
Walker	International Studies
Douglass	Learning Demonstration Center
Goodrich	International Education
Tippecanoe	Humanities

Your Committee recommends that the Board modify the desegregation plan of the Milwaukee Public Schools to include the above named magnet schools and themes.

* * * * * *

(ITEM 3) The Superintendent advised your Committee that:

At its meeting on September 26, 1990 (Proc.p. 273), the Board referred the following resolution, which was introduced by Director Bills, to the Instruction and Community Relations Committee:

WHEREAS, The practice of tracking students by ability is deemed psychologically damaging and of little or no educational value; and
WHEREAS, Sorting children by ability begins as early as first grade within classes, and as children proceed through elementary school they are divided into separate classes with placement based on performance, standardized tests or teacher recommendations; and
WHEREAS, By the time children reach high school they may enter college-bound or non-college-bound tracks which determine which courses they take and what future they may have; and
WHEREAS, Tracking is racially and socio-economically divisive; and
WHEREAS, Students denied access to high-achieving students develop a form of peer pressure in which learning and studying are not valued, resulting in poor academic performance and increased disciplinary problems; and
WHEREAS, The student assignment process is concerned with educational equity; and
WHEREAS, The issue of tracking reflects the degree to which society is committed to educating ALL children; therefore, be it
RESOLVED, That tracking be eliminated, root and branch, from the Milwaukee Public Schools, programs and classes.

Your Committee reports having given hearing to interested parties.

* * * * * *

(ITEM 4) The Superintendent advised your Committee that:

1. At its meeting on September 26, 1990 (Proc.p. 274), the Board referred the following resolution, which was introduced by Director Bills, to the Instruction and Community Relations Committee:

WHEREAS, Schools and school districts which fail to deal with prejudice have a high incidence of racially-inspired fights, high and disproportionate suspension rates, and low achievement; and
WHEREAS, Milwaukee is a city that proudly shows off its various ethnic groups in fests, fairs, and parades; and
WHEREAS, Children in school today will live in a global society and need to learn tolerance, respect, and understanding of different races and cultures in their own community and around the world; and
WHEREAS, Pittsburgh is implementing a middle school known as the Prospect Center for Multi-racial, Multi-ethnic, and Multi-cultural education with a revised curriculum and instructional strategies, such as cooperative learning; therefore, be it

RESOLVED, That the administration study the Pittsburgh model and come back to the Board in November, 1990 with a recommendation on the feasibility of implementing such a model here in September, 1991; and be it

FURTHER RESOLVED, That the study will include consideration of a staff development component similar to the Schenley model; and be it

FURTHER RESOLVED, That the middle school task force be activated with a close review of the Carnegie report, "Turning Points" with recommendations for the Board's consideration also in November, 2 1990 .

Your Committee reports having given hearing to interested parties.

* * * * * *

(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 October 17, 1990:

A Report on Grants Received by MPS Departments

B. Informational Report on the K-12 Curriculum Process

* * * * * *

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

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

Noes—None.

Item 2 of the report, relating to the modifying the desegregation plan, having been set aside for separate consideration, Director Mallory moved for adoption.

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

Ayes—7; Noes—0.

COMMITTEE ON FINANCE AND FACILITIES

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

October 31, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Finance and Facilities presents the following report:

(ITEM l) 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:

DORON PRECISION SYSTEM, INC.; 24 Driving Simulators $74,990.00

UNIVERSAL PAPER & PACKAGING; 28,800 Reams of Copier Paper 70,844.80,
less 2% cash discount—20 days

ART'S CAMERAS PLUS; 37 *Video Cassette* Camcorders 28,245.06

* * * * * *

(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	Mrs. Norman Soref	$150	For new school clubs
Cooper	Family of Florence Bradley	445	Memorial for Florence Bradley
	Family of Mary McHale	500	Memorial for Mary McHale
Doerfler	Doerfler PTO	689	Computer
Douglass	Carol Schaeve	300	Field Trips
Guidance Dept	Kiwanis	500	Career Education development
Grandview School	Grandview PTO	195	Bissell Carpet Machine
Grantosa Drive	Walk for Mankind	132	School Use
Humboldt Park	Humboldt Park PTA	350	Color TV/stand
	Fund Raiser	2,000	Computer
Lee	Lee School PTO	250	Breakfast-honor students
MacDowell	MacDowell PTA	1,540	Field trips/supplies
Milw. Tech.	Harnischfeger Corp.	7,680	Metal Shop
Mitchell	Mitchell PTO	1,300	Musical Instruments
MPS	Colin Cabot	150	Bob Danner Print
	Marie Kohler Cabot	150	Bob Danner Print
	Eastside Parents Group	1,050	Seven Bob Danner Prints
	William H. Lynch	150	Bob Danner Print
	Roosevelt Middle PTO	150	Bob Danner Print
	Julilly Kohler	150	Bob Danner Print
Pulaski	Foster Pontiac	20,700	1990 Pontiac Transport APV
Townsend	Staff Fund Raiser	1,085	Laminating Machine
Trade & Tech. Educ.	T. J. Hale Company	3,300	Particle board, plywood and paneling
U.S. Grant	U.S. Grant P.T.O.	700	Computer software
Victory	Victory PTA	2,890	Copy machine/table
	TOTAL	$43, 896	

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

* * * * * *

(ITEM 3) The Superintendent advised your Committee that:

1. Brown Street School is requesting that its name be modified to Brown Street Academy. The request is supported by the school's parent teacher organization and the school based management council.

2. They wish to maintain the name "Brown," since there is a considerable amount of history and tradition associated with this name. However, from the day Brown Street was re-opened, it has been referred to as "Brown Street Academy," and much of the literature regarding the school is printed with this title. The initial planning with the community, parents, and administration embraced the "academy" concept, including talent development and extended day programming.

3. Therefore, they are requesting that the name be officially modified to Brown Street Academy.

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

* * * * * *

(ITEM 4) The Superintendent advised your Committee that:

1. At its meeting on September 26, 1990, (Proc., p. 225), the Board referred the following resolution, which was introduced by Director Stacy, to the Finance and Facilities Committee.

   "BE IT RESOLVED that the Superintendent and Secretary-Business Manager bring a plan to the Board at its October meeting for the resolution of the Milwaukee Technical High School."

2. While the administration realizes the importance of resolving the concerns related to Milwaukee Technical High School, it is important to seek input from the various groups in our community who are concerned about technical education in Milwaukee Public Schools. Bringing the various groups together and examining all of the options for technical education will provide the administration and the Board of School Directors with better information for making decisions in this matter.

   Your Committee recommends that the administration bring to the Board a policy statement regarding district wide technical education and a policy statement regarding district wide vocational education, which the Board can use to drive decisions during the 1990-1991 budget process and into the future.

* * * * * *

(ITEM 5) The Superintendent advised your Committee that:

1. Milwaukee Public Schools has developed a partnership program with the Boys & Girls Club of Greater Milwaukee-Hillside Branch to provide an enrichment/employment/scholarship program for MPS students, grades 6-12, enrolled at Lapham Park Assessment/Support Center for violation of the district's weapon's policy.

2. The Boys & Girls Club of Greater Milwaukee-Hillside Branch is a nonsectarian**,** non-profit social community agency with a history of promoting health, social, educational, vocational and character development of boys and girls by building self-esteem, values and skills during critical periods of growth . While the majority of the students in the program will be of African-American origin, other ethnic groups will be represented. The overall goals of this partnership program are to instill in these students positive attitudes toward self, learning, work, and the ability to think (both creatively and critically), to progress academically and socially, to communicate effectively, and to appreciate the diversity of all individuals in a multi-cultural environment. Toward these ends, parent involvement will be stressed in all aspects of the program.

3. Program funding is provided through contractual arrangements between MPS and the Boys and Girls Club of Greater Milwaukee-Hillside Branch.

4. MPS funding is authorized by the Milwaukee Board of School Directors under Wisconsin Statute 118.153 (Children At Risk) and Section 49.50 (Learnfare).

   Your Committee recommends that authorization be granted to enter into a contract with the Boys' and Girls' Club of Milwaukee-Hillside Branch as described above.

* * * * * *

(ITEM 6) The Superintendent advised your Committee that:

Student enrollments within the elementary Learning Disabilities Program have exceeded the original program projections. In order to provide appropriate opportunities for the placement of students identified as having a learning disability, it is necessary to open three more elementary classes. In addition, given the severity of the students' disabilities in Programs for the Emotionally Disturbed and Programs for the Physically Handicapped, it is recommended that 3.00 paraprofessionals (Programs for the Emotionally Disturbed—2.25 and Programs for the Physically Handicapped—.75) and .75 handicapped children's

assistants (Programs for the Physically Handicapped) be added to provide support to the instructional programs of these students.

Your Committee recommends that $171,534 from funding set aside for exceptional education expansions be transferred to appropriate accounts.

* * * * * *

(ITEM 7) The Superintendent advised your Committee that:

1. At its meeting on August 29, 1990, (Proc. p. 208)the Board approved the establishment of a pilot Comprehensive Support Center to address the needs of those students who cannot function in a regular school program. The pilot center would serve to establish long-standing linkages between the students referred and placed in alternative school programs and the types of support structures which they will need to succeed in those programs. It will also provide the necessary short-term interventions needed to help the student and parent decide on goals and program options.

2. Three funding sources will support the center:

   • Approximately $141,000 will come from the Desegregation Settlement Agreement.

   • Federal matching funds will provide approximately S84,000.

   • Approximately S457,000 will come from the unallotted amount set aside for school climate, assessment, disruptive students.

Your Committee recommends that:

1. $457,444 be transferred from funding set aside for school climate, assessment, and disruptive students to the appropriate accounts for the Comprehensive Support Center.

2. The administration report back to the Board with an evaluation of the pilot Comprehensive Support Center program prior to the start of the 1991-1992 budget process.

* * * * * *

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

1. Historically the installation of telephone sets was very limited due partly to the status of telephone systems as a non-sophisticated non-essential tool, partly to costs and partly to an attempt to tightly control the use of the telephone for personal reasons.

2. In 1987 a complete upgrade of telephone equipment was started bringing new technology capability and potential to the schools. Concurrently an emphasis was placed upon school-home communication. As this increased communication objective was carried out it quickly became apparent that teachers and support personnel needed additional efficient access to telephone services.

3. Decreasing equipment rental, resulting from the 1987 new systems installation, dropped the telephone account from $1.4 million to $0.9 million in spite of substantial growth in lines and local call volume while installation costs escalated and the number of installed sets increased from 3,572 to 5,273.

4. The number of requests for additional telephone service is greatest during August/September and secondly in December/January to align service to meet changes in school layouts.

5. Requests to install additional data terminal service (now available over telephone cabling) are continual. Requests to relocate existing in place data terminals are also submitted to align terminal location to meet changes in school layout.

6. Each request for telephone installation service is signed by the principal or the administrative manager of the unit. Occasionally requests seeming to be of more cost than value are asked to be reconsidered or evaluated with additional people such as the School Based Management coordinator.

7. The number of telephone service requests expected this year is 230 compared to 320 in 1988-89, and 173 in 1989-90. The average cost for a requested service modification is $600. The 1990-91 budget of $54,000 for additional telephone service will complete 90 requests. Many requests had to be refused due to lack of funding.

Your Committee recommends that $90,000 be transferred from the Contingent Fund to provide for additional telephone services in the form of moves and changes.

* * * * * *

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

1. The Food Services Division has 5 Central Kitchens which prepare meals for 18 schools with limited facilities, 10 CBO's, and 4 parochial schools.

2. The food is transported by truck to these various sites.

3. The Food Services Division budgeted $16,000 for a replacement truck in the 1990-1991 budget.

4. The low bid for the replacement truck is $3,550 higher than the budgeted amount.

Your Committee recommends that $3,550 be transferred from the Non-capital Equipment Account to the Replacement Vehicle Account to cover the difference described above.

* * * * *

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

1. At its meeting of June 28, 1990 (Proc. p. 50), the Board approved the budget for the 1990-91 school year. Contained in the budget were funds for various lease agreements for various programs and the relocation of the Exceptional Education Offices from the Forest Home Annex. Since that time, additional space has been required to house the Comprehensive Support Center, the relocated Alternate High School Program from the Lincoln Downtown Educational Center, the South Division Outpost Program, the Alternative and Vocational Education Offices, and the Exceptional Education Zone Offices, which were formerly housed at Forest Home Avenue School.

2. At the present time, the following locations are being utilized for these various programs with costs as follows:

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 and 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 Pr.	Demmer Center	$850/month
Alternate High School	Grand Building	$ 16,231/mo

Alt. & Voc. Ed. Ofc.	Grand Building	incl. above
South Div. Outpost	Grand Building	incl. above
Exceptional Ed. Ofc.	Warner Amex Building	$ 17,567/mo

3. At the present time, the total annual cost of all of the lease agreements amounts to $409,160. Funds currently exist in the budget in the amount of $238,027 in two accounts. Surplus funds exist in the Utilities/Gas Account due to a one time pipeline credit not anticipated during the development of the budget. Authorization is being sought to approve and enter into the above lease agreements and to transfer funds from various accounts to the Building Rental Account.

4. At the present time, there is $40,000 in the Building Rental Account.

Your Committee recommends that authorization be given to approve and enter into the above lease agreements and to transfer $198,027 from the Exceptional Education Office Relocation Fund and $171,133 from the Utilities/Gas Accounts to the Building Rental Account.

* * * * * *

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

1. The Metropolitan Milwaukee Association of Commerce and the Wisconsin Educational Association Council have proposed that various state associations and large employers create a consortium for the purpose of developing a plan for reform of the health care financing and delivery systems in Wisconsin. The plan will be developed by Ralph Andreano who will prepare an overview of the existing system, an analysis of options and plans and strategies for implementation.

2. The two general health care problems which have been identified are efficiency and equity. Improvements in efficiency may cut costs for employers and more equitable access will likely make health insurance more readily available to the working poor.

3. Many state associations such as the Wisconsin Association of School Boards, the Wisconsin Farm Bureau, the Wisconsin Restaurant Association and the League of Wisconsin Municipalities have committed to participate in the study and contribute $3,000. The Milwaukee Teachers' Education Association has also agreed to participate and contribute $3,000.

Your Committee recommends that:

1. MPS be authorized to participate in the Health Care Cost Containment Consortium and contribute $3,000 to the development of a plan for reform of the health care financial and delivery systems in Wisconsin.

2. $3,000 be appropriated from the Hospital and Surgical Insurance Account (1-10-4870-600-241-500000) for this purpose.

* * * * * *

(ITEM 12) The Superintendent advised your Committee that:

1. On August 2, 1990, Governor Tommy Thompson announced a partnership between the private sector and the State of Wisconsin to provide schools with *IBM Writing to Read* programs. Schools could apply for the *Writing to Read* grants, with the approval and support of the school district superintendent and School Board.

2. The program, entitled Rx *for Reading in Wisconsin*, provides a 12-computer station laboratory, with two printers and software, (approximate value of $26,500) to each grant recipient. The school district in turn needs to provide a room for each lab (including wiring and facilities modifications), provide

personnel to be trained, and commit to all other required expenses, such as the expenses of the maintenance agreement and the consumable work journals.

3. The *Writing to Read* Program supports the Board Goal regarding -student achievement. Twenty-two MPS schools have submitted grant applications for a *Writing to Read* lab.

4. The total cost of the maintenance agreement on one 12 station lab is S3,472. The cost for twenty-two schools would be approximately S76,000.

5. The grant stipulates that three days of initial training and a half day of follow-up training are required. While the cost of the trainer is included in the grant, the cost of paying teachers to attend the training sessions, or providing .substitutes for teachers 40 that they can attend training, must be assumed by the school district. The approximate cost of the three-day initial training is $61,000.

6. The Physical Plant Division is in the process of determining exact costs for the wiring and minor modifications required for the rooms identified in the schools for the *Writing to Read* labs. It is estimated that the costs will be approximately $115,000.

7. The total costs that the school district will be expected to assume for the *Writing to Read* labs in the twenty-two schools which have submitted grants is approximately $252,000.

Your Committee recommends that:

1. The Board approve the transfer of $125,000 from the Contingent Fund to the appropriate accounts in order to begin the implementation of Writing to Read labs.

2. The administration continue to explore other funding possibilities so that all schools which have applied for the grants and which meet the district's criteria can receive a Writing to Read lab.

* * * * *

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

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

2. Mr. Ricardo Diaz, Commissioner, Department of City Development, recommends payment of the following claims filed against the Board of School Directors by persons displaced from premises being acquired for the Sarah A. Scott Middle School:

a. Mr. Lyle P. Schroeder—Site Address:
1308 West State Street, #16

Moving expenses	$ 250
Rent differential	6,960
Total	$7,210

b. Mr. John Stevens—Site Address:
1306 West State Street, #10

Moving expenses	$ 250
Rent differential	7,680
Total	$7,930

Your Committee recommends that the claims be paid.

* * * * * *

(ITEM 14) Your Committee reports having received informational reports from the Superintendent and the Secretary-Business Manager on the following matters; these reports have been made a part of the minutes of your Committee's meeting of October 18, 1990:

A. Facilities Reports

l) Monthly Discussion of Facility Needs
2) Report on New Construction and Building Modifications
3) Report on the Capital Improvement Program

B. Statement of Operating Revenues

The Secretary-Business Manager submitted the following Statement of Operating Revenues as of September 30, 1990, showing the following totals for the School Operations, Categorically Aided, Food Services, Construction, and Extension Funds:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$ 516,516,326	$ 1,069,508	$ 517,585,834	$ 33,678,431	$ 483,907,403	6.5%
Categorically Aided	29,682,019	10,203,685	39,885,704	1,854,037	38,031,667	4.6%
Food Services	20,019,325	20,539	20,039,864	291,499	19,748,365	1.5%
Construction	7,389,000	18,557,145	25,946,145	492	25,945,653	0.0%
Extension	6,254,018	33,518	6,287,536	130,142	6,157,394	2.1%

C. Statement of Expenses

The Secretary-Business Manager submitted the following Statement of Expenses as of September 30, 1990, showing the following totals for the School Operations, Categorically Aided, Food Services, Construction, and Extension Funds:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Expenditures (2)	Unexpended Balance	Percent Expended
School Operations	$ $ 516,524,977	$ 1,069,508	$ 517,594,485	$ 69,688,226	$ 447,906,259	13.5%
Categorically Aided	29,682,019	10,202,107	39,884,126	4,784,929	35,099,197	12.0%
Food Services	20,010,674	20,539	20,031,213	2,653,536	17,377,6n	13.2%
Construction	7,389,000	18,557,145	25,946,145	20,394,066	5,552,079	78.6%
Extension	6,254,018	33,518	6,287,536	1,540,461	4,747,075	24.5%

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

(2) Expenditures included through September 30, 1990 and payrolls through September 28, 1990.

D. Monthly Report on Expenditures

* * * * * *

Separate consideration having been requested for Items 3, 4, 8, 10 and 12, the remainder of the report was adopted, the vote being the same as follows:.

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

Noes—None.

Item 3 of the report, relating to modifying the name of Brown Street School, having been set aside for separate consideration, Director Mallory moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—6.

Noes— Director Bills—1.

Item 4 of the report, relating to technical and vocational education programs, having been set aside for separate consideration, Director Mallory moved to adopt the report..

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—6.

Noes—Director Johnson—1.

Item 8 of the report, relating to Contingent Fund Transfer for additional telephone services, having been set aside for separate consideration, Director Pajewski moved to adopt the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Item 10 of the report, relating to lease agreements and transfer of funds for building rental, having been set aside for separate consideration, Director Mallory moved to adopt the report.

Director Bills moved a substitute motion to hold the lease for the Warner Annex Building, send it back to Committee, and the Administration negotiate a more favorable lease, if possible.

The substitute motion prevailed, the vote being as follows:

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

Noes—Director Johnson—1.

Item 12 of the report, relating to Contingent Fund Transfer to provide for implementation of Writing to Read labs, having been set aside for separate consideration, Director O'Connell moved to adopt the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

SPECIAL COMMITTEES

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

Director Mallory moved to accept the recommendations.

The motion prevailed, the voted being as follows:

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

Noes—None.

Temporarily Absent— Director Johnson—1.

COMMUNICATIONS AND PETITIONS

The Secretary-Business Manager presented the following communications:

Communication from Lieutenant Colonel Craig Peddicord, of the Army Recruiting Battalion—Milwaukee, Relative to inter-service recruiting programs developed for keeping students in school.

Referred to the Committee on Instruction and Community Relations.

Communication from Milwaukee Tech Alumni Association requesting a meeting to discuss their concerns.

Placed on file.

RESOLUTIONS

By Director Johnson

WHEREAS, Many young people in the Milwaukee Public Schools reach various levels of educational, social, cultural, religious, personal, and community success; and

WHEREAS, These young people pay a high price of personal sacrifice to achieve success; and

WHEREAS, They believe in following rules, and pursuing excellence, and believing in the American Dream; and

WHEREAS, The American way is to get a good education, be a good citizen, and to treat your neighbor as you would like to be treated; and

WHEREAS, The Milwaukee Public Schools, the media, and the community are overwhelmed with negative problems; and

WHEREAS, These successful students are not being recognized for their efforts; therefore, be it

RESOLVED, That the Milwaukee Public Schools will recognize daily a young person who has reached some level of success.

Referred to the Committee on Personnel and Negotiations.

By Director Johnson

WHEREAS, Many youth are in need of special attention; and

WHEREAS, Many youth have not been nurtured in a healthy, developmental manner; and

WHEREAS, The Milwaukee Public Schools supports private and public initiative, and persons who will work to provide nurturing, guidance, love and support for children; and

WHEREAS, Poverty, drugs, violence, teen pregnancy, perception of educational failure, and unemployment plague the lives of many youth; and

WHEREAS, Many youth continue to feel hopelessness; and

WHEREAS, Many youth are adjudicated yearly; and

WHEREAS, These youth aren't lost nor are they forgotten; and

WHEREAS, 100 Black Men support and believe in the future of your people; therefore, be it further

RESOLVED, That Milwaukee Public Schools will support adjudicated youth; and be it

FURTHER RESOLVED, That Milwaukee Public Schools will join in partnership with 100 Black Men and its volunteer role model program to serve adjudicated youth; and be it

FURTHER RESOLVED, That Milwaukee Public Schools will recruit mentors and role models to individually serve these youth; and be it

FURTHER RESOLVED, That Milwaukee Public Schools will develop educational support strategies to address, at an early stage, the needs of youth for nurturing and guidance.

Referred to the Committee on Instruction and Community Relations.

The Board adjourned at 9:05 PM.

JOHN J. PETERBURS
Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of October 31, 1990

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	379	347		9	583	7	51	66	10		726
K3	315	213		4	288	12	38	167	19		528
PK	76	50		2	102		5	17	0		126
K4	1876	1837		33	1844	129	337	1307	63		3713
K5	4292	4032		105	4585	294	762	2490	88		8324
01	4982	4537		106	5523	332	957	2497	104		9519
02	4227	4066		87	4737	312	807	2264	86		8293
03	4061	3983		91	4522	290	812	2231	98		8044
04	4006	3727		93	4438	269	739	2117	77		7733
05	3980	3820		96	4568	240	728	2074	93	1	7800
06	3638	3559		82	4284	197	710	1851	73		7197
07	3463	3239		95	3909	174	646	1816	62		6702
08	2998	3037		66	3491	147	559	1704	68		6035
09	4025	3757		102	4357	224	737	2283	79		7782
10	3583	3445		71	3828	197	644	2216	72		7028
11	2733	2808		63	2853	171	424	1976	54		5541
12	2123	2329		41	2121	171	349	1726	44		4452
13	5	6			4	1	2	4			11
Invalid	1	1						2			2
TOTAL	50763	48793		1146	56037	3167	9307	28808	1090	1	99556

Total Active Detached..... 64 (Included above) Total Suburban Transfers—5595

Total Inactive..... 1387 (Not included above)

Brown Deer	176	Greendale	267	New Berlin	83	St. Francis	134
Cudahy	226	Greenfield	322	Nicolet	165	Wauwatosa	830
Elmbrook	179	Hamilton	43	Oak Creek	328	West Allis	466
Fox Point	136	Maple Dale-Indian Hills	81	Shorewood	287	Whitefish Bay	350
Franklin	293	Menomonee Falls	282	South Milwaukee	315	Whitnall	279
Germantown	26	Mequon-Thiensville	206				
Glendale-River Hills	121						

School	Enrollment	% of Atten	Author Staff	Adm Team	School	Enrollment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1605	79.5	113.0	5.0	North Division	1326	70.3	102.0	6.0
Custer	1141	85.9	84.0	5.0	Pulaski	1763	77.6	111.0	5.0
Hamilton	1771	87.2	114.0	5.0	Riverside	1485	89.6	111.0	5.0
Juneau	831	83.7	63.0	3.0	South Division	1787	78.7	133.0	5.0
King	1212	94.5	74.0	3.0	Vincent	1478	81.2	103.0	5.0
Madison	1612	80.3	107.0	5.0	Washington	1669	79.4	121.0	5.0
Marshall	1216	81.5	86.0	4.0	HS of the Arts	748	93.3	56.0	3.0
Milwaukee Tech	1940	92.9	130.0	4.0	TOTAL	21584	83.3	1508.0	68.0
MIDDLE SCHOOLS									

Audubon	938	90.3	66.0	3.0	Parkman	628	87.1	54.0	3.0
Bell	973	91.1	67.0	3.0	Robinson	526	94.5	40.0	2.0
Burroughs	950	91.9	63.0	3.0	Roosevelt	663	94.2	45.0	2.0
Edison	883	92.3	67.0	3.0	Sholes	877	88.5	60.0	3.0
Eighth St.	338	94.0	27.0	2.0	Steuben	916	93.5	61.0	3.0
Fritsche	1015	91.3	69.5	3.0	Walker	843	89.4	59.0	3.0
Fulton	720	94.1	56.0	3.0	Webster	985	92.7	64.0	3.0
Kosciuszko	775	97.2	64.0	3.0	Wright	849	91.9	63.0	3.0
Morse	1058	96.0	68.0	3.0					
Muir	971	89.4	68.5	3.0	TOTAL	14908	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	415	94.5	17.2	1.0	Hopkins	808	93.2	46.0	2.0
Allen Field	1003	94.4	53.5	2.0	Humboldt Park	573	94.9	30.0	1.5
Auer	636	95.0	36.8	1.5	Irving	709	93.4	39.0	2.0
Barton	576	94.9	27.0	1.5	Kagel	399	95.1	24.0	1.0
Berger	532	94.1	32.1	1.5	Keefe Av.	644	93.7	39.3	2.0
Brown St.	643	92.3	36.0	2.0	Kilbourn	374	90.9	22.5	1.0
Browning	457	94.3	22.3	1.0	Kluge	591	93.5	33.0	1.5
Bruce	549	93.6	28.1	1.5	LaFollette	658	95.2	39.8	2.5
Bryant	602	92.4	30.0	1.5	Lancaster	576	95.6	29.5	1.5
Burbank	580	94.1	23.8	1.5	Lee	661	93.0	37.3	2.0
Burdick	525	90.2	31.0	2.0	Lincoln Av.	650	93.0	30.5	1.5
Carleton	533	93.9	24.6	1.0	Lloyd St.	593	95.0	30.5	1.5
Cass	603	92.1	39.3	2.0	Longfellow	646	92.7	30.8	1.5
Clarke	511	97.0	28.3	1.5	Lowell	297	92.9	12.9	1.0
Clemens	447	91.3	22.2	1.0	MacDowell	547	94.0	27.0	1.5
Clement	458	92.3	21.0	2.0	Manitoba	386	96.0	32.5	2.0
Congress	530	94.1	23.9	1.5	Maple Tree	548	95.2	22.0	1.5
Cooper	427	93.1	21.5	1.0	Maryland Av.	332	93.8	20.2	1.0
Curtain	376	94.0	18.2	1.0	Mitchell	769	92.0	34.0	2.0
Doerfler	687	93.1	30.0	1.5	Morgandale	571	95.0	26.1	1.5
Douglass	307	96.9	16.7	1.0	Neeskara	415	95.2	30.5	1.0
Dover	635	93.5	27.1	1.5	Ninety-fifth	347	95.5	17.6	1.0
Eighty-eighth	395	95.1	18.5	1.0	Palmer	593	93.4	41.8	2.0
Eighty-first	497	92.7	20.8	1.0	Parkview	402	93.7	19.0	1.0
Eighty-second	369	95.5	21.5	1.0	Phillip	341	93.2	19.2	1.0
Elm	281	96.4	20.0	1.0	Pierce	571	94.2	33.0	2.0
Emerson	493	95.3	16.9	1.0	Riley	632	89.3	31.0	1.5
Engleburg	521	94.2	28.1	2.0	Seventy-eighth	569	92.1	33.0	1.5
Fairview	489	92.8	30.0	1.0	Sherman	599	94.4	27.7	1.5
Fernwood	478	90.4	29.0	1.5	Siefert	603	91.1	37.0	1.5
Fifth-fifth	402	97.5	22.5	1.0	Silver Spring	371	94.3	20.2	1.0
Fifty-third	969	95.3	18.7	1.0	Sixty-fifth	360	94.6	20.0	1.0
Forest Home	584	92.6	48.0	2.0	Sixty-seventh	.333	94.1	15.9	1.0
Franklin		94.1	40.3	2.0	Story	565	95.8	35.9	2.0
Fratney	351	92.1	20.7	1.0	Stuart	333	94.6	18.0	1.0
Gaenslen	662	90.8	59.0	2.0	Thirty-eighth	569	96.9	26.9	1.5
Garden Homes	511	93.2	30.1	1.5	Thirty-fifth	336	94.3	15.4	1.0
Garfield	435	96.3	27.0	1.0	Thirty-first	506	94.8	28.8	1.5
Garland	372	90.3	15.4	1.0	Thirty-seventh	610	92.4	31.1	2.0
Golda Meir	25244	96.4	13.8	1.0	Thoreau	684	94.4	31.0	1.5
Goodrich	6	96.1	22.5	1.0	Tippecanoe	248	93.5	12.5	1.0
Grandview	348	93.0	17.5	1.0	Townsend	507	96.8	21.5	1.0
Grant	599	94.9	27.3	1.5	Trowbridge	346	92.4	17.2	1.0
Grantosa	607	94.8	35.0	2.0	Twentieth	716	93.8	39.3	2.0
Granville	492	94.2	24.5	1.0	Twenty-first	629	94.7	38.0	2.0
Green Bay Av.	583	92.7	30.6	1.5	Twenty-fourth	321	94.1	21.0	1.0
Greenfield	405	97.0	18.0	1.0	Twenty-seventh	692	95.2	38.0	2.0
Hampton	603	94.3	30.0	1.5	Victory	520	92.0	29.0	2.0
Happy Hill	529	93.5	24.3	1.5	Vieau	630	95.0	37.1	2.0
Hartford	614	95.2	33.2	2.0	Whitman	447	92.8	24.8	1.0
Hawley	341	94.7	16.4	1.0	Whittier	213	95.2	8.4	1.0
Hawthorne	394	94.5	18.0	1.0	Wisconsin Av.	706	94.7	31.0	2.0
Hi-Mount	474	94.3	24.5	1.0	Zablocki	657	92.2	31.0	2.0
Holmes	710	93.2	46.3	2.0	TOTAL	55409	93.9	2947.8	153.5

OTHER SCHOOLS

Craig	92	72.8	11.0	1.0	Lincoln Alt. HS	96	51.7	7.0	1.0
Demmer	5	77.8	8.0	1.0	Lincoln Voc.Lab.	61	71.7	18.0	1.0
Hayes	68	76.1	12.0	1.0	Manitoba Ortho.	105	89.2	.0	.0
Kilmer	169	82.2	16.5	1.0	Pleasant View	238	96.2	30.5	1.0
Lady Pitts	168	58.0	15.0	1.0	Sixty-eighth	178	74.2	10.0	1.0
Lapham Park	112	75.3	10.0	1.0	Commun. Based	768		21.0	1.0
					TOTAL	2060	76.8	159.0	11.0
					MPS TOTAL	93961	90.7	5676.8	283.5

SUPERINTENDENT'S MONTHLY REPORT as of October 31, 1990
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.	44	1	1770	14	16	0	286	1	879	14	29	0	3024	30	3054
Emotion. Dist.	19	0	1249	31	2	0	107	4	506	24	28	2	1906	61	1967
Autistic	0	0	69	8	3	0	4	0	44	1	1	0	121	9	130
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	15	33	0	1	59	74	133
Physically Hdcp.	5	0	222	102	8	4	48	9	168	126	8	6	459	247	706
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	0	17	2	84	15	10	0	196	39	235
Mentally Ret.	11	3	1114	195	13	2	116	25	368	105	8	6	1630	336	1966
Speech/Languag	34	18	1603	1135	37	26	217	192	979	640	40	33	2910	2044	4954
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par.															
Disability Total	115	23	6136	1542	93	32	794	237	3043	958	124	48	10305	2840	13145
Ethnic Totals	138		7678		125		1031		4011		172		13145		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 20, 1990

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

Present—Directors Bills, Johnson, Mallory, O'Connell (6:32 PM), O'Neil, Pajewski, Stacy, and President Mitchell—8.

Absent—None.

Vacancy on Board—1.

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

November 19, 1990

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Jeanette Mitchell, a special meeting of the Board of School Directors will be held at 6:00 PM, Tuesday, November 20, 1990 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.

At the conclusion of the executive session, the Board may reconvene in open session to act upon some or all of the matters discussed in executive session, and/or to authorize a search process for a new Superintendent.

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, Mallory, O'Neil, Pajewski, and President Mitchell—6.

Noes—None.

Voting "present"—Director Stacy—1.

The Board retired to executive session at 6:30 PM.

The Board adjourned from executive session.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 28, 1990

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:20 PM.

Present—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—8.

Absent—None.

Vacancy on board—1.

SUPERINTENDENTS COMMUNICATIONS

November 28, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

I recommend that the following individual be promoted to the classification indicated, effective upon assignment following approval by the Board:

(r)	Cynthia Ellwood	Supervisor, Special Projects	Schedule III, Range 7A $50,000.00

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

(r) Resident

Director Bills moved for immediate consideration and approval of the communication.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting “present”—Director Stacy.

Director Johnson moved to reconsider.

The motion failed, the vote being as follows:

Ayes—Director Johnson—1.

Noes—Directors Bills, Mallory, O'Connell, O'Neil, Pajewski—5.

Voting “present” - President Mitchell—1.

JOINT COMMUNICATIONS

November 28, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

Negotiations have been completed between the Milwaukee Board of School Directors and Local 950 (operating engineers). The contract has been ratified by the unit membership.

It is the recommendation of the superintendent and the secretary-business manager that the Board approve and adopt the settlement of the wage reopened with the amendments as indicated on the attached package proposal.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

JOHN J. PETERBURS
Secretary-Business Manager

Attachment

Director O'Connell moved for concurrence.

The motion prevailed, the vote being as follows:

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

Noes—None.

SECRETARY-BUSINESS MANAGER'S COMMUNICATIONS

November 28, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

As part of an on-going effort to expedite the acquisition of the site for the new Sarah Scott Middle School, the Administration is continually providing the Board of School Directors with the most current information possible. Communications have been received from the Department of City Development recommending payment of certain relocation claims. In order to permit the project to continue on schedule, it is recommended that the following claims be approved:

Mikal Siddiqu - Site Address: 1220 West State Street, #3-B

Payment in lieu of moving expenses $1,000
Total.....$1,000

Noerenberg Wholesale Meats - Site Address: 2842 South 5th Court

Temporary relocation costs..... $76,355.96

Total.....	$76,355.96

It is recommended that the claims be paid.

Respectfully submitted,

JOHN J. PETERBURS
Secretary- Business Manager

Director O'Connell moved to approve the recommendation.

Director Stacy moved to refer the matter back to Committee.

The motion prevailed, the vote being as follows:

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

Noes—None.

Board recessed from 8:30 to 8:38 PM.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of October 3, 1990, through October 31, 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. 7222 to 10052, inc.

Payrolls (net withholdings)	$15,482,986.32	
Accounts	34,405,524.77	
		$49,888,511.09

CONSTRUCTION FUND

Accounts, Voucher nos. 335 to 424, inc.	$ 1,522,661.98

EXTENSION FUND

Payrolls and Accounts, Voucher nos. 490 to 620, inc.

Payrolls (net withholdings)	$ 178,340.66	
Accounts	318,024.40	
		$ 496,365.06
TOTAL		$ 51,907,538.13

The accounts were allowed the vote being the same as follows

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, 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 28, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Personnel and Negotiations presents the following report:

(ITEM l) In accordance with action taken by the Board on August 1, 1972 (Proc. pp. 82-83), concerning the approval of personnel transactions relating to full-time classified 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:

Name and Assignment	Date	Position and Salary	Increment Date
		APPOINTMENTS	
Blanca Diaz Wisconsin Ave. (Replacement for transfer)	10-22-90	Clerk Typist I $13,095.40/yr.	10-22
Susan Kawczynski Brown (Replacement for promotion)	10-04-90	Food Service Mgr. Trainee $6.84/hr.($10,451.52/yr.)	10-04
Leonard Lichucki Fac. & Main. Serv. (Replacement for retirement)	10-01-90	Electrician $19.30/hr.($38,600.00/yr.)	10-01
Bruce Redlin Accounting (Replacement for promotion)	10-12-90	Accountant I $32,802.00/yr.	10-12
Ellen Rozinski Human Resource Mgmt. (Replacement for transfer)	10-22-90	Clerk Typist I $14,697.54/yr.	10-22
Thomas Steffen Fac. & Main. Serv. (Replacement for retirement)	10-15-90	Building Laborer $15.05/hr.($30,100.00/yr.)	10-15
Dennis Strankowski Fac. & Main. Serv. (Replacement for retirement)	10-22-90	Building Laborer $15.05/hr.(30,100.00/yr.)	10-22

PROMOTIONS

Kevin Brown Fac. & Main. Serv.	10-14-90	Boiler Attendant $21,071.96/yr.	10-14
Elaine Galligan C & I	10-18-90	School Secretary II $21,035.04/yr.	07-23
Debra Gordon Hamilton	10-04-90	Food Service Mgr. Trainee $6.84/hr.($10,451.52/yr.)	10-04
Michael Jines Fac. & Main. Serv.	09-17-90	School Engineer I $26,123.24/yr.	03-17
Wanda Krupo Palmer	10-04-90	Food Service Mgr. Trainee $6.9o/hr.($l0,543.2o/yr.)	10-04
David Lee 95th	10-15-90	Food Service Mgr. Trainee $6.84/hr.($10,451.52/yr.)	10-15
Wayne Parfitt 20th	09-17-90	School Engineer II $28,259.40/yr.	10-27
Ramiro Rivas Fac. & Main. Serv.	10-14-90	Boiler Attendant $21,071.96/yr.	10-14
Gregory Rivers Fac. & Main. Serv.	10-14-90	Boiler Attendant $21,071.96/yr.	10-14
Evelyn Young Grant	10-04-90	Food Service Mgr. Trainee $6.84/hr.($10,451.52/yr.)	10-04

CHANGES IN STATUS

David Ackerman # Washington	10-04-90	Food Service Mgr. Trainee $6.84/hr.($10,451.52/yr.)	10-04
Jolene Bradford # City-Wide Reg.Office	10-15-90	Handicapped Children's Asst. $9,871.94/yr.	10-15
Mary Coleman # Parkman Reg. Office	10-15-90	Handicapped Children's Asst. $9,871.94/yr.	10-15
Gloris Coleman °° Parkman	10-19-90	Food Service Mgr. III $19,115.09/yr.	06-11
Alma Nation # City Wide Reg.Office	10-15-90	Handicapped Children's Asst. $9,871.94/yr.	10-15
Pauline Palkowski °° Milw. Trade & Tech.	08-29-90	Food Service Mgr. IV $20,280.38/yr.	08-27
Rodney Perry # Muir	10-15-90	Handicapped Children's Asst. $9,871.94/yr.	10-15
Marcia Slade #	10-15-90	Handicapped Children's Asst.	10-15

City-Wide Reg.Office	$9,871.94/yr.

Kathleen Tolbert # Gaenslen	10-15-90	Handicapped Children's Asst. $9,871.94/yr.	10-15
Magnolia Wells # Grantosa	10-15-90	Handicapped Children's Asst. $9,871.94/yr.	10-15
Mavis Williams % Berger	10-12-90	Food Service Mgr. III $16,722.47/yr.	10-12

From substitute to regular appointment
°° Layoff of Food Service Mgrs. per Appendix A, page 34, of Local 150 Contract (Food Service)
% Reinstatement of Food Service Mgrs. per Appendix A, page 34, of Local 150 Contract (Food Service)

Your Committee recommends approval of the joint recommendations and report 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

	Teachers - Schedule I Division		Salary	Years of Experience Credit	Increment Date
Effective between August 31, 1990, and September 12, 1990, inclusive:					
(nr)	Robert Bosanac Upper Elementary	B	24,108	3	September, 1991
(r)(b)	Edward F. Croke Elementary	B	28,684	8	September, 1991
(nr)	John M. Derdzinski Industrial Arts	B	25,680	5	September, 1991
(nr)	Violet L. Fager Elementary	B	25,680	5	September, 1991
(r)	Lizabeth A. Holbach Elementary	B	22,012	1	September, 1991
(r)	Jennifer A. Otto Upper Elementary	B	20,964	0	September, 1991
(nr)	Timothy J. Richmond Transportation	B	20,964	0	September, 1991

(nr)	Julie A. Roell Grade 6	B	23,060	2	September, 1991
(r)	Karina L. Suprise Elementary	B	22,012	1	September, 1991
(r)	Carol L. Walsh Grade 6	B	20,964	0	September, 1991

Effective between September 13, 1990, and September 25, 1990, inclusive:

(nr)	Allen R. Bare Upper Elementary	B	20,964	0	September, 1991
(r)	Thomas R. Baumann Math	B	20,964	0	September, 1991
(r)	Olalekan A. Benson E.D.	B	20,964	0	September, 1991
(r)	Jeffrey P. Bollmann Tech Ed/P.E.	B	20,964	0	September, 1991
(r)	Kristina M. Clark Upper Elementary	B	20,964	0	September, 1991
(r)(b)	Isabel Coriano Bilingual Elementary	B	28,419	10.4	March, 1991
(nr)	Sandra J. Courneene Upper Elementary	B	20,964	0	September, 1991
(r)	Alma Crayton-Smith E.D.	B	20,964	0	September, 1991
(nr)	Susan J. Durovka Upper Elementary & Reading	B	20,964	0	September, 1991
(r)	Margaret M. Feider Elementary	B	20,964	0	September, 1991
(nr)	Colleen M. Fleming Elementary	B	20,964	0	September, 1991
(nr)	Patricia A. Fleming Reading/English	B	23,060	2	September, 1991
(r)	Michael A. Gumina Elementary	B	20,964	0	September, 1991
(nr)	Christine M. Holzman Elementary	B	20,964	0	September, 1991
(nr)	Rita J. Igl Elementary Guidance	B	23,060	2	September, 1991
(r)	Carmelo Iglesia	B	20,964	0	September, 1991

Science

r)	Inia Jones Elementary	B	22,012	1	September, 1991
(r)	Bonnie L. Jonet M.R.	B	24,108	3	September, 1991
(r)	Kristine A. Koopmann Elementary	B	20,964	0	September, 1991
(r)	Karen M. Krysiak Elementary	B	25,680	5	September, 1991
(nr)	Dawn M. Loeschmann Elementary	B	22,012	1	September, 1991
(r)	Rita J. McKillip Library	B	20,964	0	September, 1991
(r)	Gale E. Michalski French/English	B	20,964	0	September, 1991
(r)	Matthew R. Naus Elementary	B	20,964	0	September, 1991
(nr)	Joseph F. Paul Industrial Arts	B	20,964	0	September, 1991
(nr)	Jeralynn Peterson Elementary	B	24,632	4	September, 1991
(r)	Eric A. Schwarzenberger E.D.	B	20,964	0	September, 1991
(r)	Vicky A. Shelton Elementary	B	20,964	0	September, 1991
(nr)	Lynn M. Treffert Grade 6	B	20,964	0	September, 1991
(r)	Dollie M. Vinson Elementary	B	23,060	2	September, 1991

Effective between September 26, 1990, and October 8, 1990, inclusive:

(r)	Deborah J. Barnard Elementary	B	22,012	1	September, 1991
(r)	James R. Chucka E.D.	B	20,964	0	September, 1991
(nr)	Michelle P. Davis Upper Elementary	B	20,964	0	September, 1991
(r)	Marlys A. Eidsvoog Occupational Therapist	B	24,108	3	September, 1991
(nr)(b)	Susan J. Feil	D	39,227	15.1	January, 1991

P.E./History

(r)	Laura L. Guenther Kindergarten	B	10,482	0	September, 1991
(r)(a)	Mary E. Hale Reading/English	D	29,398	7.7	December, 1990
(r)	Sherryl L. Johnston Kindergarten	B	25,680	5	September, 1991
(r)	Kathleen L. Keck Upper Elementary	B	22,012	1	September, 1991
(r)	Robert M. Kroncke	C	23, 920	2	September, 1991
(r)	Joan M. LoPresti Upper Elementary	B	25,680	5	September, 1991
(r)	Mary H. Maresh Reading/English	B	20,964	0	September, 1991
(nr)	Steven J. Mitchell Industrial Arts	B	23, 060	2	September, 1991
(r)	Jane H. Mohr Science	B	22,012	1	September, 1991
(nr)	Sharon L. Niemiec Elementary	B	20, 964	0	September, 1991
(nr)	Lynn M. Pluemer Upper Elementary	B	20,964	0	September, 1991
(r)	Diane M. Regan M.R.	B	22,012	1	September, 1991
(nr)	Mario A. Rivera Spanish Immersion	B	25,680	5	September, 1991
(r)	Judieth R. Rushing Elementary	B	25,680	5	September, 1991
(nr)	Andrew R. Schumann Upper Elementary	B	20,964	0	September, 1991
(nr)	Kathleen A. Walsh Upper Elementary	B	20,964	0	September, 1991

Effective between October 9, 1990, and October 19, 1990, inclusive:

(nr)	Janice R. Becker Upper Elementary	B	20,964	0	September, 1991
(r)	Deborah J. Capes Math	B	22,012	1	September, 1991
(r)(b)	Tamara L. Cornelius	D	28,422	8.5	February, 1991

Speech Pathologist

(r)	Patrick M. Fairbanks	B	20,964	0	September, 1991
(r)	Peter G. LaBonte French	B	20,964	0	September, 1991
(r)(a)	Carol T. Nichols Elementary	B	24,108	3.1	June, 1991
(r)	Vera M. Pawlak Bilingual Elementary	B	23,060	2	September, 1991
(r)	Carmen A. Rivera Upper Elementary	B	20,964	0	September, 1991
(r)	Paulette H. Tambellini Elementary	B	22,012	1	September, 1991
(r)	James A. Wisniewski M.R.	B	20,964	0	September, 1991

Effective between October 22, 1990, and November 1, 1990, inclusive:

(r)	Sylvester J. Jolley Grade 6	B	20,964	0	October, 1991
(nr)	Jane E. Leahy French	B	24,632	4	October, 1991
(r)	Mary K. Schecher Music	B	20,964	0	October, 1991
(r)	Willie M. Sinclaire Industrial Arts	A	25,157	5	October, 1991

School Social Worker - Schedule 02

Effective between September 13, 1990, and September 25, 1990, inclusive:

(r)	Barbara A. Hynst		30,077	0	September, 1991

(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 appointments and promotions be, and they hereby are, approved effective upon assignment following approval of the Board of School Directors:

ADMINISTRATIVE APPOINTMENTS AND PROMOTIONS

(r) Nancy Conner	Assistant Principal	Schedule III, Range 12C

Washington High School	$41,323.00

(r) Joseph Nemoir Vincent High School	Assistant Principal	Schedule III, Range 12C $44,440.00
(nr) George Hughes Chapter 1 ESSIA Program	Coordinator	Schedule III, Range llA $64,328.00
(nr) Bettye Bunch Instructional Support Team Secondary English/Language Arts	Generalist, Chapter 1	Schedule III, Range 8B $45,457.00
(r) James Janicki	Supervisor, Recreation	Schedule III, Range 7A $37,803.00
(r) Maria Sanchez	Student Services Specialist	Schedule III, Range 8A $46,109.00

(r) Resident
(nr) Non-Resident

* * * * * *

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

LEAVES OF ABSENCE

		Beginning
Illness leave, to January, 1991:		
Karen Wylie	Pleasant View	October 1, 1990
Illness leave, to June, 1991:		
Ida Butler	Morse	September 17, 1990
Maternity leave, to June, 1991:		
Kathryn Alcorta	North	October 22, 1990
Personal leave, to January, 1991:		
Joie Carter	Philipp	October 4, 1990
Naseer Ahmad Nasir	Fernwood	October 16, 1990
Juan Romero	South	September 26, 1990

* * * * * *

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

RESIGNATIONS

June Rose Conlin	On Leave	August 30, 1990
Frank Felix	Grant	September 11, 1990
Bryan Lee Grau	Clarke	October 19, 1990
Gwaub T. Thao	Story	October 26, 1990
Jaclyn A. Hagenow	Victory	September 12, 1990
Carmelo Iglesia	South	October 16, 1990
Tracy L. Klass	78th	September 14, 1990
Clarence E. Laube	Vincent	January 25, 1991
Inna Lebedinsky	D/D	September 28, 1990
Tracy L. Sandberg	King	November 30, 1990
Eileen M. Sattler	Palmer	September 14, 1990
James F. Saulino	Burroughs	October 26, 1990
Jennifer C. Venderbush	D/D	October 9, 1990
William A. Wanserski	Milw Tech	October 8, 1990
Maureen Woulfe	88th	October 12, 1990

* * * * * *

(ITEM 6) The Superintendent advised your Committee that in accordance with the provisions of Section 3.26 of the Board's Rules which requires that the Superintendent shall report the absence of a teacher for more than 45 days during a half year, the Superintendent reported the absence without leave of the following teachers:

Sandra Breckenridge - On December 5, 1989, a letter was written, stating that she was out of assignment from Wilbur Wright Middle School. On April 18, 1990, a 15-day conference letter was sent, stating that she should respond within 15 days or her name would be deleted from the list of appointed teachers. She responded by sending a doctor's excuse, stating that she would be out "indefinitely." On May 1, 1990 a letter was sent, along with an illness leave request form to be filled out and returned to the Department of Staffing Services. To date there has been no response.

Maria Cruz-Lange - Ms. Cruz-Lange was granted the following leaves:

Adoption Leave - 8/29/86 to 6/87
Child Rearing Leave - 8/28/87 to 1/88
Child Rearing - extension - 1/26/88 to 6/88
Unpaid Study Leave - 9/2/88 to 6/89

On May 1, 1989, a letter was written, stating that her current leave of absence would soon expire. It was indicated in the letter that she had been out 3 years in a 7 year period, and that she could not extend her leave. She was to either return to a teaching position in the District or resign. On June 15, 1990, a 15-day conference letter was sent, stating that she should respond within 15 days or her name would be deleted from the list of appointed teachers. The letter was returned stamped "Attempted - Unknown."

Lucia N. Herrera - Ms. Hererra was granted an unpaid study leave from August, 1988 to June, 1989. On May 1, 1989, a letter was written, stating that her current leave of absence would soon expire, and she was asked to fill in a reassignment form or extend her leave by June 1, 1989. On June 15, 1989, it was requested that we hear from her by July 1, 1989 or it would not be possible to consider her for reassignment. On November 13, 1989, a 15-day conference letter was sent, stating that she should respond within 15 days or her name would be deleted from the list of appointed teachers. To date there has been no response.

Cynthia Pattison - Ms. Pattison was granted a Personal unpaid Leave of Absence from September, 1988 to June, 1989. On May 1, 1989, a letter was written, stating that her leave of absence would soon expire, and

she was asked to fill in a Reassignment Form or extend her leave by June 1, 1989. On June 15, 1989, a letter was written, stating that if we did not hear from her by July 1, 1989, it would not be possible to consider her for reassignment for the 1989/1990 school year. On April 18, 1990, a 15-day conference letter was sent, stating that she should respond within 15 days or her name would be deleted from the list of appointed teachers. To date there has been no response.

Cherry Saunders - Ms. Saunders was granted the following leaves**:**

Personal - Unpaid - 12/1/86 to 6/87
Personal - Unpaid - Extension - 8/28/87 to 6/88
Personal - Unpaid - Extension - 9/2/88 to 6/89

On May 1, 1989, a letter was written, stating that her current leave of absence would soon expire. It was indicated in the letter that she had been out 3 years in a 7 year period and that she could not extend her leave. She was to either return to a teaching position in the District or resign. On June 15, 1989, it was requested that we hear from her by July 1, 1989, or it would not be possible to consider her for reassignment. On November 13, 1989, a 15-day conference letter was sent, stating that she should respond within 15 days or her name would be deleted from the list of appointed teachers. To date there has been no response.

Howard Unger - Mr. Unger was granted the following leaves:

Illness Leave - 2/2/87 to 1/88
Illness Leave - extend - 1/25/88 to 1/89 - 2 years

The usual letters were sent after the expiration of his leave. Mr. Unger responded by sending an illness leave request form, without the dates for the extension of his leave. On October 12, 1989, a letter was written asking for specific dates of the leave. On April 18, 1990, a 15-day conference letter was sent, stating that he should respond within 15 days or his name would be deleted from the list of appointed teachers. To date there has been no response.

Your Committee recommends that the above names be deleted from the list of appointed teachers.

* * * * * *

(ITEM 7) The Superintendent advised your Committee that:

1. On October 31 , 1990, the Board of School Director's approved the recommendation from the Personnel and Negotiations Committee to establish middle school feeder patterns for Allen-Field Bilingual Gifted and Talented and Fratney Elementary Schools.

2. The Board also requested that the administration bring back more information regarding appropriate feeder patterns for Brown, Tippecanoe, and Twenty-first Street Elementary Schools.

3. The opening of the new Elm will add additional numbers of fifth graders from Elm who will be eligible for Roosevelt Middle School.

4. Tippecanoe School is requesting that Roosevelt Middle School be established as the feeder middle school for Tippecanoe. Roosevelt Middle School is being recommended as the feeder school for Tippecanoe School based on the following information:

   -- Integrative art approach is at both schools which emphasizes student creativity and self-expression.

-- The arts at both schools are integrated into the curriculum.

-- A thematic approach is used at both schools.

-- The use of fine art resources in the community is practiced at each school .

-- Both schools are School Based Management Schools.

Fritsche Middle School is being recommended as being the alternate feeder middle school for Tippecanoe Elementary School.

5. Sarah Scott Middle School is being recommended as the feeder school for Twenty-first Street School based on the following information:

   -- Sarah Scott's IGE program is similar to the Twenty-first Street's educational program in that both attempt to match the student learning style with an appropriate instructional method.

   -- The proposed classroom pod design for Sarah Scott is in place at Twenty-first Street School.

   Burroughs Middle School is being recommended as being the alternate feeder middle school for Twenty-first Street School.

6. Roosevelt Middle School is being recommended as the feeder school for Brown Street Academy. This recommendation is based on the arts being one of the talent development areas.

   The alternate feeder middle school for Brown Street Academy will be determined at a later date.

The administration makes the following recommendations:

1. That beginning with the 1991-1992 school year the Board approve the following elementary schools to middle school feeder patterns:

   -- Tippecanoe Elementary to Roosevelt Middle School with Fritsche the alternate middle school. -- Brown Elementary to Roosevelt Middle School with an alternate to be determined. -- Twenty-first Street Elementary to Sarah Scott Middle School with Burroughs the alternate middle school.

2. In the event that there is an over subscription for available seats at Roosevelt Middle School, a random sample will take place involving applicants from Tippecanoe and Brown Elementary Schools. The applicants from Tippecanoe and Brown Street Elementary Schools will have a higher priority than applicants from non-feeder elementary schools.

3. The alternate feeder middle school will be available to the elementary school in the event that the student is not placed at Roosevelt or Sarah Scott Middle Schools due to random selection.

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

* * * * * *

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

1. At its meeting on February 28, 1990, the Board authorized MPS participation in the United Performing Arts Fund Drive 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. Representatives from UPAF will be present at the Committee meeting to discuss this past year's fund raising effort. In general, the campaign appears to have gone well, with a modest number of dollars raised. A good start has been made in developing a cadre of school volunteers to conduct the campaign. Based on this past year's success, the administration would recommend reauthorizing MPS participation for another year under the same conditions

Your Committee recommends that MPS participate in the United Performing Arts Fund Drive according to the above terms.

* * * * * *

(ITEM 9) The Superintendent advised your Committee that several past administrative practices related to the school selection process were developed and implemented to facilitate the school selection process. Some of the past administrative practices gave preference of school assignments to different groups of students or were aimed at transportation savings. In order to implement the Three Choice Single Stage School Selection process, approval for the following policies is being recommended:

1. Assignment Preference Provided for Attendance Area Five Year Old Kindergarten Students

   As part of the previous assignment process, utilized by the district for more than a decade, an attempt was made to accommodate as many K5 students opting for their attendance area school as available seats would permit. This means that the district has traditionally granted advantage to K5 attendance area students seeking their neighborhood school over non-attendance area K5 students, given all other factors are equal.

2. Assignment preference provided for attendance area grade and seeking to continue their first grade and seeking to continue their first grade assignment in their attendance area school.

   Also as part of the previous assignment process, attendance area kindergarten students promoted to the first grade and seeking to continue in their attendance area school, have been provided an assignment preference over non-attendance area transition students.

3. Fifth grade student in a sixth or eighth grade top school not eligible to select an attendance area middle school;

   Fifth graders in a sixth or eighth grade top school will not be eligible to apply for an attendance area middle school for the program for the Academically Talented at the middle school level. Fifth graders in a sixth or eighth grade top school will be eligible to make application for city-wide middle schools and programs (except PAT). Due to the lack of seats at the middle school level this policy is necessary.

4. No carry over wait list beginning with the 1991-1992 school year wait lists.

   With the exception of the three elementary language immersion schools and the two Montessori schools, the practice of carrying over to the next grade a wait list will be discontinued. The above mentioned schools will be exempt due to the specific entrance requirements. Wait lists established due to over subscription will be used from the time of random sample to the following March 1st of the next calendar year. This will allow principals to fill vacant seats that occur from their wait list. Parents interested in a specific program will have to reapply during the school selection period.

5. Integrated Attendance Area

On September 26, 1990 (Proc.p. 241-247; 251), the Board approved a recommendation giving preference to students residing in integrated attendance areas. This means that within the parameter of racial balance, students residing in an integrated attendance area are given preference to the school over students applying for the school from outside the attendance area.

The Board action designated attendance areas between 50% and 68% black as integrated. After further review, the administration is recommending that a racial makeup of 25% to 65% black be established as the criteria to designate an integrated attendance area. This percentage is congruent with our designation of a school as racially balanced.

Your Committee recommends that:

1. The Board give assignment preference to attendance area kindergarten students who select to attend their attendance area five year old kindergarten program.

2. The Board give assignment preference to attendance area five year old kindergarten students promoted to first grade and seeking to continue first grade assignments in their attendance area school within the parameter of available seats and racial balance.

3. The Board establish for the 1991-1992 school year fifth grade students in a sixth or eighth grade top school not be eligible to select an attendance area middle school.

4. The Board establish that there will be no carry over wait list beginning wit the 1991-1992 school year wait list. Wait lists established as a result of random sample will be in effect until March 1 of the following year. The language immersion and Montessori schools will maintain their carry over wait list.

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

1. The Board of School Directors previously authorized the administration to investigate the establishment of a Preferred Provider Organization (PPO) health plan.

2. After approximately a year of negotiation with providers and an evaluation of the requested bids by the benefit consulting firm Towers, Perrin, Forester and Crosby (TPF &C) it was determined that the most cost effective plan would be the Partners PPO, sponsored by the Aetna Life Insurance Company.

3. Participation by retirees in the PPO will be voluntary and will not required negotiation with any labor organization.

4. As the Plan is voluntary, not all retirees will join. A recent survey of retirees indicated 60 percent of the eligible retirees would be interested in participating if the PPO premium was lower than the current premium. Based on this survey and an analysis of the current utilization data it would appear reasonably conservative to conclude that 30 percent of those eligible would actually participate if premiums were reduced 10 percent. This participation would yield a first year saving of approximately $160,000. Increased savings in future years would be expected as more people would join the plan as health premiums increased, as well as the possibility of negotiating this plan with some of the unions.

5. The addition of a PPO will result in an increase in the workload of employee benefits and may require an additional administrative assistant. Increased staffing needs will be addressed through the reorganization.

Your Committee recommends that the administration be authorized to contract with Aetna Life Insurance Company and its subsidiary Partners PPO network to offer a PPO to eligible retirees.

* * * * * *

(ITEM 11) The Superintendent advised your Committee that:

1. In October, 1988, the Board of School Directors approved the establishment of Community Advisory Councils in each of the six (6) Service Delivery Areas to serve as an advisory committee to the Community Superintendents. In February, 1989, the Board authorized a composition of the councils to include at least six (6) parents, four (4) teachers, two (2) administrators, one (l) non-certified staff, one (l) community-based organization, one (l) business representative and one (l) student.

2. In August, 1990, the Superintendent began meeting on a regular basis with the Education Task Force of the Milwaukee Inner City Congregations allied for Hope (MICAH) to discuss mutual interests and concerns. During the October, 1990 meeting, of the Task Force, it was requested that consideration be given to including an Education Task Force member from MICAH as a voting member on each of the six (6) Service Delivery Area Community Advisory Councils. At the October 12, 1990 meeting, the Task Force submitted a list of candidates for consideration by the Superintendent of Schools. However, under current procedures expanding the composition of the Council requires Board authorization**.**

Your Committee recommends that the Service Delivery Area Community Advisory Councils be expanded to include a representative elected by the congregations associated with the Milwaukee Inner City Congregations Allied for Hope (MICAH).

* * * * * *

(ITEM 12) The Superintendent advised your Committee that:

1. At its meeting on October 31, 1990 (Proc.p. 328), the Board referred the following resolution, which was introduced by Director Johnson, to the Personnel and Negotiations Committee:

   WHEREAS, Many young people in the Milwaukee Public schools reach various levels of educational, social cultural, religious, personal, and community success; and

   WHEREAS, These young people pay a high price of personal sacrifice to achieve success; and

   WHEREAS, They believe in following rules and pursuing excellence, and believing in the American dream; and

   WHEREAS, The American way is to get a good education, be a good citizen, and to treat your neighbor as you would like to be treated; and

   WHEREAS, The Milwaukee Public Schools, the media, and the community are overwhelmed with negative problems; and

   WHEREAS, These successful students are not being recognized for their efforts; therefore, be it

   RESOLVED, That the Milwaukee Public Schools will recognize daily a young person who has reached some level of success.

2. It would appear that the best way to recognize students would be through the individual schools, since system-wide recognition on a daily basis would be difficult. The administration will continue its current efforts to recognize students and encourage local schools to do likewise.

Your Committee recommends that schools be encouraged to recognize students who have reached some level of success.

* * * * * *

(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 inter-district pupil transfer agreements with other school districts on behalf of the Board."

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

3. A summary of the agreements is provided:

MILWAUKEE PUBLIC SCHOOLS
INTERDISTRICT TRANSFER AGREEMENT
SEATS TO BE MADE AVAILABLE
COMPARISON OF AGREEMENT GOALS TO CONTRACTS
SCHOOL YEAR 1990/91

DISTRICTS WITH FIVE YEAR GOALS:

	--SEATS TO BE MADE AVAILABLE--	
District	1992/93 Settlement Agreement Goals	Seats Made Available Per 1990/91 Contract
Greendale	317	330
Greenfield	373	335
Menomonee Falls	294	299

DISTRICTS TO ANNUALLY CONTRACT GOALS:

District	Goals	--1990/91 -- Seats Made Available Per Contract
Elmbrook	236	236
Mequon-Thiensville	220	220

Your Committee recommends that the Chapter 220 inter-district pupil transfer agreements for the school districts of Greendale, Greenfield, Menomonee Falls, Elmbrook, and Mequon-Thiensville 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's meeting of November 12, 1990:

A. Affirmative Action Report

B. Report on the MPS Immunization Plan

* * * * * *

Separate consideration having been requested of Items 2, 3, 7, 9, 10, 11, and 12, the remainder of the report was adopted, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, 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 the same as that preceding:

Ayes—8; Noes—0.

Item 3 of the report, relating to administrative appointments, having been set aside for separate consideration, Director Pajewski to adopt the report.

Director Stacy asked that the Chapter 1 coordinator position be voted separately.

The motion to approve all appointees except Chapter 1 coordinator position prevailed, the vote being as follows.

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

Ayes—8; Noes—0.

The motion to approve the Chapter 1 Coordinator prevailed, the vote being as follows.

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

Noes—Director Stacy—1.

Item 7 of the report, relating to feeder patterns for 1991-1992 school year, having been set aside for separate consideration, Director Mallory moved to adopt the report.

Director Bills moved to send the report back to Committee.

The motion prevailed, the vote being the same as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy —7.

Noes—President Mitchell—1.

Item 9 of the report, relating to the school selection process, having been set aside for separate consideration, Director Pajewski moved to adopt the report.

Director Mallory moved to amend to have all of them for the 1990-1991 school year, if the policies are needed beyond 1991-92, they be returned to the Board for approval.

The amendment prevailed, the vote being the same as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, President Mitchell —8.

Noes—Director Stacy—1.

The question being on adoption of items 1 and 2 of the report, they were adopted, the vote being as follows:

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

Noes—None

The question being on adoption of item 3 of the report, it were adopted, the vote being as follows:

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

Noes—Directors Johnson, Stacy—2.

The question being on adoption of item 4 of the report, it were adopted, the vote being as follows:

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

Noes—Director Stacy—1.

Item 10 of the report, relating to authorization of contract with a Preferred Provider Organization for retirees, having been set aside for separate consideration, Director O'Connell moved to adopt the report.

Director Johnson moved to send the report back to Committee.

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

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

Noes—Director Pajewski—1.

Item 11 of the report, relating to adding a representative of the Milwaukee Inner City Congregations Allied for Hope to each Community Advisory Council, having been set aside for separate consideration, Director Mallory moved to adopt the report.

The motion prevailed, the vote being the same as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell —8.

Noes—None.

Item 12 of the report, relating to recognizing students who have reached some levels of success, having been set aside for separate consideration, Director Mallory moved to adopt the report.

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

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—8.

Noes—None.

COMMITTEE ON LEGISLATION AND RULES

President Mitchell presented the following report of the Committee on Legislation and Rules:

November 28, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Legislation and Rules presents the following report:

The Superintendent and the Secretary-Business Manager advised your Committee that:

1. The mission of the Milwaukee Public Schools is to accomplish the twin goals of excellence and equity for our diverse student population by ensuring that every school will provide each student with a positive attitude toward self and learning, as well as the ability to think creatively and critically, communicating effectively, welcome diversity in people, appreciate the arts, and contribute to society. MPS will accomplish these goals by developing a professionally empowered staff, effective parent collaborations and community partnerships.

2. The Milwaukee School Board has set the following goals for the next five years:

   •School Climate--Schools will be safe, orderly and nurturing places for students to learn.
   •Student Achievement--Achievement levels for all students
   •Staff Empowerment--Employees will feel positive and empowered and will receive recognition for their accomplishments.
   •Parental/Community Support and Involvement--Parents and community members will become significantly more involved in the achievement of MPS' vision, goals and objectives.
   •Multicultural Diversity --Employees and students from different racial, ethnic and economic backgrounds will learn and interact positively with each other.

3. The President's Education Summit has identified the following national goals for the next ten years:

   •By the year 2000, all children in American will start school ready to learn.
   •By the year 2000, the high school graduation rate will increase to at least 90%.
   •By the year 2000, American students will leave grades four, eight, and twelve having demonstrated competency over challenging subject matter including English, mathematics, science, history, and geography, and every school in American will ensure that all students learn to sue their minds well, so they may be prepared for responsible citizenship, further learning, and productive employment in our modern economy.
   •By the year 2000, U.S. students will be first in the world in mathematics and science achievement.
   •By the year 2000, every adult American will be literate and will possess the knowledge and skills necessary to compete in a global economy and exercise the rights and responsibilities of citizenship.

•By the year 2000, every school in America will be free of drugs and violence and will offer a disciplined environment conducive to learning.

4. The following legislative proposals are intended to assist in the attainment of both the MPS goals and the national goals:

Your committee recommends the following legislative initiatives:

1. Early Childhood Education

Provide a comprehensive early childhood program for all students which includes the scheduled implementation of: head start for all 3 and 4 year olds; all day kindergarten for all 5 year olds; increased before school, after school and school extended day programs, including programs provided by churches; new programs for drug-exposed infants and young children and state aid to cover the cost of returning a mobile elementary school student to the school where he/she began the school year.

Support recommendations of P-5 Advisory Council to: increase funds to cover inflation and expand program to more schools; develop an evaluation method to assess P-5 programs in lieu of existing testing requirements; and determine all allocations for mobility.

Support DPI initiatives to improve learning readiness.

2. Pupil Support and Services

Replace standardized testing of pre-school and kindergarten students with developmentally appropriate evaluation procedures and establish DPI pilot projects for portfolio and alternative assessment methods. Expand education and prevention programs for substance abuse, sexual assault, suicide and human growth and development; and increase health services through greater use of school-linked health clinics and health insurance for all children.

Provide state incentives for: diagnostic intake centers for children exposed to multiple risk factors or exhibiting behavioral problems; a computer assisted writing/reading program in every school to assure computer proficiency for all students; and increased access to technical and business education programs to prepare more high school graduates for employment.

Provide a complete and comprehensive system of case management, assessment, referral and assured access to appropriate educational services for all sanctioned learnfare students, pupils whose attendance is monitored and habitual truants.

Support the Mayor's initiative for a mandatory one year penalty for carrying a gun in Milwaukee, the creation of two new gun courts, state funded security aides in schools in high crime areas, designation of MPS school as "gun free zones" and imposition of more severe penalties for carrying a gun within 1000 feet of a school.

Support DPI initiatives in establishing courses that combine math/science and technical education concepts and enhance the school-to-work transition.

3. Parent and Community Support

Provide state funding for: parent advocates to empower and involve hard to reach parents; early intervention with parents of preschool children to prevent education deficits; early periodic medical screening to identify physical and developmental needs; and access to day care, transportation, prenatal/postnatal health services, social/community services and teacher advocates for all pregnant students and all teen parents.

Provide state incentives to: establish school community counseling centers; assist business in establishing high school cooperative education programs with internships; and establish a comprehensive intergenerational activity program which includes cooperative tutoring, community outreach, and the use of elderly tutors and mentors in schools.

Authorize MPS to contract with private non-sectarian schools for educational services and predetermined outcome standards for 1000 low achieving, low income pupils.

Support the State Superintendent's FAST program and county efforts to increase service levels and interagency collaboration of youth and family serving agencies in current Youth Initiatives Project in 53204 and 53206 zip code areas.

Support local government and business efforts to provide a guarantee of job training and a job in the technical area of their choice or access to a post-secondary educational institution for any high school graduate with a 2.5 GPA who can pass the UW proficiency tests for entering freshmen.

4. Staff Support and Development

Provide state incentives for a system of shared decision making and school based management which would; empower teachers and parents; provide both staff and parent development and training; and seek school involvement of community nucleus including, parents, students, business, teachers, administrators, residents, and taxpayers.

Provide state incentives to: reward schools which show gains in student achievement; increase teacher involvement in development of alternative, authentic methods of assessment; and assist districts in developing a staff to provide quality educational programs for targeted high risk student populations.

Authorize school districts to hire persons with expertise to teach when qualified certified teachers in the field are not available and allow teachers with secondary school certification (7-12) to teach 6th grade.

Support DPI staff development initiatives.

5. Finance and Facilities

Establish a constitutional right of equal educational opportunity for all children.

Revise the state school finance system to address differing educational needs among school districts attributable to concentrations of poverty through addition of both individual and community poverty factors in the general equalized aid formula.

Revise state equalization aids to equalize taxpayers outcome for all property taxpayers. Redistribute school library aids and state property tax credits as equalized aid.

Establish a date on which each property tax exemption, except for property owned by churches and government agencies, would terminate, thereby requiring the legislature to review its appropriateness. Require DOR to include in its biennial Summary of Tax Exemption Devices an estimate of the cost of each class of property tax exemption and identify the public purpose served by that exemption.

Authorize MPS use the short-term promissory notes for school facilities and increase MPS construction fund tax limit to 1 mill. Increase the maximum annual Common School Fund regular school facility loan to $2 million and create a zero interest school facilities revolving loan program with 10 percent of gambling revenues for loans to low valuation and low income school districts where enrollment has increased in the previous 10 years.

Support DPI efforts to reduce the property tax burden by providing state aids to cover 2/3 of public elementary and secondary school costs.

6. Chapter 220

Provide that all responsibility and obligations to serve Chapter 220 transfer students with exceptional educational needs remaining with the school district of residence; eliminate Chapter 220 interdistrict

bonus aid and provide an equal amount for a scattered site housing program through contracts with non-profit corporations; eliminate Chapter 220 interdistrict sender aid and require state to pay all interdistrict

transportation costs; and eliminate Chapter 220 interdistrict basic aid and require state to pay tuition for all interdistrict transfer pupils on current basis.

7. Multicultural Diversity

Provide state funds to develop and implement a multicultural K-12 curriculum and cover the full cost of staff training, increase tuition grants and loan forgiveness programs for the purpose of encouraging more minorities to enter teaching and/or complete a college education; establish teaching scholarships for minority teacher aides and paraprofessionals; and establish a minority teacher recruiting program. Support expansion of DPI minority precollege scholarship program.

Provide desegregation settlement funds to correct the academic deficiencies of educationally and economically disadvantaged students and to achieve a more effective and responsive educational program with MPS.

Program	1991-1992	1992-1993
All day kindergarten (high scope curriculum)	$4,184,690	$5,292,678
Extended day programs	385,000	385,000
Day care kindergarten programs	824,250	865,462
Mentor program (inc, $50,000 for transportation)	150,000	150,00
First grade (high scope curriculum)	803,870	1,131,860
Parent information Centers	175,000	175,000
School improvement programs for racially identifiable and low performance schools	477,190	0
TOTAL	$7,000,000	$8,000,000

The report was approved, the vote being the same as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell —8.

Noes—None.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

Director Mallory presented the following report of the Committee on Instruction and Community Relations:

November 28, 1990

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. An evaluation of the Elementary Reading Resource Teacher (RRT Program in Milwaukee Public Schools was conducted during the 1989-1990 school year to determine the duties, extent of need, cost, and effectiveness of the RRT. Sources of information included questionnaires, interviews, test data, budget documents, and RRT schedules.

2. Questionnaires and interviews were used to obtain reactions from principals and assistant principals regarding their perception of what RRTs should do and reactions from classroom teachers and reading

resource teachers as to what the RRT actually does. Questionnaires were sent to all elementary schools and personal interviews were conducted at 24 randomly selected schools and involved principals, assistant principals, classroom teachers, and reading resource teachers. The number of questionnaires returned was 543, and the number of interviews conducted was 275.

There was agreement among the interview and questionnaire respondents that:

• the role of the reading resource teacher is essential to successful implementation of the reading program;

• the RRT functions could not be satisfactorily performed by other staff members presently in the schools;

• a loss of the present RRT services would adversely affect reading instruction; and

• expansion of the present role would be desirable.

3. The RRT budget is 5.4 million dollars, which is 39 percent of the total budgeted costs of district reading programs. All pupils indirectly receive benefits from the services and resources that RRTs provide. Most pupils one year or more below grade level in reading receive direct services from either the RRT or a Chapter 1 reading teacher.

4. A review of the Iowa Tests of Basic Skills (ITBS) data indicates that reading performance in Milwaukee Public Schools is in the low-average range as compared to national performance and is in the mid-range of performance for other large urban school districts. Grade 2 reading test performances have tended to be better than grade 5 test performances.

   Pupil performances on the ITBS reading test improved over the six years, 1982-1987, of the previous test cycle. Reading performances in the initial year, 1988, of the present testing cycle exceeded performances during the first year, 1982, of the previous cycle.

5. Because only two years of performance data are available from the Wisconsin Third Grade Reading Test, conclusions cannot yet be drawn from the data. In 1990, 64 percent of MPS third grade pupils scored above the state standard (as compared to 84 percent of Wisconsin third grade pupils. This is a decrease from 1989, when 72 percent MPS third grade pupils scored above the state standard (as compared to 88 percent of Wisconsin third grade pupils).

   Beginning in 1991, Wisconsin Act 285 will require school districts with low achievement levels, such as MPS, to develop a reading plan to address the needs of pupils who score below the Wisconsin performance standard. School districts must provide special reading instruction for pupils as fourth graders who scored below the standard in grade three and who were verified as low achievers by the district.

6. Guidelines for the use of reading resource teachers (attached) , emphasize the integration of services within the classroom rather than pull-out instruction.

The administration made the following recommendations:

1. That the funding level of reading resource teacher service to schools be maintained.

2. Based on school needs for special resources for reading, the inability to quantify the impact of the RRT program on measured student achievement, and the belief that decisions should be made closest to the classroom, it is recommended that individual schools be given the authority to determine how they want to allocate their RRT budget for the 1991-1992 school year. Following principles of shared management, each school should develop a reading proposal describing how it wishes to utilize the budget currently dedicated to the RRT program. Schools may elect to continue

their current RRT program, or they may wish to use the funds in other ways to increase student reading achievement.

3. Staff of the Department of Curriculum and Instruction and the Department of Research and Evaluation will develop a proposal form for use by school personnel. This form will request measurable objectives, a program description, budget, and evaluation plan. Completed proposals will be sent to the Reading Curriculum Specialist through the Community Superintendent.

4. Schools will be required to assess the success of their reading project on student achievement at the end of the 1991-1992 school year. A written evaluation report will be forwarded to the Department of Curriculum and Instruction and the Department of Research and Evaluation, through the Community Superintendent for review.

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

* * * * * *

(ITEM 2) The Superintendent advised your Committee that:

1. At the June 27, 1990 meeting the Board of School Directors authorized the study of Waldorf Education, Paideia, Comer, and Multiple Intelligences. An Educational Study Committee consisting of a Community Superintendent, principals, teachers, Service Delivery Area staff, Central Office staff, community persons, and parents was formed. They divided into subcommittees, and each subcommittee studied one of the identified modes of education.

2. In late 1970's magnet schools were developed such as Montessori, Elm Creative Arts, and Open Education. These schools with particular curricula were opened to meet the various needs of Milwaukee Public School students. These schools are well-liked by students and parents as revealed by the long waiting lists at the schools. Waldorf education has a strong emphasis upon the arts as a way of learning, similar to the focus of the highly successful Elm Creative Arts School.

3. The committee visited Waldorf Schools in Chicago and the Milwaukee area. All Waldorf Schools in the United States are being operated on a private school basis. Therefore, Milwaukee would be establishing the first public school model of a Waldorf Program.

4. Consultants from the National Association of Waldorf Schools and current Waldorf teachers from Sacramento, Detroit, Seattle, and Chicago met with the Superintendent to explore the possibility of opening a public school program in Milwaukee. The consultants met with the local Waldorf Study Committee to refine plans and make recommendations.

5. Waldorf Schools are traditionally managed by cooperative governance in which all staff members regularly participate in decision making.

6. Waldorf Schools rely upon teachers fully trained in the Waldorf pedagogy and philosophy. Trained Waldorf teachers have indicated a willingness to relocate to help establish a school in Milwaukee. Waldorf consultants have agreed to cooperate in establishing a local Waldorf training opportunity upon approval of the Waldorf Program.

7. The Waldorf curriculum embraces learning in areas of "heart, hand and spirit". Intrinsic to this philosophy is "values and morals" education, the study of religions of the world and reverence for a Creator. Discussion with national representatives of the Waldorf movement indicate that the Waldorf curriculum can be appropriately adapted to an urban, multicultural, public school population.

8. Waldorf Schools do not use textbooks in a standard manner. Text materials are used as classroom resources. There is, however, a heavy use of art materials to reinforce learning. A substantial annual budget for consumable supplies for the Waldorf Program would be offset by lower textbook costs.

9. Waldorf education relies upon "specialty instruction" in foreign language, music, eurythmy (creative movement), and crafts.

10. Waldorf education embraces the concept of "integration" of children with EEN into the regular classroom.

11. Establishing a Waldorf Program would require an ongoing consultant relationship with the National Waldorf Association and membership in that association.

12. Establishing a Waldorf Program would require early identification of a principal, planning time and start-up staff organization time.

13. The PLUTO site has facilities which could easily be adapted to house a full (375 students) Waldorf Program. Some site modifications including floor surfacing, painting, lighting and chalkboards are highly desirable to support the Waldorf emphasis upon the learning environment.

14. Approximately $125,000 is being included in the Magnet School proposal for an implementor, substitutes for inservice days, art equipment and supplies, a computer, woodworking equipment, science and math supplies, and library materials.

15. If the committee approves the program, the administration will submit the following funding recommendations to the Finance and Facilities Committee:

    That $31,500 be transferred from the contingency fund for PLUTO site specification modifications for the Waldorf Program, Waldorf consultants, and an introductory community presentation of Waldorf Education.

    That $18,450 be put into the 1991-1992 budget for tuition reimbursement for continued Waldorf staff training.

Your Committee recommends:

1. That a K4 through Grade Five Waldorf Program be opened in September, 1991.

2. That the community be informed of the nature of Waldorf Education.

3. That national advertising occur for a principal of the Waldorf Program, that the candidates be interviewed by a panel including a Waldorf consultant, and that the principal be appointed by March, 1991 and assigned to implement the Waldorf Program, interview teachers and tend to other necessary tasks.

4. That national advertising occur for Waldorf trained teachers and that the principal, Waldorf consultant and identified community representatives be involved in the interview and selection of teachers for the Waldorf Program.

5. That only teachers who are certified to teach Waldorf Education be employed to teach in the Waldorf Program. If sufficient numbers of trained Waldorf teachers are not available from existing Milwaukee Public Schools staff and/or the national search, staff volunteers will be sought to participate in training which will be arranged on a tuition reimbursement basis.

6. That the Waldorf Program be established as a School Based Management Site.

7. That the Waldorf Program be staffed as follows:

    1 Program implementor
    3 Kindergarten teachers
    10 elementary teachers
    1 Exceptional Education Resource Teacher
    1 Foreign language teacher

1 music teacher

1 crafts teacher
1 eurythmy teacher
6 paraprofessional aides (K, Library, General)

8. That the school be named the Urban Waldorf Program.

9. That the school be located in 1/2 of the "PLUTO" Site to house 375 students with two grades each of 4 Year old kindergarten through grade 5.

10. That the Waldorf Study Committee continue to function as an advisory body to the Urban Waldorf Program, provide periodic reports to the board and develop future plans for possible expansion of the program to middle school and high school.

11. That the identified Waldorf staff be employed an additional 10 days prior to the beginning of the 1991-1992 school year to organize the program, curriculum, materials and facility to implement the Waldorf Program.

* * * * * *

(ITEM 3) The Superintendent advised your Committee that:

1. At its June 27, 1990, meeting, the Board of School Directors authorized the study of Waldorf Education, The Paideia Program, Comer, and Multiple Intelligences.

2. An Educational Study Committee consisting of a Community Superintendent, principals, teachers, Service Delivery Area staff, Central Office staff, community persons, and parents was formed. This Committee, in turn, was divided into Subcommittees and each Subcommittee studied one of the identified modes of instruction.

3. During the course of its deliberations, the Paideia Subcommittee studied and analyzed Mortimer Adler's *The Paideia Proposal: An Educational Manifesto* (Institute for Philosophical Research, 1982) and numerous related educational journal articles Major postulates of The Paideia Proposal include the following:

    a. Educational opportunity in the United States has been achieved quantitatively but not qualitatively.

    b. Qualitative equality means a one-track system of schooling. It means, at the basic level, giving all the young the same kind of schooling, whether or not they are college bound.

    c. Inequalities (in capacities to learn -- capacities influenced by socio-economic conditions) must be overcome by some form of preschool preparation.

    d. The objectives of basic schooling should be the same for the whole student population. The current two- or multi-track system fails to cultivate proficiency in the common tasks of learning.

    e. A general and liberal plan for basic education must be established which provides a single, required twelve-year course of study for all, with no electives except one -- an elective choice with regard to a second language. The elimination of all electives except the foreign language opportunity excludes all forms of specialization, including particularized job training.

    f. The curriculum for the program of basic education will consist of three main columns of teaching and learning (not a series of courses, per se):

(l) Column 1 is devoted to acquiring knowledge in three subject areas:[l] language, literature, and the fine arts; [2] mathematics and natural science [3] history, geography, and social studies.

(2) Column 2 is devoted to developing the intellectual skills of learning. These include such language skills as reading, writing, speaking, and listening such mathematical and scientific skills as observing, measuring, estimating, and calculating; and the application of electronic technology skills.

(3) Column 3 is devoted to enlarging the understanding of ideas and values. The materials of Column 3 are the artistic, historical, scientific, and philosophical products of human artistry.

4. The Paideia Subcommittee was highly critical of The *Paideia Proposal* for several reasons, namely:

a. It does not recognize rich cultural diversity.

b. It does not properly address different learning styles and developmental needs - particularly those of young children.

c. It ignores the special interests and talents of students.

d. It contrasts markedly with multiple intelligence theory.

e. It controls critical thinking, discourages creativity and discovery beyond its current paradigm.

f. It does not reflect a sense of local school-community empowerment.

g. It is Euro-centric and classical in its design; the "fixed" curriculum appears rigid and pre-determined.

h. The longitudinal assessment of student progress is imprecise; urban student mobility is not considered.

i. It neglects the vocational and career awareness needs of the non-college bound.

j. It could be elitist in its probable attraction of students from middle/high income and high readiness circumstances.

k. The costs of training teachers and maintaining low teacher-pupil rations would be prohibitive.

Your Committee recommends that a Paideia specialty school not be considered at this time.

* * * * * *

(ITEM 4) The Superintendent advised your Committee that:

1. At its meeting on October 31, 1990 (Proc.p. 327), the Board referred a communication from the Milwaukee Army Recruiting Battalion to the Instruction and Community Relations Committee.

2. The communication requests the opportunity to address the Committee about recently developed programs and initiatives that are directed at keeping students in school and to solicit the Committee's support to place these programs in MPS.

Your Committee reports having given hearing to representatives of the Army Recruiting Battalion and other interested parties.

* * * * * *

(ITEM 5) The Superintendent advised your Committee that:

1. At its meeting on October 31, 1990 (Proc.p. 327-328), the Board referred the following resolution, which was introduced by Director Johnson, to the Instruction and Community Relations Committee:

   WHEREAS, Many youth are in need of special attention; and
   WHEREAS, Many youth have not been nurtured in a healthy, developmental manner; and
   WHEREAS, The Milwaukee Public Schools supports private and public initiative, and persons who will work to provide nurturing, guidance, love and support for children; and
   WHEREAS, Poverty, drugs, violence, teen pregnancy, perception of educational failure, and unemployment plague the lives of many youth; and
   WHEREAS, Many youth continue to feel hopelessness; and
   WHEREAS, Many youth are adjudicated yearly; and
   WHEREAS, These youth aren't lost nor are they forgotten; and
   WHEREAS, 100 Black Men support and believe in the future of young people; therefore, be it further
   RESOLVED, That Milwaukee Public Schools will support adjudicated youth; and be it
   FURTHER RESOLVED, That Milwaukee Public Schools will join in partnership with 100 Black Men and its volunteer role model program to serve adjudicated youth; and be it
   FURTHER RESOLVED, That Milwaukee Public Schools will recruit mentors and role models to individually serve these youth; and be it
   FURTHER RESOLVED, That Milwaukee Public Schools will develop educational support strategies to address, at an early stage, the needs of youth for nurturing and guidance.

2. As indicated in the resolution adopted last month, the administration favors supporting the role model program. It is felt, however, that recruitment of mentors is best left to the groups and agencies currently involved with the program.

The administration recommended that MPS support the role model program to serve adjudicated youth.

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

* * * * * *

(ITEM 6) Your Committee reports having received informational reports from the Superintendent on the following matters; these reports have been made a part of the minutes of your Committee's meeting of November 14, 1990:

A. Pupil Accounting Reports:

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

B. African American Immersion School Update

C. Informational Item Regarding Comer Education

D. Progress Report on North Division High School and Sholes Middle School

E. Update on the Youth Initiative Program

* * * * * *

Separate consideration having been requested of Items 1, 2, and 5, the remainder of the report was adopted, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell —8.

Noes—None.

Item 1 of the report, relating to Elementary Reading Resource Teacher Program, having been set aside for separate consideration, Director Stacy moved to adopt the report.

Director Stacy moved a substitute motion for number 2, that all schools be asked to design a comprehensive reading and language development program plan for 1991-92 school year, this design would include the services of a certified reading resource teacher and that the duties and role be clarified.

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

Ayes—Director Stacy—1.

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

Voting "present'—Director Johnson—1.

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

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

Noes—Director Stacy—1.

Item 2 of the report, relating to opening a Waldorf School Program, having been set aside for separate consideration, Director Mallory moved for adoption.

Director Stacy moved that the report be forwarded to the Budget Committee with a fiscal note.

Director Bills moved to send the report back to committee.

The motion to refer to the Instruction and Community Relations Committee prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell —8.

Noes—None.

The Board recessed from 10:55 to 11:08 PM.

Item 5 of the report, relating to mentor program for adjudicated youth, having been set aside for separate consideration, Director Johnson moved to adopt the report.

Director Johnson moved to send ithe item back to Committee.

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

Ayes—Directors, Johnson, Mallory, O'Connell, Stacy, President Mitchell —5.

Noes—Directors Bills, O'Neil, Pajewski—3.

COMMITTEE ON FINANCE AND FACILITIES

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

November 28, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Finance and Facilities presents the following report:

(ITEM l) Your Committee recommends that contracts be, and they hereby are, awarded as follows for approximately 133,000 gallons of fuel oil to be delivered in various amounts to certain buildings based upon proposals received pursuant to advertisement and specifications on file:

U. S. OIL COMPANY; approximately 70,000 gallons Grade 2 Fuel Oil $69,209.00

KAUL OIL COMPANY; approximately 63,000 gallons Grade 2 Fuel Oil 65,816.10

* * * * * *

(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:

MORLEY-MURPHY COMPANY; 146 Color Television Receivers $52,560.00

AMERICAN TV-BROWN DEER; 234 Color Video Cassette Tape Recorder/Players 54,756.00

ESCH-ECONOMY; 4 Tractors 37,796.00

REINDERS BROTHERS, INC.; 4 Riding Mowers 49,176.00

CTA SERVICE CO., INC.; 136 Classroom Electronic Typewriters 31,280.00

* * * * * *

(ITEM 3) The Superintendent advised your Committee that the following donations have been offered:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Allen-Field	Allen-Field PTA	$1000	R. 1 F Program
	Allen-Field PTA	500	Purchase library books

Clemens	Me. & Mrs. James Moss	2,000	Encyclopedias and Childcraft Books

Doerfler	Doerfler PTO	480	Three overhead projectors
	VFW Post #9006	16	Library books
Eighth Street	Falk/Sunstrand Corp.	5,000	Defray instructional activities expenses
Excep. Educ.	Ms. Carol Ann Wunderer	84	Special Olympics
Guidance	Kiwanis	500	Career education program development
Hayes Alternative	Lincoln State Bank	68	Framing for student art projects
Lee	McDonald's	50	Halloween treats for students
Rufus King	Milwaukee Board of Realtors,	1,428	National Academic Tournament of Excellence Youth Foundation, Inc.
Rufus King overhead	Senior Class Gift	2,600	Monitor, Printer, 4 disk drives, 4 projectors
	School fund	3,403	Computer and software
	School fund	965	Video display terminal, keyboard and printer
Sixty-fifth Street	Mr. Ben Williams	20	Holiday treats for Exceptional Education Program
Sixty-fifth Street	School fund	799	Camcorder
Sixty-seventh St.	Meyer's Family Restaurant	150	School use
	Parkside Family Restaurant	30	School use
	Mutual Savings and Loan Assoc.	30	School use
	Bill Nienow Insurance Agency	30	School use
	Realty Executives	30	School use
	Educator's Credit Union	30	School use
	Tri City National Bank	30	School use
Trowbridge	United Electric	200	K-3 BABES/AODA Drug Inservicing
Washington	Wisconsin Bell	5,000	Washington Computer Specialty Trust
	Badger Meter Foundation	5,000	Washington Computer Specialty Trust

EXTENSION FUND

Muni Rec	Manpower Temporary Services	$500	Milwaukee Players

TOTAL $29,943

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

* * * * * *

(ITEM 4) The Secretary-Business Manager advised your Committee that:

1. At its meeting of October 31,1990 (Proc. p. 289), the Board received three requests from the Wisconsin Electric Power Company for permission to install a pad-mounted transformer and underground cable at Pluto School and underground cables at Sarah Scott and Gaenslen Schools.

2. The installation is needed for new or to enhance electrical services to these school sites.

3. All costs related to the installation and maintenance of the pad-mounted transformer and underground cables will be borne by the Wisconsin Electric Power Company.

Your Committee recommends that a Grant of Permission for an easement be approved for the Wisconsin Electric Power Company to install a pad-mounted transformer and underground cable at Pluto School and underground cables at Sarah Scott and Gaenslen School sites.

* * * * * *

(ITEM 5) The Secretary-Business Manager advised your Committee that:

1. At its meeting of October 31,1990 (Proc. p. 289), the Board received a request from the Wisconsin Bell Company for permission to place a brick equipment building at Happy Hill School.

2. The installation is needed to house a computer in conjunction with a new fiber optic cable installation.

3. All costs related to the installation and maintenance of the building will be borne by the Wisconsin Bell Company.

Your Committee recommends that a Grant of Permission for an easement be approved for the Wisconsin Bell Company to install an equipment building at Happy Hill School.

* * * * * *

(ITEM 6) The Superintendent advised your Committee that:

1. During the last several years, the degree of crime in the area surrounding a number of our elementary schools has increased. Certain schools have been subject to intrusion by outsiders, vandalism, attacks and robberies on staff coming to and from school. In order to accommodate security in individual buildings, principals have had to assign aides and paraprofessionals to door duty, instead of providing instructional assistance in the classroom. The lack of security in the area surrounding some schools discourages teachers from remaining after school in fear of having to get to their cars individually and encourages transfers from these areas.

2. The cost of paying for worker's compensation along with assault provisions and vandalism of vehicles has continued to increase.

3. Schools sponsor events throughout the school year that are conducted during evening hours. Examples of some events are dances, P.T.A. meetings, shows, athletic events, and other special activities. At some sites hosting events, vehicles have been stolen and vandalized and staff members have been the target of violence. School Safety Aides have been requested to provide supervision at sites in high crime areas of the city. Due to the increase in requests for the services of the Safety Aides, it has been impossible to accommodate all of the schools. Principals indicate that when security is available, participation at these events has increased.

4. Elementary teachers are assigned bus, recess, and lunch duties on school premises. These duties are performed without access to 2-way radio devices that would enable them to report any unusual situations directly to their school office without leaving the youngsters unprotected.

Your Committee recommends that $165,000 be transferred from the School Operations Contingent Fund to the appropriate accounts for the following:

-ten additional School Safety Aides to monitor elementary school sites.
-installation of access control systems in 20 elementary schools located in high crime areas that do not have them.
-purchase of two-way radios for 25 elementary schools in high crime areas.

* * * * * *

(ITEM 7) The Superintendent advised your Committee that:

1. MPS and Bruce-Guadalupe School have developed a partnership program to provide an educational program for MPS students from low income families who are eligible for free lunch and who are having difficulty in school in grades 1-8. Most of these students will be residents of the immediate

neighborhood and would normally attend Vieau Elementary School (K-8), Kagel Elementary School (K-5), Allen-Field Elementary School (K-6) or Kosciuszko Middle School (6-8).

2. Bruce Guadalupe Community School is a non-sectarian, non-profit private community school with a history of providing bilingual education. While the majority of the students in the program will be of Hispanic origin, other ethnic groups will be represented. The overall goals of this partnership program are to instill in these students positive attitudes toward self and learning, the ability to think (both creatively and critically), to progress academically and socially, to communicate effectively, and to appreciate the diversity of all individuals in a multi-cultural environment. Toward these ends, parent involvement will be stressed in all aspects of the program.

3. Program funding is provided through contractual arrangements between MPS and BGCS in collaboration with United Community Center which is responsible for the administrative functions of BGCS.

4. MPS funding is authorized by the Milwaukee Board of School Directors under Wisconsin Statute 118.153 (Children At Risk). A draft of the contract proposed by the City Attorney for the program is attached to the minutes of your Committee's meeting of November 15, l990.

Your Committee recommends that the contract with Bruce-Guadalupe School be approved.

* * * * * *

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

1. During the past several months, the Administration has been exploring a number of possible alternatives to consolidate existing programs and program sites: to more efficiently use existing space; to reduce the amount of leased space presently being utilized; and to release present administratively used space for classroom use.

2. As part of the ongoing effort to maximize the use of classroom space for instructional purposes, projects are being planned for immediate or phased construction, purchase, relocation, and/or remodeling

    a. It is proposed that the Administration negotiate the purchase of the Wausau Insurance Building located at North 66th Street and West Capitol Drive with the owner and/or broker for occupancy on July 1, 1991 with the sale contingent upon approval of requested funds to be borrowed from the State Trust Fund for this purpose. It is estimated that the property can be acquired for approximately the present cap amount of $750,000.00 allowed NPS through the State Trust Fund.

    b. It is proposed that this Wausau facility would become the new North Side Alternative Center.

    c. The leased facilities at the Grand Building at 11th street and Mitchell street would become the new South Side Alternative Center.

    d. The Exceptional Education Zone Offices now housed at the leased Warner Amex facility in Schlitz park will be moved into the new Schlitz Park MPS facility.

    e. The Time Center presently housed at Lincoln Downtown Education Center will be moved to the Central Office.

    f. With the above, the new Schlitz Park MPS facility located at Martin Luther Ring Drive and Pleasant street would house the following MPS programs:

l) A new middle school

2) A new elementary school (K-8)
3) The exceptional Education Zone Offices presently at Warner Amex facility.

g. Lincoln Downtown Education Center will become a new middle school.

h. Existing Elm elementary school will be remodeled and opened as a new elementary school.

i. The 24th Street and Wisconsin Ave. (Grand Ave.) will be opened as a middle school site.

j. It is proposed that the Administration negotiate the purchase of the St. Albert's school property located at 35th Street and Florist Ave. with the owner and/or broker. It is estimated that the property can be acquired for approximately $550,000.00 with modifications required to be approximately $200,000.00.

2. The funding needed to meet the needs of this interim space allocation plan will be spread over several fiscal years. Part of the funding required immediately will be attained by deferring some of the furniture and equipment purchases in the Construction Fund until July 1, 1991; however all purchases will be handled to assure that the required furniture and equipment is available when needed. Additionally due to energy related matters there is excess funding in the Natural Gas Account budget line item. This financing will be discussed in detail at the Finance and Facilities Committee meeting.

3. The appropriate staff will be available to answer questions and concerns.

Your Committee recommends that:

1. Authorization be given to proceed with the acquisition of St. Albert's School and the Wausau building.

2. Lincoln be designated as a middle school beginning in the 1991-1992 school year.

3. Authorization be given to proceed with planning for space needs alternatives as outlined in the chart attached to the minutes of your Committee's meeting of November 15, 1990.

4. The administration report back to the Board in December the status of facilities planning and space needs.

5. A process be established to publicize the newly established schools.

* * * * * *

(ITEM 9) The Superintendent advised your Committee that:

1. The original 1990-91 Budget for SDA I has been reviewed in consideration of changing needs:

- additional IST members housed in the SDA
- publication plans for the SDA I Parent Newsletter
- increased mass mailings regarding activities/events (e.g.; Parent Town Hall Meetings, Triple P Meetings, EPIC Meetings)
- increased number of requests from principals to attend conferences

2. The original 1990-91 budget request for additional equipment has been reevaluated. Some items have been obtained through other sources or can be borrowed from Webster Middle School (e.g., audio-visual equipment).

3. SDA II is in need of additional computing capacity. It is being requested that funds be transferred from the office supplies account to the additional equipment account.

Your Committee recommends that funds be transferred as listed below:

For SDA I:

From Account	To Account	Amount
Consultant	Postage	$600 00
Additional Equipment	Duplicating/Printing	2,015 00
Additional Equipment	Travel-Principals	3,000.00
Other Expenses	Office Supplies	1,400.00

For SDA II

Office Supplies	Additional Equipment	2,000.00

* * * * * *

(ITEM 10) The Superintendent advised your Committee that:

1. The Department of Municipal Recreation and Community Education is currently being reorganized and decentralized. This reorganization will include several new title changes and position descriptions.

2. There is a need for additional instructional personnel (Community Recreation Specialists and Recreation Activity Specialists) to be assigned to Recreation Service Centers which in turn are supportive to SDAs.

3. One of the strategies of the reorganization plan is to strengthen support to the SDAs through better deployment of existing Recreation instructional personnel, adding staff at that level whenever possible and reducing supervisory/administrative personnel.

4. Presently the Recreation Department has funding for two vacant supervisory positions due to retirement.

5. A transfer of $103,988 from Salary Account #532-050 to Salary Account #532-051 would allow the Department to assign four new Community Recreation Specialists or Recreation Activity Specialists to instructional positions supporting the SDAs.

Your Committee recommends that the Board allow transfer of #103, 988 from Salary Account #532-050 to Salary Account #532-051.

* * * * * *

(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 representatives 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 Mr. John J. Peterburs, 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) The Secretary-Business Manager advised your Committee that:

1. On October 31, 1990 (Proc. p 289), 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, 1990.

2. As of the month ending October 31, 1990, 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 13) Your Committee Reports having reviewed 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 15, 1990:

Facilities Reports

l Monthly Discussion of Facility Needs
2 Report on New Construction and Building Modifications
3 Report on the Capital Improvement Program

B. Statement of Operating Revenues

The Secretary-Business Manager submitted the following Statement of Operating Revenues as of October 31, 1990, showing the following totals for the School Operations, Categorically Aided, Food Services, Construction, and Extension Funds:

	Adopted Budget	Approved Transfers (l)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$ 516,516,326	$ 1,069,508	$ 517,585,834	$ 34,333,021	$ 483,252,813	6.6%
Categorically Aided	29,682,019	13,733,146	43,415,165	3,905,946	39,509,219	9 o%
Food Services	20,019,325	20,539	20,039,864	2,897,632	17,142,232	14.5%
Construction	7,389,000	18,557,145	25,946,145	5,295	25,940,850	0.0%
Extension	6,254,018	33,518	6,287,536	192,066	6,095,470	3.1%

C. Statement of Expenses

The Secretary-Business Manager submitted the following Statement of Expenses as of October 31, 1990, showing the following totals for the School Operations, Categorically Aided, Food Services, Construction, and Extension Funds:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Expenditures (2)	Unexpended Balance	Percent Expended
School Operations	$ 516,524,977	$ 1,069,508	$ 517,594,485	$ 113,617,409	$ 403,977,076	22.0%
Categorically Aided	29,682,019	13,733,146	43,415,165	7,972,815	35,442,350	18.4%
Food Services	20,010,674	20,539	20,031,213	4,489,367	15,541,846	22.4%
Construction	7,389,000	18,557,145	25,946,145	22,310,608	3,635,537	86.0%
Extension	6,254,018	33,518	6,287,536	1,917,826	4,369,710	30.5%

(1) Represents 1989 -1990 appropriations carried over to the 1990 -1991 fiscal year and board approved transfers during the 1 989 -1 990 fiscal year.

(2) Expenditures included through October 31,1990 and payrolls through October 26, 1990.

D. Monthly Report on Expenditures

E. Vandalism Cost Report

F. Report Relative to the Implementation of a Vehicle Accident Prevention Plan

* * * * * *

Separate consideration having been requested for Items 6, 8, and 11, the remainder of the report was adopted, the votes being the same as that preceding.

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell —8.

Noes—None.

Item 6 of the report, relating to Contingent Fund transfer for improvements of security operations, having been set aside for separate consideration, Director Pajewski moved to adopt the report.

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

Ayes—8; Noes—0.

Director Stacy left at 11:45 PM.

Item 8 of the report, relating to space needs for the 1991-1992 school year, having been set aside for separate consideration, Director Pajewski for adoption.

Director Mallory requested separate consideration of Item 1 of the report.

The question being on adoption of item 1 regarding St. Albert's prevailed, the motion being as follows:

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

Noes—None.

The question being on adoption of item 1 regarding the Wausau building prevailed, the vote being as follows:

Ayes—Directors Bills, Mallory, Pajewski, President Mitchell—4.

Noes—Director Johnson—1.

Voting "present"—Directors O'Connell, O'Neil—2.

The question being on adoption of items 2 through 5 prevailed, they were adopted, the vote being as follows:

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

Noes—Director Mallory—1.

Present—Director Johnson—1.

Item 11 of the report, relating to designating Board's representative to act on matters pertaining to Public Law 74, having been set aside for separate consideration, Director Mallory moved to adopt the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

SPECIAL COMMITTEES

Secretary-Business Manager presented three reports of expulsion orders from the Independent Hearing Panel of the Board of School Directors.

Director Mallory moved to accept the three recommendations.

The motion prevailed, the voted being as follows:

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

Noes—None.

COMMUNICATIONS AND PETITIONS

The Secretary-Business Manager presented the following communication:

Communication from the Rhema Worship Center Church requesting permission to use a Milwaukee Public School's facility for worship service.

Referred to the Committee on Finance and Facilities.

RESOLUTIONS

By Director Bills

WHEREAS, Milwaukee has a tradition as a community of law-abiding citizens; and

WHEREAS, Milwaukee has enjoyed a reputation and takes pride in being a great city to raise children; and

WHEREAS, Milwaukee has been wracked by violence in the last couple of years--much of it perpetrated on young people and now by young people; and

WHEREAS, The city of Boston developed a Safe Neighborhoods Plan to deal with gang violence which involved a great deal of community input and a resulting commitment to a comprehensive plan which addresses the full scope of the problem; therefore be it

RESOLVED, That the administration be directed to enter into discussions with the Mayor and the Common Council to develop a process and a plan for Safe Neighborhoods in Milwaukee; and be it

FURTHER RESOLVED, That the administration report back t the Board in January on its progress.

Referred to the Committee on Instruction and Community Relations.

By Director Pajewski

WHEREAS, The City of Milwaukee will only flourish as the strength of its neighborhoods is maintained and encouraged; and

WHEREAS, Milwaukee Public Schools school selection processes have, in some instances worked as a disincentive to neighborhood cohesiveness; and

WHEREAS, Research has proven that student achievement improves with increased parental involvement; and

WHEREAS, The current school selection process has made it more difficult for many attendance area schools to establish a connection with parents of their students; and

WHEREAS, Schools should have the opportunity to provide activities, space and service to the neighborhood in which they are located; and

WHEREAS, The cost of student transportation utilizes funds which could be allocated to programmatic endeavors to improve the education of all children; therefore

BE IT RESOLVED, That the Milwaukee School Board directs the School Selection Task Force to examine and develop plans to implement the following policies:

1. By the 1992-1993 school year, all oversubscribed minority attendance area schools will be partnered with two or three white attendance area schools that are undersubscribed. The task force should develop recommendations for those partnerships in concert with the Community Advisory Councils in each SDA sop as to ensure neighborhood participation in the process.

2. By the 1992-1993 school year, the task force shall develop a plan to provide for extensive after-school extracurricular opportunities for children at the school in their neighborhood, regardless of where those children attend school during the day

3. By the 1992-1993 school year, mid-day transportation for all attendance area half-day kindergarten classes will be eliminated. The task force will develop a plan to expand half-day kindergarten and ensure that it is equitably distributed through the city.

Referred to the Committee on Personnel and Negotiations.

By Director Pajewski

WHEREAS, A 50-50 racial balance should be the most ideal and equitable distribution in any school; and

WHEREAS, current Milwaukee Public School student assignment policies have created a number of schools in white residential areas of the city whose minority enrollment is greater than 50 %; therefore,

BE IT RESOLVED, That the Milwaukee School Board adjust its assignment policies for any attendance area school whose minority enrollment was greater than 50% in the previous school year to allow students of any race from other attendance areas surrounding these schools to attend these schools.

Referred to the Committee on Personnel and Negotiations.

Director Mallory moved to hold the December meeting on December 19, 1990.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board adjourned at 12:07 AM.

JOHN J. PETERBURS
Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of Novemberr 30, 1990

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..... 66 (Included above) Total Suburban Transfers—5582

Total Inactive..... 1382 (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	Autho rStaff	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	93.0	33.0	2.0
Emerson	280	93.3	16.9	1.0	Riley	628	90.2	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	93589	89.2	5676.8	283.5

SUPERINTENDENT'S MONTHLY REPORT as of November 30, 1990
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	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 29, 1990

Special meeting of the Board of School Directors called to order by Director Pajewski at 8:07 PM.

Present-Directors—Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell (8:25 PM)—8.

Absent—None.

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

November 21, 1990

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, Thursday, November 29, 1990 in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin for the purpose of holding a public hearing on the leadership qualities required of the new Superintendent.

JOHN J. PETERBURS
Secretary-Business Manager

Director Mallory moved that the Board resolve itself into a Committee of the Whole for the purpose of giving hearing to interested persons regarding the leadership qualities required of the new Superintendent.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, and Stacy—7.

Noes—None.

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

The Board rose from the Committee of the Whole at 10:52 PM.

President Mitchell, who chaired the Committee of the Whole, reported that the Committee had given hearing to interested persons with respect to the leadership qualities required of the new Superintendent.

The Board adjourned at 10:53 PM.

JOHN J. PETERBURS

Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 10, 1990

Special meeting of the Board of School Directors called to order by President Mitchell at 7:08 PM.

Present—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—8.

Absent—None.

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

December 7, 1990

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, December 10, 1990 in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin. The Board may consider and act upon one or more of the following: (1) the process for selection of a new superintendent; (2) authorizing employment negotiations with a specific individual who may be considered for election as superintendent; and/or (3) negotiating the early termination of the current superintendent's term and employment agreement. The Board may convene in executive session pursuant to Section 19.85 (1)(c) and (e), Wisconsin Statutes, in order to consider items (2)-(3) above.

After the conclusion of the executive session, the Board may reconvene in open session to act upon some or all of the matters discussed in executive session and/or item (1) above..

JOHN J. PETERBURS
Secretary-Business Manager

Director Bills moved the development of a process and timetable for a local search.

Director Stacy moved a substitute, that the Board immediately commence with an open search by (1) hiring a professional education consultant, (2) the position be widely advertised, (3) a budget figure be agreed upon, and (4) a date be determined for commencing the search.

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

Ayes—Directors Johnson, O'Connell, and Stacy—3.

Noes—Directors Bills, Mallory, O'Neil, Pajewski, and President Mitchell—5.

Director O'Connell moved an amendment to advertise in national publications.

The amendment prevailed, the vote being as follows:

Ayes—Directors Johnson, O'Connell, O'Neil, Stacy and President Mitchell—5.

Noes—Directors Bills, Mallory, and Pajewski—3.

Director O'Connell moved an amendment to say open search rather than local search.

The amendment prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Connell, O'Neil, Stacy and President Mitchell—6.

Noes—Directors Mallory and Pajewski—2.

Director Bills moved an amendment limiting the advertising budget to $1,000.

Director O'Connell moved to amend the amendment to read $5,000.

The amendment to the amendment failed, the vote being as follows:

Ayes—Directors Johnson, O'Connell, O'Neil, and Stacy—4.

Noes—Directors Bills, Mallory, Pajewski, and President Mitchell—4.

Director Stacy moved to amend the amendment to read $4,000.

The amendment failed, the vote being as follows:

Ayes—Directors Johnson, O'Connell, O'Neil, and Stacy—4.

Noes—Directors Bills, Mallory, Pajewski, and President Mitchell—4.

Director Johnson moved to amend the amendment to have the administration identify the appropriate national publications and come back with an advertising cost.

After discussion, there being no objection, Director Johnson withdrew his amendment.

The Secretary-Business Manager advised the Chair that the preceding motion may have a dilatory effect on the original motion.

The Chair ruled that the effect would in fact be dilatory.

In a challenge to the ruling, the Board sustained the ruling of the Chair, the vote being as follows:

Ayes—Directors Johnson, O'Connell, O'Neil, Stacy and President Mitchell—5.

Noes-Directors Bills and Pajewski—2.

Voting ‘present”—Director Mallory—1.

Director Mallory moved an amendment that the process be completed by March 1, 1991.

The amendment failed, the vote being as follows:

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

Noes—Directors Johnson, O'Connell, O'Neil, Pajewski, and Stacy—5.

Director Pajewski in the Chair.

Director Mitchell moved a request to change her vote on Director O'Connell's amendment to advertise nationally in appropriate publications.

The motion failed, the vote being as follows:

Ayes—Directors Bills, Mallory, Pajewski, and President Mitchell—4.

Noes—Directors Johnson, O'Connell, O'Neil, and Stacy—4.

Director Mallory moved an amendment that the process be concluded by April 1, 1991.

The amendment prevailed, the vote being as follows:

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

Noes—Director Stacy—1.

Voting “present"—Director Johnson—1.

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

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

Noes—None.

The Board adjourned at 9:15 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 19, 1990

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

Present—Directors Johnson, O'Connell, O'Neil, and Stacy—4.

Absent and excused—Directors Bills, Mallory, Pajewski, and President Mitchell—5.

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

December 18,1990

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of Directors Johnson, Stacy, and O'Connell, a special meeting of the Board of School Directors will be held at 6:00 PM, Wednesday, December 19,1990 in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin for the purpose of discussing and possibly taking action on the following items:

I . the recent administrative raises,

2. the process utilized to give these raises,

3. the possible capping of administrative salaries.

The Board may convene in executive session pursuant to Section 19.85 (1)(c), Wisconsin Statutes, to consider compensation of specific employees.

The Board may thereafter reconvene in open session to act upon matters considered in executive session.

This meeting precedes a special meeting of the Personnel and Negotiations Committee scheduled at 7:45 PM this same evening.

JOHN J. PETERBURS
Secretary-Business Manager

The meeting was limited to informal discussion and remarks due to a lack of a quorum.

The Board adjourned at 7:03 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 19, 1990

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:40 PM.

Present—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Stacy, and President Mitchell—7.

Absent and excused—Director Pajewski—1.

Vacancy on Board—1.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of November 2, 1990, through November 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. 10053 to 12912, inc.

Payrolls (net withholdings)	$15,225,027.25	
Accounts	39,458,616.85	
		$54,683,644.10

CONSTRUCTION FUND

Accounts, Voucher nos. 425 to 515, inc.	$ 1,366,762.95

EXTENSION FUND

Payrolls and Accounts, Voucher nos. 621 to 743, inc.

Payrolls (net withholdings)	$ 220,225.28	
Accounts	305,308.19	
		$ 525,533.47

TOTAL	$ 56,575,940.52

The accounts were allowed the vote being as follows:

Ayes—Directors Bills, Johnson, O'Connell, O'Neil, Stacy, and President Mitchell—6.

Noes—None.

Temporarily Absent—Director Mallory—1.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

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

December 19, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

(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, changes in status, and a reinstatement, effective as of the dates indicated:

Name and Assignment	Date	Position and Salary	Increment Date
		APPOINTMENTS	
Dennis Barham School Safety	11-19-90	School Safety Aide $7.45/hr.($10,966.40/yr.) (Replacement for resignation)	11-19
Mark Strzelecki Fac. & Main. Serv.	10-29-90	Roofer $16.81/hr.($33,620.00/yr.) (Replacement for promotion)	10-29
		PROMOTIONS	
Ervin Coleman Fac. & Main. Serv.	11-11-90	Boiler Attendant $21,071.96/yr	11-11
Luster Hurt Brown	11-11-90	Boiler Attendant $21,071.96/yr.	11-11
Roger McCurty Fac. & Main. Serv.	11-11-90	Boiler Attendant $23,819.12/yr.	11-11
John Rouleau Fac. & Main. Serv.	10-28-90	School Engineer I $22,918.22/yr.	11-13
John Reed, Jr. Lincoln Dowtown Ctr.	11-11-90	Boiler Attendant $21,071.96/yr.	11-11
Victor Rivera Hamilton	11-11-90	Boiler Attendant $21,071.96/yr.	11-11

Robert Schlotthauer Fac. & Main. Serv.	10-28-90	School Engineer I $23,986.56/yr.	05-02
David Wielochowski Fac. & Main. Serv.	10-28-90	School Engineer I $23,986.56/yr.	05-15

CHANGES IN STATUS

LuVanda Calmese # Browning	10-29-90	Handicapped Children's Asst. $9,871.94/yr.	10-29
Sundrus Jordan # Downtown Reg. Office	11-19-90	Handicapped Children's Asst. $9,871.94/yr.	11-19
Robert Kastern Hamilton	10-29-90	School Accountant I $27,335.00/yr.	08-06
Anthony Love # Pierce	10-22-90	Handicapped Children's Asst. $9,871.94/yr.	10-22
Sandra Maienzet # Stuart	10-29-90	Handicapped Children's Asst. $9,871.94/yr.	10-29
Jackeline Miranda # Downtown Reg. Office	10-29-90	Handicapped Children's Asst. $9,871.94/yr.	10-29
Theresa Peterburs n Whitman	11-05-90	Clerk Typist I $12,185.78/yr.	11-05
Paul Salfer + Fac. & Main. Serv.	11-11-90	Boiler Attendant $29,592.68/yr.	11-11
Cassandra Woznicki ¶ Cooper	05-90	Clerk Typist I $12,185.78/yr.	11-05

From substitute to regular appointment
§ From Accountant I
¶ From School Office Assistant to Clerk Typist I
+ From Recreation Grounds Keeper

REINSTATEMENTS

Linda Anderson North Division	11-08-90	Food Service Mgr. III $14,760.28/yr.	12-07

Your Committee recommends approval of the joint recommendations and report 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

	Teachers—Schedule I	Division	Salary	Years of Experience Credit	Increment Date
Effective between August 31, 1990, and September 12, 1990, inclusive:					
(nr)	Elizabeth M. Boberschmidt Math	B	22,012	1	September, 1991
(r)	Christina A. Flood SS/Reading	B	22,012	1	September, 1991
(r)	Stanley J. Hudson Music	B	24,108	3	September, 1991
(r)	Dona H. Laufer Art	B	22,012	1	September, 1991
(r)	Diane L. McDonald Science	B	22,012	1	September, 1991
(r)	Edward Ross Jr. Music	B	23,060	2	September, 1991
(r)	Ronald A. Rost L.D.	B	24,108	3	September, 1991
Effective between September 26, 1990; and October 8, 1990, inclusive:					
(r)	Thomas V. Boese Elementary	B	20,964	0	September, 1991
(r)	Cynthia D. Brager P.E./Health	B	24,108	3	September, 1991
(nr)	Rachel M. Maciejewski .5 Kindergarten	B	10,482	0	September, 1991
Effective between October 9, 1990, and October 19, 1990, inclusive:					
(nr)	Tina M. Ragonese-Martin Elementary	B	20,964	0	September, 1991
(r)	Janell M. Steiner Elementary	B	20,964	0	September, 1991
(r)	Karl R. Talcott M.R.	B	20,964	0	September, 1991
(r)	Holli B. Vanderhei L.D.	B	20,964	0	September, 1991
(r)	Michelle G. Wielebski	B	23,060	2	September, 1991

Math

Effective between October 22, 1990, and November 1, 1990, lnclusive:

(r)	Jeanine E. Peterson Art	B	20,964	0	October, 1991
(r)(a)	Geraldine R. Rogness Elementary	B	25,680	5.5	March, 1991
(r)	Christina M. Ruppenthal Elementary	B	20,964	0	October, 1991

Effective between November 2, 1990, and November 14, 1990, lnclusive:

(r)	Linda M. Anderson Elementary	B	20,964	0	October, 1991
(r)	Rosemarie Balistreri Art	B	20,964	0	October, 1991
(r)	Kathy A. Benoit Elementary	B	20,964	0	October, 1991
(r)	Debra S. Fanning Elementary	B	20,964	0	November, 1991
(r)	Barbara J. Fisher Upper Elementary	B	25,680	5	November, 1991
(nr)	Allison L. Foyer Elementary	B	20,964	0	November, 1991
(r)	John R. Girouard E.D.	B	22,012	1	October, 1991
(nr)	Sharon A. Hushek Elementary	B	20,964	0	November, 1991
(r)	Amy K. Kinosian Upper Elementary	B	20,964	0	November, 1991
(r)	Penelope A. Krafczyk Elementary	B	25,680	5	November, 1991
(nr)	Thomas J. Leahy Guidance	B	25,680	5	October, 1991
(r)	Janis K. Lennon .5 Kindergarten	B	10,482	0	November, 1991
(r)	Frederick H. Muscavitch Guidance	C	24,968	3	November, 1991
(nr)	Cherie L. Reitman English	B	22,012	1	November, 1991
(r)(a)	Noemi Steck-Eguino Bilingual Elementary	B	20,964	.5	March, 1991

(nr)	Ralph M. Vena Industrial Arts	B	25,680	5	November, 1991
(r)	Kimberly K. Yardley M.R.	B	20,964	0	October, 1991

Effective between November 15, 1990, and November 28, 1990, inclusive:

(r)	Sandra L. Boeldt Elementary	B	20,964	0	November, 1991
(r)	Robert L. Brown Jr. E.D.	B	20,964	0	November, 1991
(r)	Elizabeth A. Hassman E.D.	B	20,964	0	December, 1991
(r)	Herold J. Herod E.D.	B	25,680	5	December, 1991
(r)	David P. Schimpf Elementary	B	20,964	0	November, 1991

Associate School Psychologist—Schedule 05

Effective between November 2, 1990, and November 14, 1990, inclusive:

(nr)	Connie C. Nunn		38,550	5	November, 1991

(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 assignment, following approval by the Board:

ADMINISTRATIVE APPOINTMENTS AND PROMOTIONS

(r) Cloria Wheeler	Coordinator Family Advocacy Services Service Delivery Area I	Schedule III, Range 00A $23,368.00
(r) Gwendolyn Albritton	Coordinator Family Advocacy Services Service Delivery Area II	Schedule III, Range 00A $23,368.00
(r) Dorothy James	Coordinator Family Advocacy Services Service Delivery Area III	Schedule III, Range 00A $23,368.00

(r) Brian Verdin	Coordinator Family Advocacy Services Service Delivery Area IV	Schedule III, Range 00A $23,368.00
(r) Maria Castro	Coordinator Family Advocacy Services Service Delivery Area V	Schedule III, Range 00A $23,368.00
(r) Cora Pugh	Coordinator Family Advocacy Services Service Delivery Area VI	Schedule III, Range 00A $23,368.00

(r) Resident

* * * * * *

(ITEM 4) Your Committee recommends for reappointment the following probationary teachers and teacher-librarians, contingent upon proper Wisconsin certification:

TEACHER AND TEACHER LIBRARIANS
(Completing Six Semesters)

Allen, John B.—Irving
Arneson, Bradford W.—Pleasant View
Birler, Karen L.—Hartford Avenue
Bishop, Rae L.—67th Street
Black, Laura A.—Lincoln Avenue
Bruneau, Nikki A.—Keefe Avenue
Carter, Geraldine—Webster
Cruz, Maria M.—Vieau
Detweiler, Joan M.—Holmes
Dreist, Kathy M.—Humboldt Park
Drinan, Elaine—Milwaukee Tech
Feay-Shaw, Sheila—Parkman Region
Fehl-Wildt, Nancy J.—20th Street
Gallitz, Ann C.—Parkman Region
George, Gail D.—20th Street
Gerrity, Judy L.—Longfellow
Gibbons, Suzanne—Wisconsin Avenue
Green, Sannia E.—Forest Home Region
Hayashi-Sucevic, Angela—Congress
Hayes, Mary—Cass

TEACHER AND TEACHER LIBRARIANS (contd.)
(Completing Six Semesters)

Hunt, Tammy M.—Philipp
Jerabek, Leah J.—Parkman Region
Jones, Delores—Story
Lewis, Drunell—Longfellow
Lewis, James M.—Sholes
Love-Bullox, Janice—Audubon
Maegli, William—Townsend
Malenga, Essie—Holmes
Marfilius, Scott W.—78th Street
Martin, Mildred—67th Street
Mehlberg, Roger K.—North
Moore, Raymond G.—Audubon
Moore, Yvette L. Washington
Mueller, Michael J.—21st Street
Parker, Dorothy L.—Fritsche
Perry, Esamenia—Day/Day
Polk, Ronnie—Parkman Region
Rushing, John C.—20th Street
Schram, Jodi A- North
Sherrer, Shirley T.—Story
Sliker, Joseph M.—Parkman Region
Smithj, Lottie Jean—Bay View
Struye, Yves T.—Riverside
Tamayo, Ruth—Fratney Street
Trewyn, Lisa A.—Garfield Avenue
Velazquez, Jose E.- Foresy Home Region
Wessels, Rita M.—92nd Street
Whitmore, Judith K. Washington
Wilde, Kevin S.—Browning
Zepnick, JAnice L. Curtin

* * * * * *

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

LEAVES OF ABSENCE		Beginning
Illness leave, to January, 1991:		
Dorothy Smith	Wisconsin Ave.	August 31, 1990
Illness leave, to June, 1991:		
Morris Foxhall	Fulton	April 9, 1990
Ellen McCarter	Fairview	November 22, 1990
Sandra Mueller	Lincoln Ave.	November 1, 1990
Maternity leave, to June, 1991:		
Cheryl Lindberg	Zablocki	November 12, 1990
Maternitv leave, to January, 1992:		
Marianne Basso	Silver Spring	January 28, 1991
Susan Johnson	Dtn. Reg. Office	January 28, 1991
Sabbatical leave, to January, 1992:		
Lynn Doyle	Parkman	January 14, 1991
Extension of leave for maternity, to June, 1991:		
Anne Burns	On leave	Janaury 28, 1991
Helen Canellos	On leave	January 28, 1991
Mary Lou DeFino	On leave	January 28, 1991
Kathleen Hoppe	On leave	January 28, 1991
Janine Kalisz	On leave	August 31, 1990
Kathleen Olwy	On leave	August 31, 1990
Extension of leave for maternity, to January, 1992:		
Eilene Lust	On leave	January 28, 1991
Karen Servin-Banach	On leave	January 28, 1991
Extension of leave for personal, to June, 1991:		
Gail Herzich	On leave	January 28, 1991
Rosemarie Von Rueden	On leave	January 28, 1991
Diane Woppert	On leave	January 28, 1991
Extension of leave for personal, to January, 1992:		
Valorie Olson	On leave	January 28, 1991

* * * * * *

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

RESIGNATIONS

Mary S. Blomgren	On Leave	January 28, 1991
Diane A. Brader	On Leave	June 18, 1990
Rayfield C. Clifton Jr.	On Leave	November 5, 1990
Kathleen Conley	78th St.	November 8, 1990
Janet M. Diehl	Wright	November 30, 1990
Jeanne M. DuBois	On Leave	November 8, 1990
Jon J. Dzurak	31st St.	November 16, 1990
Willa B. Grange	Clement	November 21, 1990
Randolph Lanier	Berger	December 21, 1990
Anne M. Martin	On Leave	June 18, 1990
Christine T. Pawlowski	On Leave	October 28, 1990
Jane Radtke	Milw Tech	October 27, 1990
Deborah A. Rainey	Edison	November 19, 1990
Mary Ellen Russell	Whitman	November 2, 1990
Brian H. Schroeder	So. Div.	November 2, 1990
Dorothy Smith	Wisc. Ave.	November 30, 1990
Susan M. Strangeway	On Leave	November 5, 1990
Wesley J. Wrucke	Audubon	November 24, 1990

* * * * * *

(ITEM 7) In accordance with the provisions of Section 3.26 of the Board's Rules which requires that the Superintendent shall report the absence of a teacher for more than 45 days during a half year, the Superintendent advised your Committee of the absence without leave of the following teachers who have not reported to their positions for the first semester of the 1990-1991 school year:

Michael Beveridge
Richard Graycarek
Michael Jones
Alexander Nickols
Marilyn Nichols
Elizabeth Olsen
Brian Thompson
Linda Valdes

Your Committee recommends that the above names be deleted from the list of appointed teachers.

* * * * * *

(ITEM 8) The Superintendent advised your Committee that:

1. At its meeting on November 28, 1990 (Proc.,p. 348-349), the Board approved MPS' participation in the United Performing Arts Fund Drive.

2. The administration has received a request from the Milwaukee Public Library to conduct a workplace giving program in cooperation with the United Performing Arts Fund.

3. Because of MPS' close association with the Library, we are recommending that the Library's request be granted. There would be only a single solicitation of employees, and accounting procedures for the campaign would be agreed upon jointly between the Library and UPAF.

Your Committee recommends that the Milwaukee Public Library participate in the MPS/United Performing Arts Fund Drive.

* * * * *

(ITEM 9) The Superintendent advised your Committee that:

1. On November 21, 1990, the Board of School Directors directed the administration to develop a recommended feeder pattern for Brown, Tippecanoe, and Twenty-first Street Elementary Schools**.** The deletion of Roosevelt Middle School as a potential receiving middle school was directed by the Board. In addition, the Board has concerns relative to the multiple elementary schools as feeders to a single middle school.

2. Board policy currently supports three elementary schools (Thirty-eighth, Greenfield, and MacDowell) as feeders to Robinson Middle School. The three language immersion schools plus Morgandale's and Fratney's Spanish program are paired with Wilbur Wright Middle School's Language Immersion Program. If all the fifth graders at Thirty-eighth, Greenfield, and MacDowell Elementary Schools opt for Robinson Middle School there will be approximately 25 seats available for students throughout the district. If all the eligible fifth graders at Eighty-second, Eighty-eighth, Morgandale, Fifty-fifth, and Fratney opt for Wilbur Wright Language Immersion Program there will be approximately 50 seats available for non-Immersion students at the sixth grade level throughout the district.

3. The recommended feeder patterns will not include feeder patterns between middle schools and high schools. The absence of feeder patterns between middle and high schools was reaffirmed at the September, 1990, Board of School Directors meeting.

4. Lincoln Center Middle School for the Creative Arts is being recommended by the administration as a feeder school to Tippecanoe School depending upon Board approval for the creation of a Creative Arts Middle School program at the Lincoln Center Middle School. If the Board declines the creation of a Creative Arts Middle School at the Lincoln Center, the administration would not bring forth another recommendation for the 1991-1992 school year. The Lincoln Center Middle School is being recommended due to the proposed arts program which will have a common characteristic with the integration arts program at Tippecanoe School. If all the fifth grade at Tippecanoe School opt for the Lincoln Center Middle School, approximately 200 seats will be available for students throughout the district.

5. Twenty-fourth Street Middle School for multiple intelligences is being recommended as the feeder school for Brown Street Academy depending upon Board approval for the creation of a multiple intelligences program at Twenty-fourth Street Middle School. If the Board declines the creation of multiple intelligences at Twenty-fourth Street Middle School, the administration would not bring forth another recommendation for the 1991-1992 school year. The Talent Development program at Brown which nurtures the talent of each child is based on the multiple intelligences model proposed for the Twenty-fourth Street Middle School. If all the fifth graders at Brown Street Academy opt for Twenty-fourth Street Middle School there will be approximately 200 seats available for other students in the district.

6. Sarah Scott Middle School is being recommended as the feeder school for Twenty-first Street Elementary School. The proposed Sarah Scott IGE program is similar to the Twenty-first Street School educational program in that both attempt to match the student learning style with an appropriate instructional method. For the 1991-1992 school year if all 121 fifth graders at Twenty-

first Street School opt for Sarah Scott (Eighth Street) approximately 20 seats would be available for other students throughout the district. For the 1992-1993 school year this number will increase to approximately 180 available seats for other students.

Your Committee recommends:

1. That beginning with the 1991-1992 .school year the Board approve the following elementary schools to middle school feeder patterns:

   a Tippecanoe Elementary to Lincoln Center Middle School for Creative Arts.

   b Brown Street Academy to Twenty-fourth Street Middle School for Multiple Intelligences.

   c Twenty-first Street Elementary School to Sarah Scott Middle School (Eighth Street).

2. In the event that the Board does not authorize the creation of an Creative Arts Middle School or the School for Multiple Intelligences, Tippecanoe and Brown Street Academy Schools will not be assigned a feeder school for the 1991-1992 school year.

* * * * * *

(ITEM 10) The Superintendent advised your Committee that at its meeting on November 28, 1990 (Proc. p. 376), the Board referred the following resolution, which was introduced by Director Pajewski, to the Personnel and Negotiations Committee:

Whereas, A 50-50 racial balance should be the most ideal and equitable distribution in any school; and

Whereas, Current Milwaukee Public School student assignment policies have created a number of schools in white residential areas of the city whose minority enrollment is greater than 50%; therefore be

Resolved, That the Milwaukee School Board adjust its assignment policies for any attendance area school whose minority enrollment was greater than 50 percent in the previous school year to allow students of any race from other attendance areas surrounding these schools to attend these schools.

Your Committee recommends that this resolution be sent to the appropriate legal counsel for a legal opinion.

* * * * *

(ITEM 11) The Superintendent advised your Committee that at its meeting on November 28, 1990 (Proc. p. 375), the Board referred the following resolution, which was introduced by Director Pajewski, to the Personnel and Negotiations Committee:

Whereas, The City of Milwaukee will only flourish as the strength of its neighborhoods is maintained and encouraged; and

Whereas, Milwaukee Public Schools school selection processes have, in some instances, worked as a disincentive to neighborhood cohesiveness; and

Whereas, research has proven that student achievement improves with increased parental involvement; and

Whereas, The current school selection process has made it more difficult for many attendance area schools to establish a connection with parents of their students; and

Whereas, Schools should have the opportunity to provide activities, space and service to the neighborhood in which they are located; and

Whereas, The cost of student transportation utilizes funds which could be allocated to programmatic endeavors to improve the education of all children; now, therefore, be it

Resolved, That the Milwaukee School Board directs the School Selection Task Force to examine and develop plans to implement the following policies:

1. By the 1992-93 school year, all oversubscribed minority attendance area schools will be partnered with two or three white attendance area schools that are under subscribed. The task force should develop recommendations for those partnerships in concert with the Community Advisory Councils in each SDA to as to ensure neighborhood participation in the process.
2. By the 1992-93 school year, the task force shall develop a plan to provide for extensive after-school extracurricular opportunities for children at the school in their neighborhood, regardless of where those children attend school during the day.
3. By the 1992-93 school year, mud-day transportation for all attendance area half-day kindergarten classes will be eliminated. The task force will develop a plan to expand half-day kindergarten and ensure that it is equitably distributed through the city.

Your Committee recommends that this resolution be sent to the appropriate legal counsel for a legal opinion.

* * * * *

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

1. At its meeting of October 29, 1986 (Proc. pp. 835-836), the Board adopted a resolution by Director Stacy to develop a Code of Ethics for Board members and employees. The Board's recommendation indicated that this committee would be comprised of representatives from the offices of the Superintendent, Secretary-Business Manager, Board President and City Attorney.

2. On numerous occasions, individual Board members have expressed concern regarding ethics and vendor relations. The district's external auditors in their 1989 management letter also recommended the development of a district code of ethics:

   "Although policies exist over procurement of goods or services, the District currently does not have a formal code of ethics or conflict of interest policy as it would apply to all District employees. Such a code would provide employees with guidelines for maintaining a professional attitude and conducting themselves in a manner that would enhance the stature of the District within the community. We recommend that the District consider developing a code of ethics for its employees and Board members which would require District employees at a certain responsibility level to annually sign off compliance with the code."

3. The Kerry Consulting Group in its final report recommended that the Board develop policies for vendor presentations, product reviews, demonstrations, and gifts of computers or other technologies to avoid "hints of impropriety or favoritism."

4. Due to the many administrative changes over the past few years, the MPS Ethics Committee was not established until February of 1990. Numerous codes of ethics were reviewed and the committee developed final documents which are considered appropriate for MPS purposes. The completed documents have been forwarded to the City Attorney's office for final review.

5. On August 20,1990, the Personnel and Negotiations Committee held a public hearing on the Ethics Codes proposed by the Ethics Committee. On October 19,1990, the Personnel and Negotiations

Committee considered the approval of the proposed codes. The item was held at the committee level pending development of a process for employee notification.

Your Committee recommends that the Board approve the proposed Code of Ethics for the Board of School Directors with the following modifications:

-—That the General Statement of Board Ethics section be changed as follows:

Board members should respect the Board's commitment to work through its chief administrative officers by requesting desired information about the schools directly from them, by referring to them suggestions for new policies for their professional advice, by ~~refusing to~~ giving them ~~entertain any complaint until after the administration has had~~ an opportunity to fully investigate and report complaints, by refraining from making recommendations with respect to appointment and promotions of employees, and by supporting approved actions of the administration."

2. That the Board approve the proposed Code of Ethics for Employees with the following modifications:

-— That a definition of Gifts and Gratuities be included under the "Definitions" section of the Code. Such definition to read; "Gifts and Gratuities: Gifts and Gratuities are defined as any goods or services, excluding meals, for which a monetary value may be assessed."

-— That the definition of Immediate Family in the "Definitions" section be changed to: Immediate Family: Immediate family is defined as a spouse or an individual's relative by marriage, lineal descent or adoption who receives, directly or indirectly, more than 50% of his or her support from such individual or from who such individual receives directly or indirectly, more than 50% of his or her support."

-— That a statement be added to the document as follows: "These policies do not supersede agreements which are outlined in employee/individual employment contracts and/or collective bargaining agreements."

-— That the following word change be made in the last sentence of the Political Participation section of the Code: ". . . but such use of employee's names ~~should~~ must not imply MPS endorsement."

-— That a "Decision Making" section be added to read as follows:

DECISION MAKING

No employee may profit directly from the decision to purchase goods or services by the Milwaukee Public Schools. Decisions to purchase such goods and services must be free of even the appearance of bias toward a company or vendor based on remuneration. For that reason, if any employee has authority to recommend or order the purchase of goods or services, then that employee shall disclose any involvement with any vendor seeking to supply such goods and services. This includes any consulting work performed or any honoraria received either personally or by any member of the employee's immediate family.

An employee who has, either personally or through an immediate family member, received compensation from a vendor seeking to supply goods or services to MPS shall not make purchasing decisions to obtain goods or services from that vendor for a period of 18 months from the date of the last compensation or honorarium received.

An employee. recommending purchase or serving on a committee to review goods or services being offered to MPS, must ensure that all necessary disclosures have been made and are known to the entire committee relative to that employee's or any immediate family member's involvement (consulting or employment) with vendors under consideration by the committee. Such employee must refrain from any vote involving the company or companies from which compensation has been received within the previous 18 months.

* * * * * *

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

1. At its meeting of October 22, 1990 (Proc. pp. 286) the Board authorized the Secretary-Business Manager to realign the business operations in order to effectuate improved services in a cost efficient manner.

2. The Board further authorized that the Department of Human Resource Management, the Budget Department and Intergovernmental Relations realign their reporting responsibilities to report directly to the Secretary-Business Manager with the understanding that the Secretary-Business Manager would have direct responsibility to the Superintendent for these functions.

3. During October and November, department heads from all business service operations met to develop a plan to restructure business operations. The proposed reorganization has been transmitted to Board members under separate cover.

Your Committee recommends that the Board authorize the Secretary-Business Manager to implement the proposed organizational structure.

* * * * * *

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

1. At its meeting of August, 1976 (Pro. 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 1990/91

DISTRICTS WITH FIVE YEAR GOALS:

	---SEATS TO BE MADE AVAILABLE---	
	1992/93 Settlement Agreement	
District Goals	Per 1990/91 Contract	Seats Made Available

Oak Creek-Franklin	440	376
Cudahy	372	340

Your Committee recommends that the Chapter 220 inter-district pupil transfer agreements for the school districts of Oak Creek-Franklin and Cudahy be approved.

* * * * * *

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

1. At its meeting of August, 1976 (Pro. 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 1991/92

DISTRICTS WITH FIVE YEAR GOALS:

	---SEATS TO BE MADE AVAILABLE---	
	1992/93 Settlement Agreement	
District	Goals	Seats Made Available Per 1991/92 Contract
Menomonee Falls	292	334

DISTRICTS TO ANNUALLY CONTRACT GOALS:

	——————1991/92——————	
		Seats Made Available
District	Goal	Per Contract
Elmbrook	286	286

Your Committee recommends that the Chapter 220 inter-district pupil transfer agreements for the school districts of Menomonee Falls and Elmbrook be approved.

* * * * * *

(ITEM 16) 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 17, 1990:

A. Affirmative Action Report

B. Report on the Comprehensive Support Center (CSC)

* * * * * *

Separate consideration having been requested of Items 2, 3, 9, 10, 12 and 13, the remainder of the report was adopted, the vote being as follows:

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

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 the same as that preceding:

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

Noes—None.

Item 3 of the report, relating to administrative appointments, having been set aside for separate consideration, Director Bills moved to adopt the report.

The motion prevailed, the vote being as follows:

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

Noes—Directors Johnson, O'Neil, Stacy—3.

Item 9 of the report, relating to feeder patterns for Brown, Tippecanoe and Twenty-first Street Schools, having been set aside for separate consideration, Director Johnson moved to adopt the report.

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

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

Noes—Director Stacy—1.

Item 10 of the report, relating to attendance area school selection policies, having been set aside for separate consideration, Director Mallory moved to adopt the report.

Director Mallory amended to include a legal opinion be sought and an opinion returned to the Board at its January meeting.

The amendment prevailed, the vote being the same as follows:

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

Noes—None.

Director Johnson moved to reconsider Item 11 of the report, relating to a resolution directing the School Selection Task Force.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Connell, O'Neil, Stacy, and President Mitchell—6.

Noes—Director Mallory—1.

Director Johnson moved to amend the item to read as Item 10, to have a legal opinion returned by January meeting.

The motion prevailed, the vote being as follows:

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

Noes—None.

Item 12 of the report, relating to code of ethics for Board Members and employees, having been set aside for separate consideration, Director Stacy moved to adopt the report.

Director Stacy moved an amendment to strike the gratuities, the $25 and have it read "an employee of MPS may not accept any gift or gratuities from any person, persons, or groups."

The amendment failed, the vote being the same as follows:

Ayes—Directors Bills, O'Neil, Stacy—3.

Noes— Directors Mallory, O'Connell, President Mitchell—3.

Temporarily Absent—Director Johnson—1.

Director Stacy moved an amendment to remove employee/individual employment contracts and the addition of future contracts of the Secretary-Business Manager and the Superintendent to comply with the Code.

The amendment was adopted, the vote being as follows:

Ayes—Directors Bills, Mallory, O'Connell, O'Neil, Stacy—5.

Noes—President Mitchell—1.

Temporarily Absent—Director Johnson—1.

Director Mallory moved an amendment to seek a legal opinion as to what should be the position of the individual director having either a direct or indirect financial benefit and/or relationship to any vendor doing business with the District.

The amendment was adopted, the vote being as follows:

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

Noes—None.

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

Ayes—7; Noes.

Item 13 of the report, relating to the reorganization of non-instructional support services, having been set aside for separate consideration, Director Bills moved to adopt the report.

Director O'Connell moved that the personnel function of the proposed structure be sent back to Committee.

Director Stacy moved at the Board level and the review of the budget and inter-governmental relations units until the superintendent is in place.

Director Stacy's motion prevailed, the vote being as follows:

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

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

The Board recessed from 9:40 to 9:53 PM.

Director O'Connell moved to refer personnel functions to the Committee on Legislation and Rules for further consideration.

The motion prevailed, the vote being as follows:

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

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

Director O'Connell moved to refer back to Committee any reorganization structure that has been affected by the Board's previous action.

Director Mallory moved a substitute motion to the entire main motion that it all be sent back to Committee except the amendments that were put forth in specific areas.

The motion prevailed, the vote being as follows:

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

Noes—None.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

Director Mallory presented the following report of the Committee on Instruction and Community Relations:

December 19, 1990

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 College Board Equity Agenda Project is a joint effort between the College Board and selected public school districts to improve minority student preparation, participation, and success in college. The project will officially begin in December, 1990, and continue through the 1995-1996 school year.

2. Support for this effort will be provided by both the College Board and the Milwaukee Public Schools. The College Board contribution of S356,137 for the remainder of the 1990-1991 school year will include funds for:
   -- the salary of the Site Manager
   -- a summer math institute for 8th grade teachers;
   -- a summer guidance institute for selected middle and high school counselors;
   -- attendance at the orientation and networking conference;
   -- technical assistance form the College Board's Midwestern Regional Office;
   -- research and evaluation activities; and
   -- administrative expenses.

3. The contributions of Milwaukee Public Schools will include:
   -- the services of the math curriculum specialist and the guidance coordinator;
   -- support for a local advisory group;
   -- inservice training for math teachers who do not attend the summer math institute;
   -- expansion of training activities to other counselors and teachers;
   -- participation in related meetings and conferences;
   -- materials and classroom supplies necessary for the Project;
   -- data processing and internal technical support for project activities.

4. Currently, approximately 50 percent of 9th grade students enroll in algebra classes. Objectives will be set each year of the project for increasing the percent of students enrolled, leading toward a district-wide policy which demonstrates the expectation that 9th grade students will be prepared for and will enroll in algebra. Currently, it is envisioned that the program will begin with Staff Development which will result in required grade 8 pre-algebra and high school algebra and geometry by the beginning of the third year of the project.

5. Project activities will be jointly monitored by the College Board and the Milwaukee Public Schools, including the work of an outside evaluator reporting to the College Board.

6. Fiscal and program plans for each academic year will be developed jointly by the College Board Project Director and the Milwaukee Site Manager and submitted to the President of the College

Board and Superintendent of the Milwaukee Public Schools by November 1st of each year. Quarterly and

annual reports will also be required. Both the quarterly and annual reports will follow an agreed upon format and will be shared with both the College Board and the Milwaukee Public Schools.

Your Committee recommends that the Board approve the agreement between the College Board and the Milwaukee Public Schools for the Equity Agenda Project.

* * * * * *

(ITEM 2) The Superintendent advised your Committee that:

1. At its meeting on October 31, 1990 (Proc.p. 328), the Board referred the following resolution, which was introduced by Director Johnson, to the Instruction and Community Relations Committee:

   WHEREAS, Many youth are in need of special attention; and
   WHEREAS, Many youth have not been nurtured in a healthy, developmental manner; and
   WHEREAS, The Milwaukee Public Schools supports private and public initiative, and persons who will work to provide nurturing, guidance, love and support for children; and
   WHEREAS, Poverty, drugs, violence, teen pregnancy, perception of educational failure, and unemployment plague the lives of many youth; and
   WHEREAS, Many youth continue to feel hopelessness; and
   WHEREAS, Many youth are adjudicated yearly; and
   WHEREAS, These youth aren't lost nor are they forgotten; and
   WHEREAS, 100 Black Men support and believe in the future of young people; therefore, be it further
   RESOLVED, That Milwaukee Public Schools will support adjudicated youth; and be it
   FURTHER RESOLVED, That Milwaukee Public Schools will join in partnership with 100 Black Men and its volunteer role model program to serve adjudicated youth; and be it
   FURTHER RESOLVED, That Milwaukee Public Schools will recruit mentors and role models to individually serve these youth; and be it
   FURTHER RESOLVED, That Milwaukee Public Schools will develop educational support strategies to address, at an early stage, the needs of youth for nurturing and guidance.

2. As indicated in the resolution adopted last month, the administration favors supporting the role model Program.

   Your Committee recommends that MPS support the role model program to serve adjudicated youth.

* * * * * *

(ITEM 3) The Superintendent advised your Committee that:

1. In the past, several schools were given approval as citywide specialty schools or focus schools. The schools that retained their focus are identified. (See attachment A).

2. During the 1989-90 school year other schools requested and received equity funds to develop a school focus (See attachment B).

3. a. During the 1990-91 school year all schools were requested to examine their progress in the identification of a focus. The following schools have identified or are in the process of identifying/developing a new focus. Each requires additional staffing:

Allen-Field School—Multicultural Arts The multicultural arts focus will utilize the cultural, ethnic and racial diversity of the school community. Multicultural, multisensory educational opportunities will promote interdisciplinary, integrated learning and develop global awareness to meet the challenges of the 21st century.

School Budget Request: $ 500,000

Douglass School—Comer Education The work of Dr. James Comer was studied and recommended by a subcommittee of the Educational Study Committee. Dr. Comer advocates a process-oriented approach to educational change that emphasizes intervention at the school level. The three key elements of the Comer approach include the following: a governance team which includes the principal, parents, teachers, and a support team person, a mental health team which addresses matters contributing to instructional problems, and parental support. Improving the achievements in basic skills, particularly reading and mathematics, at a statistically significant level is one of the major goals.

School Budget Request: $ 200,000

Fairview School—Communications and Communications Specialty Classroom computer centers will be used for communications skills reinforcement, remediation, and enhancement, as well as the development of technological skills.

School Budget Request: $ 240,000

Hartford Avenue—Early Childhood Focus The Hartford Avenue Early Childhood Unit will have two major components: an enriched early childhood program for children in kindergarten and primary grades; and a UWM teacher training component aligned with state certification requirements and supported by DPI. After-school child care, staffed by the (UWM) Kunkle Day Care, would be an important dimension of the program. The linkages with Kunkle Day care will provide the opportunity for longitudinal studies of early childhood education from ages three to eight.

School Budget Request: $ 67,740

Lapham Park Assessment/Support Center—Theatrical Therapeutic Practices With the creative arts as a unique concentration, the focus of the program is on effecting positive changes in relationship skills, self-esteem, vocational and career plans, attitudes and academic skills.

School Budget Request: $ 601,000

Longfellow School—Computer Assisted Instruction Longfellow received an Equity grant for the Writing to Read program. Computer assisted instruction in the form of the Basic Learning System produced by the Josten Learning Corporation will provide self-paced, individualized lessons which emphasize basic skill acquisition, leaning strategies and higher order thinking. The outcomes for the students are higher test scores, more school success and greater self- esteem for all students.

School Budget Request: $ 110,000

Neeskara School—Multi-Method Approach to Communication The communication specialty component would emphasize opportunities for regular and exceptional education children to explore special interests, such as drama, forensics, creative arts, publishing, and production.

School Budget Request: $ 57,300

Sixty-.Seventh Street Continuous Progress School Science/Mathematics
A community resource lab would provide parents with an opportunity to learn, and would provide persons working in industry with a chance to contribute their expertise.

School Budget Request: $ 45,000

Story School—International Studies Program
The diverse population at Story School includes a balance of African Americans, Southeast Asians, Hispanics, Nigerians, Arabians, Jamaicans, Caucasians and others. The population is also enhanced with exceptional education students. The International Studies program will teach about countries and cultures of the world as well as variations in people themselves. There will be intergenerational involvement of families and community as curriculum resources.
School Budget Request: $ 166,000

b. The following schools have identified a new focus and fit within the equity guidelines as established during the 1989-90 budget process. Additional staffing is not required:

Bell Middle School—High Tech Teaching Techniques
Bell fosters an education featuring technological knowledge, communication skills, cooperative work ethic, critical thinking skills, healthy attitudes, and self-discipline. Students are able to become involved in projects coordinated with Hitachi/Marquette Electronics, Harnischfager, Wisconsin Bell, The Ford Foundation, and Aetna.

Burroughs Middle School—School of Harmony (Music)
The School Based Management Council has selected music as the main focus of the school, with the emphasis on developing an appreciation for different styles of music. A high percentage of the students are actively involved in orchestra, band, and choral classes.

Craig Alternative School—Community Based/Vocational Education Program
Frequent trips into the community provide life skills training. Improved coordination between existing community services and the school program, along with vocational education programming, provide a better transition from school to work.

Curtin School—Label-Free Environment School
The goal is to reduce the impact labels have on children by reducing pull-out programs and outward labeling. Team teaching with exceptional education and Chapter 1 staff meet the needs of wide ranges in ability.

Custer High School—Technical Professional Management Focus
This focus is being developed in addition to the Technical Specialty Program and seeks to take advantage of the technical expertise, internships and job opportunities offered by the business partners, and the scholarships, financial aid packages and professional training offered through the university partnership with UW-Platteville.

Grandview School—IGE with Environmental Science Focus
An additional emphasis in the Grandview program is on the process approach to science and the environment. The IGE approach to teaching takes students from where they are to a point where they may achieve their educational potential.

68th Street Alternative Middle/High School—Focus on the Arts
68th Street wants to focus on the arts (art, music, and drama), thus enhancing their academic program.

Vincent High School—Power Technology Specialty (in addition to Agribusiness and Natural Resources and International Studies) Harold S. Vincent High School is a comprehensive high school serving Milwaukee's far northwest neighborhood. Vincent has two specialty programs Agribusiness and Natural Resources (ANR), and International Studies (IS), and is in the process of establishing a Power Technology Specialty Program for Milwaukee's north side. Students and staff strive for educational excellence in academic, technical and extracurricular programs. Vincent is Milwaukee's newest high school and is developing a service relationship to its own distinctive local neighborhood in the northwest area of the city.

c. The following schools have requested continuation of the 1990-91 equity funding Each school has a focus:

Cooper	Cultural Education Center
Fernwood	Creative Communications Center
Fritsche	Math/Science Technology Network Center
Garland	Mathematics Center of Excellence
Grant	Reading and Technology Center
Hawthorne	Creative Writing & Dramatics
Parkman	Technology Integrated in Educational Process
Whittier	Center for Multicultural Development
Wisconsin Ave.	Theme Development

Your Committee recommends: that the Board approve the concept of the Hartford Avenue Early Childhood unit and Douglass Comer Model as their school focus and that the budget to implement the staffing needed be included in the 1991-92 school budget: and that the Story School International Studies Program be considered in the 1991-92 school budget process.

* * * * * *

(ITEM 4) The Superintendent advised your Committee that:

1. At the June 27, 1990 meeting, the Board of School Directors authorized the study of Waldorf Education, Paideia, Comer, and Multiple Intelligences. An Educational Study Committee consisting of a Community Superintendent, principals, teachers, Service Delivery Area staff, Central Office staff, community persons, and parents was formed. They divided into subcommittees, and each subcommittee studied one of the identified modes of education.

2. In the late 1970's magnet schools were developed such as Montessori, Elm Creative Arts, and Open Education. These schools with particular curricula were opened to meet the various needs of Milwaukee Public School students. These schools are well-liked by students and parents as revealed by the long waiting lists at the schools. Waldorf education has a strong emphasis upon the arts as a way of learning, similar to the focus of the highly successful Elm Creative Arts School.

3. The committee visited Waldorf Schools in Chicago and the Milwaukee area. All Waldorf Schools in the United States are being operated on a private school basis. Therefore, Milwaukee would be establishing the first public school model of a Waldorf Program.

4. Consultants from the Association of Waldorf Schools of North America which included current Waldorf teachers from Sacramento, Detroit, Seattle, and Chicago met with the Superintendent to explore the possibility of opening a public school program in Milwaukee. The consultants met with the local Waldorf Study Committee to refine plans and make recommendations.

5. Waldorf Schools are traditionally managed by cooperative governance in which all staff members regularly participate *in* decision making.

6. Waldorf Schools rely upon teachers fully trained in the Waldorf pedagogy and philosophy. Trained Waldorf teachers have indicated a willingness to relocate to help establish a school in Milwaukee. Waldorf consultants have agreed to cooperate in establishing a local Waldorf training opportunity upon approval of the Waldorf Program.

7. The Waldorf approach engages the whole child, educating the heart and hands as well as the mind. Intrinsic to Waldorf education is a valuing of all cultures of the world. The curriculum explores

cultural contributions of religion, art, and science. Waldorf education teaches a reverence for creation. Discussion with national representatives of the Waldorf movement indicate that the

Waldorf curriculum can be appropriately adapted to an urban, multicultural, public school population.

8. Waldorf Schools do not use textbooks in a standard manner. Text materials are used as classroom resources. There is, however, a heavy use of art materials to reinforce learning. A substantial annual budget for consumable supplies for the Waldorf program would be offset by lower textbook costs.

9. Waldorf education relies upon "specialty instruction" in foreign language, music, eurythmy (creative movement), and crafts.

10. Waldorf education integrates children with EEN into the regular classroom.

11. Establishing a Waldorf Program would require an ongoing consultant relationship with the Association of Waldorf Schools of North America and membership in that association.

12. Establishing a Waldorf Program would require early identification of a principal, planning time and start-up staff organization time.

13. The PLUTO site has facilities which could easily be adapted to house a full (375 students) Waldorf Program. Some site modifications including floor surfacing, painting, lighting and chalkboards are highly desirable to support the Waldorf emphasis upon the learning environment.

14. Magnet School funding is being sought for an implementor, substitutes for inservice days, art equipment and supplies, a computer, woodworking equipment, science and math supplies, and library materials.

15. At its meeting on November 14, the Instruction and Community relations Committee requested information on the proposed Waldorf Program staff training component:

    - An inservice "Introduction to Waldorf Education" will be offered for Milwaukee Public Schools Staff by Waldorf Teachers in Spring, 1991 .

    - Preliminary arrangements have been made with the University of Wisconsin-Milwaukee to establish Waldorf courses for participation by Milwaukee Public School teachers. The teachers selected for the Urban Waldorf program will take these courses *on* a tuition reimbursement basis. Tentative time frame projects a six credit intensive summer training session and a subsequent three credit fall "weekend college" offering.

    - The Urban Waldorf program principal will be employed with the understanding that he or she will have responsibility for providing or coordinating staff inservice.

    - Preliminary arrangements have been made for the needed specialized training for the Waldorf music teacher.

    - Support staff training will be provided by the principal and appropriate staff members on an hourly reimbursement basis

    - A Memorandum of Understanding will be drafted to accomplish additional needed staff inservice.

Your Committee recommends:

1. That a K4 through Grade Five Waldorf Program be opened in September, 1991 and that the school be located in 1/2 of the "PLUTO" Site to house 375 students with two grades each of 4 Year old Kindergarten through Grade 5.

2. That the community be informed of the nature of Waldorf Education

3 That national advertising occur for a principal of the Waldorf Program, that the candidates be interviewed by a panel including a Waldorf consultant, and that the principal be appointed by March, 1991 and assigned to implement the Waldorf Program, interview teachers and tend to other necessary tasks.

4. That national advertising occur for Waldorf trained teachers and that the principal, Waldorf consultant and identified community representatives be involved in the interview and selection of teachers for the Waldorf Program.

5. That only teachers who are certified to teach Waldorf Education be employed to teach in the Waldorf Program. If sufficient numbers of trained Waldorf teachers are not available from existing Milwaukee Public Schools staff and/or the national search, staff volunteers will be sought to participate in training which will be arranged on a tuition reimbursement basis.

6. That the Waldorf Program be established as a School Based Management Site.

7. That the Waldorf Program be staffed as follows
   1 program implementor
   3 Kindergarten teachers
   10 elementary teachers
   1 Exceptional Education Resource Teacher
   1 foreign language teacher
   1 music teacher
   1 crafts teacher
   1 eurythmy teacher
   6 paraprofessional aides (K, Library, General)

8 That the school be named the Urban Waldorf Program.

9. That the Waldorf Study Committee continue to function as an advisory body to the Urban Waldorf Program, provide periodic reports to the board and develop future plans for possible expansion of the program to middle school and high school.

10. That the identified Waldorf staff be employed an additional 10 days prior to the beginning of the 1991-92 school year to organize the program, curriculum, materials and facility to implement the Waldorf program.

* * * * * *

(ITEM 5) The Superintendent advised your Committee that:

1. Two new middle schools and five new elementary schools will be open to student enrollment at the start of the 1991-1992 school year.

2. The Community Superintendent along with their staff and Community Advisory Committee have identified a focus for each new school. They are:

SDA I	St. Alberts	Early Childhood Ungraded Primary/ Professional Development	350 seats
SDA III	Elm School (Current)	Early Childhood	350 seats
	Elm School (New)	Creative Arts	375 seats
	Pluto #1	Regular Elementary School (focus to be developed)	375 seats

	Pluto #2	Waldorf Education	375 seats
SDA IV	Lincoln Center	Creative Arts	560 seats
SDA v	Twenty-fourth and Wisconsin	Global Education with an Emphasis on Multiple Intelligences	750 seats

Your Committee recommends:

1. That the Board approve the focus of the schools identified in the pertinent facts

2. That the program descriptions be included in the information sent to parents during the school selection process.

8. That a budget be prepared and be given special consideration during the 1991-1992 budget process.

* * * * * *

(ITEM 6) The Superintendent advised your Committee that:

At its meeting on November 28, 1990 (Proc., p. 375), the Board referred the following resolution, which was introduced by Director Bills, to the Instruction and Community Relations Committee:

Whereas, Milwaukee has a tradition as a community of law-abiding citizens; and
Whereas, Milwaukee has enjoyed a reputation and takes pride in being a great city to raise children; and
Whereas, Milwaukee has been wracked by violence in the last couple of years—much of it perpetrated on young people and now by young people; and
Whereas, The city of Boston developed a Safe Neighborhoods Plan to deal with gang violence which involved a great deal of community input and a resulting commitment to a comprehensive plan which addresses the full scope of the problem; therefore, be it
Resolved, That the administration be directed to enter into discussions with the Mayor and the Common Council to develop a process and a plan for Safe Neighborhoods in Milwaukee; and be it further
Resolved, That the administration report back to the Board in January on its progress.

Your Committee recommends that the resolution be adopted.

* * * * * *

(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 December 12, 1990:

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. Progress Report on North Division High School and Sholes Middle School

C. Informational Report on the Students Against Violence Program (Formerly Titled The Violence Reduction Program)

D. Summer Youth School Work Program

E. Report on MPS Multicultural Curriculum Implementation

F. Informational Item Relative to Hiring of Coaches

* * * * * *

Separate consideration having been requested of Items 4 and 5, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Item 4 of the report, relating to opening a Waldorf School, having been set aside for separate consideration, Director Mallory moved to adopt the report.

Director Stacy moved to substitute another Montessori school for a Waldorf School.

The substitute motion failed, the vote being as follows:

Ayes—Director Stacy—1.

Noes—Directors Bills, Mallory, O'Connell, President Mitchell — 4.

Voting "present"—Director Johnson—1.

The original motion prevailed, the vote being as follows:

Ayes—Directors Bills, Mallory, O'Connell, Stacy, President Mitchell —5.

Noes— Director O'Neil—1.

Voting "present"—Director Johnson—1.

Item 5 of the report, relating to new facilities for the 1991-1992 school year, having been set aside for separate consideration, Director Bills moved to adopt the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

COMMITTEE ON FINANCE AND FACILITIES

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

December 19, 1990

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:

AUER AVENUE ELEMENTARY SCHOOL—2319 West Auer Avenue

ECC CONTROLS, INC.; 1990 Energy Retrofit Work (Mechanical Work, Temperature Control Work and Air Balance Work),as per base bid ($48,950) plus $4,687 for Mandatory Alternate Bid No. 1 to accomplish ECM's HV-l and TC-3 using Direct Digital Controls minus $4,875 for voluntary substitution for using Robertshaw Controls in lieu of Johnson and/or Powers Controls $48,762

CARLETON ELEMENTARY SCHOOL—4116 West Silver Spring Drive

ECC CONTROLS, INC.; 1990 Energy Retrofit Work (Mechanical Work, Temperature Control Work and Air Balance Work),as per base bid ($34,900) plus $2,870 for Mandatory Alternate Bid No. 1 to accomplish ECM's HV-l and TC-l using Direct Digital Controls minus $840 for voluntary substitution for using Robertshaw Controls in lieu of Johnson Controls 36,930

EDISON MIDDLE SCHOOL—5372 North 37th Street

CC CONTROLS, INC.; 1990 Energy Retrofit Work (Mechanical Work, Temperature Control Work and Air Balance Work),as per base bid ($65,950) plus $3,450 for Mandatory Alternate Bid No. 2 to accomplish ECM's TC-2, TC-3 and HV-l using Direct Digital Controls including lighting control minus $5,622 for voluntary substitution for using Robertshaw Controls in lieu of Johnson Controls 63,778

FRANKLIN ELEMENTARY SCHOOL—2308 West Nash Street

ECC CONTROLS, INC.; 1990 Energy Retrofit Work (Mechanical Work, Temperature Control Work and Air Balance Work),as per base bid ($38,300) plus $3,375 for Mandatory Alternate Bid No. 2 to accomplish ECM's TC-l, TC-3, and HV-l using Direct Digital Controls including lighting control minus $3,104 for voluntary substitution for using Robertshaw Controls 38,571

GARDEN HOMES ELEMENTARY SCHOOL—4456 North Teutonia Avenue

ECC CONTROLS, INC.; 1990 Energy Retrofit Work (Mechanical Work, Temperature Control Work and Air Balance Work),as per base bid ($29,500) plus $4,475 for Mandatory Alternate Bid No. 1 to accomplish ECM's TC-3 and HV-l using Direct Digital Controls minus $2,530 for voluntary substitution for using Robertshaw Controls in lieu of Johnson Controls in lieu of Powers and/or

Johnson Controls 31,445

LaFOLLETTE ELEMENTARY SCHOOL

ECC CONTROLS, INC.; 1990 Energy Retrofit Work (Mechanical Work, Temperature Control Work and Air Balance Work), as per base bid ($25,850) plus $3,095 for Mandatory Alternate Bid No. 2 to accomplish ECM's TC-3 and HV-l using Direct Digital Controls including lighting control minus $2,250 for voluntary substitution for using Robertshaw Controls 26,695

ROBINSON MIDDLE SCHOOL—3245 North 37th Street

ECC CONTROLS, INC.; 1990 Energy Retrofit Work (Mechanical Work, Temperature Control Work and Air Balance Work), as per base bid ($49,950) plus $1,388 for Mandatory Alternate Bid No. 2 to accomplish ECM's TC-3 and HV-l using Direct Digital Controls including lighting control minus $3,832 for voluntary substitution for using Robertshaw Controls in lieu of Johnson Controls $47,506

RUFUS KING HIGH SCHOOL—1801 West Olive Street

ECC CONTROLS, INC.; 1990 Energy Retrofit Work (Mechanical Work, Temperature Control Work and Air Balance Work), as per base bid 19,785

SHERMAN ELEMENTARY SCHOOL—5110 West Locust Street

ECC CONTROLS, INC.; 1990 Energy Retrofit Work (Mechanical Work, Temperature Control Work and Air Balance Work), as per base bid ($25,800)plus $3,325 for Mandatory Alternate Bid No. 2 to accomplish ECM's TC-3 and HV-l using Direct Digital Controls including lighting control minus $2,229 for voluntary substitution for using Robertshaw Controls 26,896

WRIGHT MIDDLE SCHOOL—8400 West Burleigh Street

ECC CONTROLS INC.; 1990 Energy Retrofit Work (Mechanical Work, Temperature Control Work and Air Balance Work), as per base bid ($67,900) plus $3,450 for Mandatory Alternate Bid No. 2 to accomplish ECM's TC-l and HV-l using Direct Digital Controls including lighting control minus $4,780 for voluntary substitution for using Robertshaw Controls 66,570

EDISON MIDDLE SCHOOL

ROMAN ELECTRIC CO., INC.; 1990 Energy Retrofit Work (Electrical Work), as per base bid ($39,510) minus $17,300 for not accepting the Exit Lighting replacements minus $1,030 for Mandatory Alternate Bid No. 1 for ECM LT-5 to control classroom lighting systems from the Direct Digital Controller supplied in Division 1 21,180

FRANKLIN ELEMENTARY SCHOOL

ROMAN ELECTRIC CO., INC.; 1990 Energy Retrofit Work (Electrical Work), as per base bid ($34,970) minus $12,910 for not accepting the Exit Lighting replacements minus $1,500 for Mandatory Alternate Bid No. 1 for ECM LT-5 to control classroom lighting systems from the Direct Digital Controller supplied in Division 1 20,560

LaFOLLETTE ELEMENTARY SCHOOL

ROMAN ELECTRIC CO., INC.; 1990 Energy Retrofit Work (Electrical Work), as

per base bid ($25,670) minus $1,200 for Mandatory Alternate Bid No. 1 for

ECM LT-8 to control classroom lighting systems from the Direct Digital Controller supplied in Division 1 24,470

ROBINSON MIDDLE SCHOOL

ROMAN ELECTRIC CO., INC.; 1990 Energy Retrofit Work (Electrical Work), as per base bid ($41,294) minus $7,518 for not accepting the Exit Lighting replacements minus $800 for Mandatory Alternate Bid No. 1 for ECM LT-7 to control classroom lighting systems from the Direct Digital Controller supplied in Division 1 32,976

SHERMAN ELEMENTARY SCHOOL

ROMAN ELECTRIC CO., INC.; 1990 Energy Retrofit Work (Electrical Work), as per base bid ($27,960) minus $12,078 for not accepting the Exit Lighting replacements minus $1,020 for Mandatory Alternate Bid No. 1 for ECM LT-3 to control classroom lighting systems from the Direct Digital Controller supplied in Division 1 .....$14,86

WRIGHT MIDDLE SCHOOL

ROMAN ELECTRIC CO., INC.; 1990 Energy Retrofit Work (Electrical Work), as per base bid ($25,520) minus $1,010 for Mandatory Alternate Bid No. 1 for ECM LT-5 to control classroom lighting systems from the Direct Digital Controller supplied in Division 1 24,510

MARSHALL HIGH SCHOOL—4141 North 64th Street

PENCO PRODUCTS; Street Locker Replacement Work, as per base bid 221,900

JUNEAU HIGH SCHOOL—6415 West Mount Vernon

VALLEY SCHOOL SUPPLY; Athletic Locker Replacement Work, as per base bid 63,963

* * * * * *

(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:

ALMAC PLASTICS, INC.; Polycarbonate Sheets $61,435.90

MEMOREX TELEX; 50 Computer Terminals 27,450.00

* * * * * *

(ITEM 3) Your Committee recommends the following sole source purchases:

IBM CORPORATION; Writing-to-Read Computer Labs consisting of 45 IBM PS/2 workstations, 18 printers and related components and software $146,286.00

JOSTENS LEARNING CORPORATION; Networked Computer System consisting of 10 IBM PS/2 workstations, peripheral devices and appropriate software 70,305.00

* * * * * *

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

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Alcott	PTO	$900	Awards program/awards
Allen-Field	Rotary Club of Milw.	300	R.I.F. fund
	Young Lawyer's Assn.	100	Membership in Wis. Assoc. of School Councils
	Ameritech Foundation	3,900	R.I.F.. fund
	PTA	1,300	Computer system
Bay View	School Funds	2,870	Five walkie talkie units
	School Funds	12,078	Copy machines, Risograph, file cabinets and tables
Burdick	Leo and Dorothy Cigale	250	Oboe
Garden Homes	PTO	670	Three walkie-talkie units
Goodrich	PTA	1,610	International program/field trips/teachers' convention purchases
Grandview School	PTO	780	Supplemental materials for classroom enhancement
Kluge	PTO	4,000	Cultural programs, library books and classroom materials
Maryland Avenue	School Funds	160	Cordless telephone
	PTA	56	Cassette player
	Thomas J. Brauch	500	At-Risk Fund
Milw. Trade & Tech.	W. H. Brady Co.	10,000	Graphics program
North Division	Robert Foti	340	Computer cart
	Robert Kucharski	50	Television
Palmer	Stanley Beerman	250	Educational supplies
Pleasant View	Kiwanis Club of Milw.	1,061	Miscellaneous equipment
Siefert	Variety Club	300	Drug awareness materials and supplies
Sixty-fifth Street	American Legion	300	Bowling balls for Special Olympics program
	Ben Williams	40	Classroom parties or snacks
South Division	School Funds	2,200	Copy machine
Story	Wisconsin Bell	500	Field trip
	Firstar Div	4,000	Classroom and office furniture
Thirty-eighth	St. Friends of Thirty-eighth St.	1,200	Field trips and cultural enrichment
	Friends of Thirty-eighth St.	160	Fee for writing workshop and bus costs
	Friends of Thirty-eighth St.	1,217	School programs
	Carpet Town USA	120	Carpet-ESL room
	Friends of 38th St.	550	Camping fees and printing costs for literary magazine
Grant	PTO	520	Field trips and student incentives
Washington	School Funds	2,665	Mailing system
Whittier	PTO	410	Two cassette recorders and classroom materials or field trips

EXTENSION FUND

Muni Rec	Lowell Schmidt	$600	Milwaukee Players
	TOTAL	$55,957	

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

* * * * * *

(ITEM 5) The Secretary-Business Manager advised your Committee that:

1. At its meeting of October 31, 1990 (Proc. p. 289), the Board received three requests from the Wisconsin Electric Power Company for permission to install underground cable at the former Fifth Street School and Pumping Station playfield.

2. The installation is needed to provide new electrical services to these school sites.

3. All costs related to the installation and maintenance of the underground cables will be borne by the Wisconsin Electric Power Company.

Your Committee recommends that a Grant of Permission for an easement be approved for the Wisconsin Electric Power Company to install an underground cable at the former Fifth Street School and Pumping Station playfield.

* * * * *

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

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

2. Mr. Ricardo Diaz, Commissioner, Department of City Development, recommends payment of the following claims filed against the Board of School Directors by persons displaced from premises being acquired for the Sarah A. Scott Middle School:

a. Mr. Mikal Siddiqu—Site Address: 1200 West State Street, #3-B

Payment in lieu of moving expenses.	$1,000
Total	$1,000

b. Noerenberg Wholesale Meats—Site Address: 2843 South 5th Court

Temporary relocation costs	$76,355.96
Total	$76,355.96

Your Committee recommends that the claims be paid.

* * * * *

(ITEM 7) The Superintendent advised your Committee that:

1. At the June 27, 1990 meeting, the Board of School Directors authorized the study of Waldorf Education, Paideia, Comer, and Multiple Intelligences. An Educational Study Committee consisting

of a Community Superintendent, principals, teachers, Service Delivery Area staff, Central Office staff, community persons, and parents was formed. They divided into subcommittees, and each subcommittee studied one of the identified modes of education.

2. In the late 1970's magnet schools were developed such as Montessori, Elm Creative Arts, and Open Education. These schools with particular curricula were opened to meet the various needs of Milwaukee Public School students. These schools are well-liked by students and parents as revealed by the long waiting lists at the schools. Waldorf education has a strong emphasis upon the arts as a way of learning, similar to the focus of the highly successful Elm Creative Arts School.

3. The committee visited Waldorf Schools in Chicago and the Milwaukee area. All Waldorf Schools in the United States are being operated on a private school basis. Therefore, Milwaukee would be establishing the first public school model of a Waldorf Program.

4. Consultants from the Association of Waldorf Schools of North America which included current Waldorf teachers from Sacramento, Detroit, Seattle, and Chicago met with the Superintendent to explore the possibility of opening a public school program in Milwaukee. The consultants met with the local Waldorf Study Committee to refine plans and make recommendations.

5. Waldorf Schools are traditionally managed by cooperative governance in which all staff members regularly participate in decision making.

6. Waldorf Schools rely upon teachers fully trained in the Waldorf pedagogy and philosophy. Trained Waldorf teachers have indicated a willingness to relocate to help establish a school in Milwaukee Waldorf consultants have agreed to cooperate in establishing a local Waldorf training opportunity upon approval of the Waldorf Program.

7. The Waldorf approach engages the whole child, educating the heart and hands as well as the mind. Intrinsic to Waldorf education is a valuing of all cultures of the world. The curriculum explores cultural contributions of religion, art, and science. Waldorf education teaches a reverence for creation. Discussion with national representatives of the Waldorf movement indicate that the Waldorf curriculum can be appropriately adapted to an urban, multicultural, public school population.

8. Waldorf Schools do not use textbooks in a standard manner. Text materials are used as classroom resources. There is, however, a heavy use of art materials to reinforce learning. A substantial annual budget for consumable supplies for the Waldorf Program would be offset by lower textbook costs.

9. Waldorf education relies upon "specialty instruction" in foreign language, music, eurythmy (creative movement), and crafts.

10. Waldorf education integrates children with EEN into the regular classroom.

11. Establishing a Waldorf Program would require an ongoing consultant relationship with the Association of Waldorf Schools of North America and membership in that association.

12. Establishing a Waldorf Program would require early identification of a principal, planning time and start-up staff organization time.

13. The PLUTO site has facilities which could easily be adapted to house a full (375 students) Waldorf Program. Some site modifications including floor surfacing, painting, lighting and chalkboards are highly desirable to support the Waldorf emphasis upon the learning environment.

14. Magnet School funding is being sought for an implementor, substitutes for inservice days, art equipment and supplies, a computer, woodworking equipment, science and math supplies, and library materials.

15. At its meeting on November 14, the Instruction and Community relations Committee requested information on the proposed Waldorf Program staff training component:

- An inservice "Introduction to Waldorf Education" will be offered for Milwaukee Public Schools Staff by Waldorf Teachers in Spring, 1991.

- Preliminary arrangements have been made with the University of Wisconsin-Milwaukee to establish Waldorf courses for participation by Milwaukee Public School teachers. The teachers selected for the Urban Waldorf program will take these courses on a tuition reimbursement basis. Tentative time frame projects a six credit intensive summer training session and a subsequent three credit fall "weekend college" offering.

- The Urban Waldorf program principal will be employed with the understanding that he or she will have responsibility for providing or coordinating staff inservice.

- Preliminary arrangements have been made for the needed specialized training for the Waldorf music teacher.

- Support staff training will be provided by the principal and/appropriate staff members on an hourly reimbursement basis.

- A Memorandum of Understanding will be drafted to accomplish additional needed staff inservice.

Your Committee recommends:

That $16,000 be transferred from the school operations contingent fund for PLUTO site specification modifications for the Waldorf Program, Waldorf consultants, and an introductory community presentation of Waldorf Education.

That $81,192 be put into the 1991-1992 budget requests for tuition reimbursement for continued Waldorf staff training, preservice and organization days, additional staffing, and supplies.

* * * * *

(ITEM 8) The Superintendent advised your Committee that:

1. At the June 27, 1990 meeting, the Board of School Directors authorized the study of Waldorf Education, Paideia, Comer, and Multiple Intelligences. A study committee consisting of a community superintendent, principals, teachers, service delivery area staff, central office staff, community members, and parents was formed. They divided into subcommittees, and each subcommittee studied one of the identified modes of education.

2. Dr. Howard Gardner, psychologist and co-chairperson of Project Zero at Harvard University, has developed a theory of multiple intelligences which he described in his book Frames of Mind. These include verbal, logical/mathematical, visual/spatial, body/kinesthetic, musical, interpersonal, and interpersonal. Each is independent and requires its own nurturing and development. Unfortunately, as he points out, most schools teach, test, reinforce, and reward primarily only two of these intelligences: verbal and logical/mathematical. While these are, of course, essential for effective functioning in an informative society, all of these intelligences are important.

   Not only are the other five the kinds of intelligence that have been highly developed by gifted graphic artists, dancers, musicians and writers, they may also be pathways to learning for many poorly achieving students who do not learn in traditional ways. The opportunity to explore and expand

these intelligences develops creativity, flexibility of thinking, and broad cultural and humanitarian backgrounds that enrich living.

3 Three district implications emerge:

a. A decrease in the number of students referred to exceptional education will occur because more students will be viewed as "learning different" rather than as learning deficient.

b. Students already identified as having exceptional education needs will be more readily integrated into the school's educational program.

c. This mode of instruction will address the acceptance and nurturing of learning styles which reflect cultural differences.

4. Approximately $250,000 is being included in the Magnet School proposal .or specialized educational personnel, additional staff development, equipment and electronic/print media software.

5. The following information is in response to questions about proposed schools for multiple intelligences that were raised at the Committee's November meeting:

What type of assessments will be done in the schools for multiple intelligences?

Judging the success of the proposed schools for multiple intelligences will depend on three factors: regular assessment of the school's culture, evaluation of the curriculum and instruction component for each intelligence area, and measurement of learners' ongoing progress in each of the multiple intelligences. Each of these factors is essential and interdependent.

About school culture, Roland S. Barth has said, "The nature of relationships among adults who inhabit a school has more to do with the School's quality and character and the accomplishment of its pupils than any other factors" (phi Delta Kappan, March, 1990). His views are shared by Jon Saphier and Matthew King who have identified twelve cultural norms that affect school improvement. These include collegiality, experimentation, high expectations, trust and confidence, tangible support, a reaching out to the knowledge base, involvement in decision making, open and honest communication, appreciation and recognition, celebration and caring, traditions, and protection of what is important (Educational Leadership, March, 1985). A school culture survey, therefore, will be deigned and used to assess the school's increasing effectiveness.

Howard Gardner has indicated that the act of assessing assumes some agreement on the goals of education. He has argued that education should chart a path "grounded in national understandings: the key ideas, organizing concepts, and ways of thinking that under gird disciplines from history to the physical sciences. Such understandings bear little resemblance to the isolated facts that are now taught and tested for" (The Chronicle for Higher Education, November, 1990). Some of the best sources of ideas about the interrelationships among assessment, curriculum and instruction include Project Spectrum, Arts Propel, and Key School. The purpose of these projects is not only to deepen and broaden what students learn but to create a climate which is conducive to genuine learning in each of the intelligence areas. The shift is toward a studio organization or an apprenticeship, with teachers acting as coaches and mentors. It also encourages students taking increased responsibility for their own learning: raising questions, proposing projects, and reflecting on and critiquing the course of their own learning. These notions will be explored and incorporated at the district's proposed sites.

Rather than the IQ test, with its nearly exclusive emphasis on linguistic and logical-mathematical skills, learners' intelligences will be conveyed in the format of a narrative profile. Such a profile will focus on areas of strength and delineate areas where learners are less proficient. Whether at a diagnostic, formative or summative stage, the assessments will strive to present a holistic and balanced view. Individuals' ability to solve problems or create products using materials that typify the intellectual realm in question will be the norm in monitoring of intelligences. Another criterion will be that the process of evaluation be integrally linked to ongoing classroom activities. Ultimately, the best assessments will come from teacher observations and judgments based on portfolios, journals and profiles.

To what degree *was the Brown Street staff involved?*

The staff at Brown Street School supports the notion of being a school for multiple intelligences but needs staff development experiences to build their knowledge base. Their current talent development program is synonymous with multiple intelligences.

Your Committee recommends:

1. That S9,000 be transferred from the school operations contingent fund to develop the curriculum and program for the school.

2. That $81,625 be put into the 1991-1992 budget requests for further program development and implementation.

* * * * *

(ITEM 9) The Superintendent advised your Committee that:

1. At its meeting on November 28, 1990 (Proc.,p. 368-369), the Board approved a partnership program with Bruce-Guadalupe School to provide an educational program for first through eighth grade MPS students from low income families who are eligible for free lunch and are having difficulty in school.

2. A transfer from the at risk account is being recommended in order to provide funds to implement the agreement. The agreement provides for payments to Bruce-Guadalupe and the addition of one teaching position for the remainder of this year according to the following -schedule:

   Enrollment may range from not less than 55 pupils to no more than 100 pupils as follows:

25 At-Risk pupils @4,575 x 75%	$85,78l
30 Disruptive pupils @$3,250 x 75%	$73,125
Subtotal	$158,906
1.00 Teacher	$17,405
Employee Benefits	$6,090
TOTAL	$**182,401**

Your Committee recommends that $182,401 be transferred from the at risk funds to agency agreement contract services and salary accounts as detailed above.

* * * * * *

(ITEM 10) The Superintendent advised your Committee that student enrollments within various exceptional education programs have exceeded the budgeted staff positions. In order to provide appropriate opportunities for the placement of students identified as having an exceptional education need (EEN), it is necessary to open seven more elementary classes (four Emotionally Disturbed, one Physically/Multiply Handicapped and two Mentally Retarded). In addition, given the severity of the students' disabilities, it is recommended that 3.75 paraprofessionals and .75 handicapped children's assistants (Programs for the Emotionally Disturbed)—3.00 Para, Programs for Physically/Multiply Handicapped—.75 Para, .75 HCA) be added to provide support to the instructional programs of these students.

Your Committee recommends that $28,466 from funding set aside for exceptional education expansions be transferred to appropriate accounts and that $146,724 from the Contingent Fund be transferred to appropriate accounts.

* * * * * *

(ITEM 11) 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 central 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 1991-92 school year is anticipated

2 The host processor is operating at 100% of its power and cannot sustain additional processing requirements. Efficiency improvements must come from fine tuning the relationships of the disks and the operating software

3 The transaction workload of the district's host processor 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 least costly. immediately effective action was to install additional disk space with a large cache function to the computer system installed in 1985. The only company able to answer our needs (4 gigabytes storage large cache storage, small cabinet, immediate delivery) EMC provided a unit on a 30-day trial period and 90-day rental. Simultaneously a system undergoing testing was permanently closed down These actions brought immediate relief to the users. All components of the computer processing system are now operating at maximum capacity

Your Committee recommends that $98,000 be transferred from the Contingent Fund to purchase this disk.

* * * * * *

(ITEM 12) The Superintendent advised your Committee that:

When the 1990-91 Curriculum and Instruction budget was being prepared, a sum of $45,000 was requested under "Part-time Other" to hire the substitutes required to operate the Board funded, mandated, city-wide field trips.

Inadvertently, the amount was not included in the "Part-time Other" budget line. The amount available on that line, S50,000, is budgeted for the salaries of the studio crew technicians.

An amount of $345,000 was budgeted for "Audio-visual Loan". After the Milwaukee Public Schools 1990-91 budget was approved, the Office of Radio, Television, and Library/Media completed their negotiations

with Media Makers, Inc. and agreed upon an amount of approximately S300,000 for their audio visual loans. Therefore, surplus money is available in the line "Audio visual Loan".

Your Committee recommends that $45,000 be transferred from "Audio Visual Loan" to "Part-time Other" to pay for the substitutes to operate the Board mandated city-wide field trips.

* * * * * *

(ITEM 13) The Superintendent advised your Committee that:

1. When the 1990—1991 "Staff Development" budget was prepared, $165,860 was requested for "Teacher-Hourly Payment."

2. Phase 4, Site-Based Management Schools: Fritsche, Sixty-eighth, Walker, Hi Mount, Morgandale, Philipp, Silver Spring, and Twenty-seventh have submitted their Site-Based Management budget requests.

3. In planning their staff development activities the Phase 4, Site-Based Management Schools need an additional amount of $9,760 for "Substitute Teachers," an additional amount of $5,750 for "Other Expenses," and an additional amount of $6,120 for "Consultant Services."

Your Committee recommends that a total sum of $21,630 be transferred from Staff Development—"Teacher-Hourly Payment" as follows: $9,760 to "Substitute Teachers"; $5,750 to "Other Expenses"; and $6,120 to "Consultant Services."

* * * * * *

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

1. At its meeting of September 27, 1989, the Board passed a resolution directing the administration to seek Requests for Proposals from various travel agencies in order to obtain dollar savings for the district by consolidating the future travel needs of the system.

2. In August of 1990, the Purchasing Division solicited competitive, sealed proposals from a number of local travel agencies to accomplish this task. Proposals were received from eight (8) agencies. four of the agencies are certified as minority or woman owned.

3 An evaluation committee, which included representation from the Superintendent's office, the Secretary-Business Manager's office, Curriculum and Instruction, Site-based Management, and ASC, was formed to review the various proposals.

4. After a preliminary ranking, five of the agencies were invited back for a presentation and oral interviews. It should be noted that all services to be provided by the travel agencies are entirely free of charge to MPS and its employees.

Your Committee recommends:

1. That a three (3) year contract be awarded to Uniglobe Keystone Travel to consolidate the travel of the School Board, the Superintendent, the Deputy Superintendent, the Associate Superintendent, the Secretary-Business Manager, and the Assistant Secretary-Business Manager. Keystone is a certified minority vendor.

2. That a three (3) year contract be awarded to Omega World Travel to consolidate the travel for all other MPS employees. Omega is a certified woman owned vendor.

3 That all MPS Board Members and employees be required to utilize the services of these agencies for business travel ill order to effectuate the savings to the MPS travel account.

* * * * * *

(ITEM 15) The Superintendent advised your Committee that:

1. The contract for cooperative educational services is made between the Board of Control of Cooperative Educational Service Agency #l and the Milwaukee Public Schools. This contract is made under the provisions of Chapter 116, Wisconsin Statutes

2. Among the services provided by CESA under this contract are the Southeastern Wisconsin Telecommunications (SEWIST); Staff Development services, Alcohol and Other Drug Education Network; and other charges.

3. One of the changes from past contracts is the increase in support for the AOD network. The AOD facilitator, Larry Trine, is assigned to MPS for two full days each week.

4 Unless written notice is received by CESA on or prior to February 1, 1991, CESA has the option to renew this contract for service for the 1991-1992 school year.

Your Committee recommends:

1 That the Board notify CESA of their intention not to renew the contract between the Board of Control of CESA #1, and the Milwaukee Public Schools.

2. That the Administration work with the Department of Public Instruction to pursue the development of an urban CESA organization of Wisconsin urban schools.

* * * * * *

(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 December 13, 1990:

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

B. Statement of Operating Revenues

The Secretary-Business Manager submitted the following Statement of Operating Revenues as of November 30, 1990, showing the following totals for the School Operations, Categorically Aided, Food Services, Construction, and Extension Funds:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$ 516,516,326	$ 1,069,508	$ 517,585,834	$ 40,462,000	$ 477,123,834	7.8%
Categorically Aided	29,682,019	14,568,000	44,250,019	6,648,678	37,601,341	15.0%
Food Services	20,019,325	20,539	20,039,864	4,842,153	15,197,711	24.2%
Construction	7,389,000	18,557,145	25,946,145	5,459	25,940,686	0.0%
Extension	6,254,018	33,518	6,287,536	229,731	6,057,805	3.7%

C. Statement of Expenses

The Secretary-Business Manager submitted the following Statement of Expenses as of November 30, 1990, showing the following totals for the School Operations, Categorically Aided, Food Services, Construction, and Extension Funds:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Expenditures (2)	Unexpended Balance	Percent Expended
School Operations	$ 516,524,977	$ 1,069,508	$ 517,594,485	$ 156,382,545	$ 361,211,940	30.2%
Categorically Aided	29,682,019	14,568,000	44,250,019	11,055,166	33,194,853	25.0%
Food Services	20,010,674	20,539	20,031,213	6,481,334	13,549,879	32.4%
Construction	7,389,000	18,557,145	25,946,145	22,726,224	3,219,921	87.6%
Extension	6,254,018	33,518	6,287,536	2,314,210	3,973,326	36.8%

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

(2) Expenditures included through November 30, 1990 and payrolls through November 23, 1990.

D. Monthly Report on Expenditures

E. Report on the Selection of a Consultant to Perform the Joint Disparity Study for the City of Milwaukee, Milwaukee County and Milwaukee Public Schools

F. Quarterly Report on the Minority/Women/Disadvantaged Business Enterprise Program

* * * * * *

Separate consideration having been requested for Items 7, 8, 10, and 11, the remainder of the report was adopted, the votes being the same as that preceding.

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

Noes—None.

Item 7 of the report, relating to Contingent Fund transfer for the purpose of opening a Waldorf School, having been set aside for separate consideration, Director Mallory moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Mallory, O'Connell, Stacy, President Mitchell—5.

Noes— Director O'Neil—1.

Present—Director Johnson—1.

The Board recessed from 11:42 to 11:48 PM.

Item 8 of the report, relating to Contingent Fund Transfer to open schools of Multiple Intelligence, having been set aside for separate consideration, Director Mallory moved to adopt the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Item 10 of the report, relating to Contingent Fund Transfer for the hiring of additional exceptional education teachers, having been set aside for separate consideration, Director O'Connell moved to adopt the report.

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

Ayes—7; Noes—0.

Item 11 of the report, relating to Contingent Fund Transfer for the Information System Division, having been set aside for separate consideration, Director O'Connell moved to adopt the report.

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

Ayes—7; Noes—0.

Director Mallory left 11:55 PM

Director Johnson moved to discharge the Committee and take immediate action on the Clairmont site.

The motion prevailed, the vote being as follows:

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

Noes—President Mitchell—1.

Temporarily absent—Director Bills—1.

Director Johnson moved to comply with the City of Milwaukee code violations, remove Clairmont Trucking Terminal site from any and all real estate listings, develop a plan and accurate cost analysis for sustaining completely and fully the transportation specialty.

The motion prevailed, the vote being as follows:

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

Noes—Directors Bills, President Mitchell—2.

SPECIAL COMMITTEES

Secretary-Business Manager presented a report of an expulsion order from the Independent Hearing Panel of the Board of School Directors.

Director O'Connell moved to accept the report.

The motion prevailed, the voted being as follows:

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

Noes—None.

Director Stacy left 12:24 AM.

COMMUNICATIONS AND PETITIONS

The Secretary-Business Manager presented the following communications:

Communication from the Reverend Dr. E. Frank Bridges, of Mount Hermon Missionary Baptist Church requesting the use of Green Bay Avenue School for worship services.

Referred to the Committee on Finance and Facilities.

Communication from the Beautification Committee of Hawley Road School requesting permission to change the name of the school to Hawley Environmental education School.

Referred to the Committees on Instruction and Community Relations and on Finance and Facilities.

RESOLUTION

By Director O'Connell

WHEREAS, There is a contemplated realignment of athletic conferences in the Milwaukee area, and

WHEREAS, The Milwaukee Board of School Directors has not been involved in this decision, and

WHEREAS, It has educational sociological impacts, be it therefore

RESOLVED, That the Milwaukee Board of School Directors make a recommendation on this issue.

Referred to the Committee on Personnel and Negotiations.

The Board adjourned at 12:25 AM.

JOHN J. PETERBURS
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..... 1381 (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	Enrollment	% of Atten	Author Staff	Adm Team	School	Enrollment	% 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	Autho rStaff	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	93146	88.0	5676.8	283.5

SUPERINTENDENT'S MONTHLY REPORT as of December 31, 1990
EXCEPTIONAL EDUCATION PROGRAM
ETHNIC SUMMARY

	Amer. Indian		Black		Asian		Hispanic		White		Other		Total		Program Total
System Totals	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	
Learning Disab.	43	1	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/Language	38	18	1614	1144	38	27	220	190	981	642	41	32	2932	2053	4985
School Age Par.	0	0	0	0	0	0	0	0	0	0	0\	0	0	0	0
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 30, 1991

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:05 PM.

Present—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy and President Mitchell—8.

Absent—None.

Vacancy on Board—1.

CITY AND COUNTY COMMUNICATIONS

The Secretary-Business Manager presented the following Communications:

Communication from Ricardo Diaz asking permission to construct and maintain a water main.

Referred to the Committee on Finance and Facilities

Communication from Ricardo Diaz requesting approval for maintaining sewer and water facilities in vacated North 26th Street between West Brown and West Lloyd Street

Referred to the Committee on Finance and Facilities.

SUPERINTENDENT'S COMMUNICATIONS

January 30, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

Attached is an informational packet which has been prepared for principals and supportive services personnel to help them deal with the conflict in the Persian Gulf.

The purpose of the packet is to provide

- information about signals of traumatic stress in students and staff;
- suggestions to administrators, teachers, staff, and parents on assisting those traumatically affected;
- information which should be collected to assist future interventions in the school;
- school activities to enhance information, rumor control, and adjustment to the situation;
- classroom activities to convey factual information, reduce anxiety, and facilitate an environment which can enhance the learning process;
- community resources; and
- support staff intervention possibilities such as support groups, grief groups, information sharing, ethnic/national origin/race relations.

We are making provisions for ongoing information distribution to schools on topics as they become pertinent, e.g. coping with death, relating to person returning from the Gulf, etc., and for the release of school psychological staff for engagement in supportive activities if this becomes necessary.

I have also included in the attached materials information prepared by the Department of Public Instruction, and newspaper articles which may be of interest to you.

This is a very difficult time for many of our students and staff members. I want to assure you that we will continue to provide whatever assistance we can to those affected by the conflict.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

(attachment)

Received and placed on file.

January 30, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

At its meeting on December 19, 1990, the Board requested that legal counsel review and analyze the legal implication of two resolutions introduced by Director Pajewski.

The resolutions and the analysis of them by Hogan and Hartson are attached.

I recommend that the resolutions and opinion be referred back to the Personnel and Negotiations Committee for further discussion.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

(attachment)

Director Mallory moved to return the items back to the Personnel and Negotiations Committee.

The motion prevailed, the vote being as follows:

Ayes - Directors Bills, Mallory, O'Connell, O'Neil, Pajewski, President Mitchell– 6

Noes - Director Stacy – 1

Present - Director Johnson – 1

JOINT COMMUNICATIONS

January 30, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

Negotiations have been completed between the Milwaukee Board of School Directors and the Milwaukee Teachers' Education Association (Teachers). The contract has been ratified by the unit membership.

It is the recommendation of the superintendent and the secretary-business manager that the Board approve and adopt the two-year contract (July 1, 1990, through June 30, 1992) with the amendments as indicated on the attached ratification document.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

JOHN J. PETERBURS
Secretary-Business Manager

Attachment

Director O'Connell moved to approve the contract.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—7.

Noes—Director Bills—1.

SECRETARY-BUSINESS MANAGER'S COMMUNICATIONS

January 30, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

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

> Claim against the Milwaukee Public Schools served by Monroe Swan, public adjuster, on behalf of Gequetia Stewart, a minor, for injuries allegedly sustained by her at the 81st Street School on June 7, 1989.
>
> Demand for claim of settlement is in the sum of $500.

CNA Insurance which carries the Board's general liability insurance requested that the Board disallow this claim.

I therefore recommend that the Board disallow the above-mentioned claim and place it on file. Under the provisions of Section 119.68 (2) of the Wisconsin Statutes, this disallowance will permit the claimant a period of six months in which to bring suit, if she so desires.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

(Above-mentioned document attached)

Director O'Connell moved to approve the recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—8.

Noes—None.

TO THE BOARD OF SCHOOL DIRECTORS:

Attached please find copies of a Resolution and Intergovernmental Cooperation Agreement between the Milwaukee Public Schools and the City of Milwaukee for funding and removal of asbestos from school buildings. The resolution authorizes Milwaukee Public Schools Board of school Directors to enter into an Intergovernmental Cooperation Agreement with the City of Milwaukee. This cooperation agreement authorizes the City to enter into a 0% interest loan offered by the U.S. Environmental Protection Agency ("EPA"), with the proceeds of that loan being used to finance the removal of asbestos from four MPS school buildings. Milwaukee Public Schools, because of statutory restrictions cannot directly enter into the EPA loan, but would then agree to remove the asbestos. MPS would also agree to pay to the City, from amounts budgeted and appropriated each year, an amount equal to the City's repayment obligations, and would further indicate its present intention to provide for the necessary appropriation each fiscal year.

The Milwaukee Common Council will take final action on this resolution and agreement at its meeting of February 12, 1991.

It is recommended that the Board approve this Resolution and Intergovernmental Cooperation Agreement.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

Attachment

Director O'Connell moved to approve the request.

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

Ayes—8; Noes—0.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of December 5, 1990, through December 28,1990, 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. 12913 to 15517 , inc.

Payrolls (net withholdings).....	$15,490,681.68
Accounts	27,776,576.40

$43,267,258.08

CONSTRUCTION FUND

Accounts, Voucher nos. 516 to 568 , inc. $ 1,275,643.62

EXTENSION FUND

Payrolls and Accounts, Voucher nos. 744 to 851 , inc.

Payrolls (net withholdings)	$ 203,088.82	
Accounts	280,985.73	
		$ 484,074.55
TOTAL		$ 45,026.976.25

The accounts were allowed, the vote being as follows

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—8.

Noes—None.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

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

January 30, 1991

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, changes in status, and a return from leave, effective as of the dates indicated:

Name and Assignment	Date	Position and Salary	Increment Date
Floyd Blakes School Safety	11-26-90	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	11-26
Nancy Blumenberg Accounting	12-10-90	Account Clerk I $23,666.24/yr. (Replacement for transfer)	07-01
Carol Budish Vieau/Wisconsin Ave.	01-03-91	School Secretary I $15,875.40/yr.	01-03

(New position/replacement for transfer)

Katherine Childs Emerson	01-03-91	School Secretary I $16,788.00/yr. (New position)	01-03
Linda Evans Auer	01-03-91	Clerk Typist I $12,185.78/yr. (Replacement for retirement)	01-03
Colleen Gollner 35th	01-03-91	Clerk Typist I $12,185.78/yr. (Replacement for transfer)	01-03
Virgil Jamerson 20th/Hopkins	12-10-90	School Secretary I $13,938.67/yr. (Replacement for transfer)	12-10
Kathleen Kowalski Food Services	12-17-90	Clerk Steno I $15,243.54/yr. (Replacement for transfer)	12-17
Jodi Schaefer Accounting	12-10-90	School Secretary I $18,849.741yr. (Replacement for transfer)	12-10
Vernita Williams Accounting	12-17-90	Account Clerk I $23,666.24/yr. (Replacement for transfer)	07-01

PROMOTIONS

Sally Colker Custer	01-03-91	Food Service Mgr. III $15,764.07/yr.	08-27
Gracie Hall Congress	12-14-90	Food Service Mgr. II $13,019.19/yr.	01-03
Maynard Hintz School Safety	02-01-91	School Safety Supervisor $21,616.00/yr.	02-01
Gerianne Mendoza Wright	12-17-90	School Secretary II $21,804.12/yr.	12-17
David Peterburs Auer	12-09-90	School Engineer II $29,327.48/yr.	07-16
Patricia Stahler Fac. & Main. Serv.	12-17-90	Account Clerk II $24,486.28/yr.	12-17
Patricia Urbanski Fac. & Main. Serv.	09-18-90	Contracts Clerk $21,804.12/yr.	07-01

CHANGES IN STATUS

Judith Becker # Riley	10-23-90	Clerk Typist I $12,185.78/yr.	10-23

Karen Bishop # 82nd	12-03-90	Handicapped Children's Asst. $9,871.94/yr.	12-03
Joyce Brown # Berger	12-03-90	School Secretary I $12,185.78/yr.	12-11
Mildred Groholski ¢ Curtin	05-90	Clerk Typist I $12,185.78/yr.	11-05
Janice Kempowski ¢ Bay View	01-02-91	School Secretary I $18,844.96/yr.	03-10
Susan Musil # Burbank	08-24-90	School Secretary I $12,185.78/yr.	08-24
Esmeralda Ortiz * Comp.Support Ctr.	01-03-91	School Secretary I $16,215.00/yr.	01-19
Sue Pergande * Neeskara	01-03-91	School Secretary I $17,424.22/yr.	07-01
Danny Rogers # City-wide Reg. Office	12-03-90	Handicapped Children's Asst. $9,871.94/yr.	12-03
Mary Seymour * Irving	11-12-90	Clerk Typist I $7.89/hr.($6,312.00/yr.)	04-03

From substitute to regular appointment From School Office Assistant to Clerk Typist I
¢ From a 10 month to a 12 month position
* From a 12 month to a 10 month position

RETURNS FROM LEAVE

Geraldine Lewis Berger	12-12-90	School Secretary I $14,518.52/yr.	10-05

Your Committee recommends approval of the joint recommendations and report 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

Teachers - Schedule I Division		Salary	Years of Experience Credit	Increment Date
Effective between August 31, 1990, and September 12, 1990, inclusive under suspension of Section 3.12(4) of the Boards rules:				
(nr)	Constance R. Baldewicz-O'Malley BB	26,113	5	September, 1991

Health

(r)	Debra Jo Rendel Upper Elementary	B	20,964	0	September, 1991
(r)	Robert L. Washington E.D.	B	24,632	4	September, 1991
(r)	Kimberly J. Cecil Elementary	B	20,964	0	September, 1991
(nr)	Rosemary A. Heinen Elementary	B	20,964	0	September, 1991

Effective between October 22, 1990, and November 1, 1990, inclusive under suspension of Section 3.12(4) of the Boards rules

(nr)	Kathryn M. Leicht Elementary	B	20,964	0	October, 1991

Effective between November 2, 1990, and November 14, 1990, inclusive under suspension of Section 3.12(4) of the Boards rules-

(nr)	Laura J. Fischer Elementary	B	23,060	2	November, 1991
(nr)	Scott M. Ladwig L.D.	B	20,964	0	November, 1991
(r)	Hearldean A. Thompson Elementary	B	20,964	0	October, 1991

Effective between November 15, 1990, and November 28, 1990, inclusive under suspension of Section 3.12(4) of the Boards rules:

(nr)(a)	Mary H. Dess Home Economics	B	22,325	.7	March, 1991
(nr)	Mark R. Fernnema Social Studies	B	23,060	2	December, 1991
(r)	Batya R. Gross Elementary	B	20,964	0	November, 1991
(r)	Amy B. Hagenow Elementary	B	23,060	2	November, 1991
(nr)	Gabrielle M. Jarzembowski Elementary	B	20,964	0	December, 1991
(r)	Barbara J. Parks Elementary	B	25,680	5	December, 1991

Effective between November 29, 1990, and December 11, 1990, inclusive under suspension of Section 3.12(4) of the Boards rules

(r)	Lonnie J. Anderson Social Studies	B	20,964	0	December, 1991
(nr)	Gregory D. Bisbee Science	B	23,060	2	December, 1991
(r)(b)	Deborah L. Dillon Upper Elementary	B	25,157	4	December, 1991
(nr)(b)	Geraldine A. Moore Kindergarten	BB	30,289	7	December, 1991
(r)(b)	Jacque L. Sosoff L.D.	B	27,903	6.5	May, 1991

Effective between December 12, 1990, and January 3, 1991, inclusive:

(r)	Odell Ball Upper Elementary	B	20,964	0	January, 1992
(r)	Al'lean M. Davis Alternative Program	B	20,964	0	January, 1992
(nr)	Carol M. Hemze E.D.	B	23,060	2	January, 1992
(r)	Julie Payne Bilingual Elementary	B	20,964	0	January, 1992

Community Recreation Specialist - Schedule lA

Effective between November 29, 1990, and December 11, 1990, inclusive under suspension of Section 3.12(4) of the Boards rules:

(r)	Carmen Rivas	19,335	0	December, 1991

(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 PROMOTIONS

(r) Phyllis Spence	Assistant Principal Congress/Garden Home	Schedule III, Range 10d $45,762.00
(r) Sheryl Gotts	Curriculum Specialist Health and Physical Education	Schedule III, Range lla $61,032.00
(r) Lois Osmer	Instructional Support Team Generalist Service Delivery Area V	Schedule III, Range 8b $33,998.00
(r) Mark Silverstein	Manager Instructional Technology	Schedule III, Range lla $45,948.00
(r) Susan Ristow	Program Administrator Program for Retarded Students Programs for Physically Handicapped	Schedule III, Range lla $63,224.02
(r) Portia Harrison	Supervisor School Social Work	Schedule III, Range 8a $55,570.00
(r) Resident		

* * * * * *

(ITEM 4) 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)

Adam, Elizabeth M. - Hampton
Adams, Susan M. - Fairview
Adesuyi, Gwendolyn B Edison
Adler, Susan M. - Burroughs
Ahrens, Tanya M. - Sholes

Alexander, Sonya M. - Holmes
Ali, Tatia B. - Washington
Allen, Kaye - 78th St.
Andersen, Elizabeth A. - Bell
Anderson, Julie - Fritsche

Anderson, Nancy L. - Forest Home Region
Andrews Shari - Hopkins
Andrzejewski, Kathleen M. - 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

TEACHER AND TEACHER LIBRARIANS
(Completing One Semester)

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 Education
Baumann, Thomas R. - Morse
Bautista-Ruiz, Ofelia - Longfellow
Becker, Janice R. - Walker
Becklund, Lorreen R. - Pleasant View

Beese, Susan - Hopklns
Bednar, Barbara J. - Edison
Beirold, Sabine F. - Hamilton
Bennett, Rhondell - Parkman Reglon
Benson, Olalekan A. - Whitman

Berg, Nancy E- - Forest Home Region
Berry, Angelo A. - 8th St.
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 St.
Bounkert, Sombath - Washington
Bounket, Soumaly - South Division
Bourdo, Lisa M. - Riverside
Bourn, Tami A. - Bryant

Boutin, Constance - Clarke St.
Bradley, James L. - Hayes
Brager, Cynthia - Hayes
Branham, John - Audubon
Brazll, Sherita L. - Kilbourn

Brewer, Marge F. - Lee
Bridges, Diane - Barton
Brigden, Brigid E. - Wright
Brown, Sharlane R. - Burroughs
Brown, Thomas D. - Lancaster

Brueckner, Mary M. - 37th St.
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
Calder, Dale F. - Wright
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.
Case Ell S. - Bell
Casper, Dennis - Riverside
Cecil, Kimberly J. - Browning

Charek, Margaret C. - Franklin
Charles, Bethany L. - Fritsche
Chatman, Patrick D. - Auer Ave.
Chaudhuri, Shukti - 82nd St.
Chojnacki, Stephen P. - Robinson
Christensen, Janet L. - Silver Spring
Chucka, James R. - Cooper
Church, Barbara L. - Sholes
Ciotti, Diane J. - McNair
Clark, Julie A. - Bay View

TEACHER AND TEACHER LIBRARIANS (cont'd.)
(Completing One Semester)

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
Cornelius, Tamara L. - Parkman Region
Coulthurst, Susan - Green Bay Ave.

Courneene, Sandra J. - Bell
Crayton-Smith, Alma - 20th St.
Croke, Edward F. - Grant
Crowley, Peggy A. - 20th St.
Cummings, Vaughn M. - Webster

Curley, Margaret M. - Browning
Czarnecki, Sara - Marshall
Czerwinski, Sandra L. - Gaenslen
Darnieder, Mary M. - Kagel
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 Street
Evans, Charles - Emerson

Fager, Violet L. - Grant
Fairbanks, Patrick M. - Robinson
Farris, Julie A. - Webster
Farwell, Rita S. - 20th Street
Feck, Jami - Thoreau

Feider, Margaret M. - 38th St.
Feil, Susan J. - Riverside
Fendos, Janet R. - Garden Homes
Fenwick, Rachel J. - 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. - Curtain

Gomez-Cohn, Betzaida - Fratney
Gorman, Gayle M. - Palmer
Gorsuch, Mary B. - Cass
Goss, Timothy R. - Fratney
Gray, James R. - Bell

Gray, Michelle - Burroughs
Greene, Cynthia Y. - Webster
Gremer, Andra D - Craig
Grishaber, Virginia F
Gross, Karen A. - Milw Tech

Grulke, Karlyn K - Forest HR
Guajardo, Crisofo - Kagel
Guenther, Laura L. - Hawthorne
Gulan, Milena - Muir

Gumina, Susan M. - Wright

TEACHER AND TEACHER LIBRARIANS (cont'd.)
(Completing One Semester)

Gumina, Michael A. - Holmes
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
Harvey, Frances D. - Pleasant View
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 St.
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, Dlana L. - Holmes
Jammer, Robert L. - Parkman
Jarvis, Amy A. - Wisconsin Ave
Jasper, Judlth E. - Greenfleld
Javeed, Muhammad A. - Vincent

Jelinek, Jeanette M. - Lowell
Jenkins, Cleo - Hayes
Johns, Mitzi L. - Burdick
Johnson, Allen - Roosevelt
Johnson, Audimishel C. - Morse
Johnson, Jerome J. - Riverside

Johnson, Marie A. - Sholes
Johnson, Diane M. - MacDowell
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
Keller, Diana H. - Forest Home Region
Kemp, Daisy L. - Webster
Klernan, Sharon A. - 21st St.

Kirby, William F. - North Division
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, Valerle L. - Trowbridge

Kobelsky, Ann M. - Philipp
Kolberg, Patricia A. - Allen-Field
Kolek, Susan L. - Humboldt Park
Kollmeyer, Jill C. - Forest Home Region
Koltz, Elaine C. - Pierce

TEACHER AND TEACHER LIBRARIANS (cont'd.)
(Completing One Semester)

Kondich, Tania - Pierce
Konigsfeld, Mary M. - City Wide Zone
Koopmann, Kristine A. - 81st St.
Koos, Christina A. - Keefe Ave.
Kopp, Karla L. - Bay View

Kosmider, Allison L. - 31st St.
Kowalkowski, Julie A. - Parkman Region
Krause, Barbara A. - Clarke St.
Krawczyk, Laura - Steuben
Kroncke, Robert N. - King

Krueger, Tammi S. - Maple Tree
Kruser, Theresa - Grantosa
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, Carolyn G. - Juneau
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 St.
Maresh, Mary H. - Burroughs
Marincic, Joseph - Edison
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.
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
Molitor, Jean - Webster
Moore, Joseph R. - Madison

TEACHER AND TEACHER LIBRARIANS (cont.'d)
(Completing One Semester)

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
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 - LaFfollette
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
Patrick, Karen Y. - Muir

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

Pfaffle, Veronica A. - 31st St.
Phinisee, Ava - Vincent
Phipps, Michelle L. - Sholes
Pinkham, Connie E. - Franklin
Plautz, Philip A. - Craig

Pluemer, Lynn M. - Walker
Polikowski, Margaret A. - Neeskara
Posley, Keith P. - Franklin
Powers, Margaret A. - Palmer
Prasad, Kirti - Bryant

Pribyl, Sheila M. - Kosciuszko
Price, Denise - Webster
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 Reg
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
Richmond, Timothy J. - Pulaski
Riebesehl, Dale M., Jr. - 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

TEACHER AND TEACHER LIBRARIANS (cont'd)
(Completing One Semester)

Roell, Julle A. - Hawthorne
Rogers, Celestlne L. - Koscluszko
Rogowskl, Clalre A. - Frltsche
Ross, Edward - Burrougns
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 A. - Fritsche

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
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

Shattuck, Jessie A. - Kluge
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
Sliwlnski, Elleen R. - Burdlck
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 M. - Grantos
Steinhofer, Geri B. - Irving
Steininger, Laura A. - Walker
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, Debra D. - Clarke St.
Thomas, John P. - Walker
Thomas, Karen - Story
Thomas, Roger A. - SDA 4
Thomas, Susan L. - 55th St.

Thompson, John K. - Fritsche
Thornton, Terri J. - Audubon
Tillman, Tracy L. - Alcott
Tompkins, Steven R. - Edison
Torres-Balderas, Rosa M. - Walker

Tragash, Phyllis - Silver Spring
Treffert, Lynn M. - Bell
Triulzi, Renee - Custer
Turner, Caryl L. - Madison
Tyshynsky, Ulana - Hartford

TEACHER AND TEACHER LIBRARIANS (cont'd.)
(Completing One Semester)

Ullmann, Nancy - Bryant
Valadez, Michael J. - North Division
Van Atta, Katherine - Hampton
Vanderhei, Holli - Philipp
Vandwalle, Elizabeth - Parkman Region

Vang, Nou S. - South Division
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 St.
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
Walls, Frank A. - Day-to-Day
Walsh, Carol L. - Sholes

Walsh, Joseph R. - Riverside
Walsh, Kathleen A. - Bell
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

Winfleld Mary P 31
Winter, Christine - 20th St.
Winterkorn, Lisa 21 t S
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
Wright, Ronald E. - Morse

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. - ssth St.
Zager, Mark R. - Audubon
Zaks, Judith - Sherman
Zastrow, Valerie M. - Manitoba
Zbichorski, Jospeh B. - Story

Zerger, Judith L. - 20th St
Zimney, Michelle M. - 95th St.

TEACHER AND TEACHER LIBRARIANS (cont'd.)
(Completing Two Semesters)

Baldewicz, Merrie L. City
Beitzel, Nancy E. - Fulton
Ben-Shalom, Miriam - Rlverslde
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 Ctr-
Drobnik John H. - Lincoln Ctr-
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 - 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

Holder, Mary B. - Audubon
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
Korsi, James E. - Parkman

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. - Day-to-Day
Maynard, Maryann - Kilbourn

Mayo, Linda S. - Palmer
Meyer, Jill B. - Burbank
Meyers, Matthew E. - Holmes
Michaels, Rebecca L. - Green Bay Ave.
Mikals, Louise - Guidance Dept.

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 - Roose lt

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
Voelz, Sally - Keefe
Waddeil, Linda M. - Humboldt Park
Wanta, Karen A. - Trowbridge

TEACHER AND TEACHER LIBRARIANS (cont'd.)
(Completing Two Semesters)

Wells, Lynn F. - Garfield
Wert5chnig Karen A - Thoreau
West, Thomas D. - Hamilton
Williamson, Joanne M. - Trowbridge
Witzke, Lisa T. - Victory
Xiong, Chris - Story
Zelewski, Patricia Day to Day

TEACHER AND TEACHER LIBRARIANS (cont'd.)
(Completing Three Semesters)

Abraham, Irma M. - 65th St.
Adams, JoElla - Tippecanoe
Ai Fred Lincoln Downtown Ctr.
Alcorta, Robert A. - Forest Home Region
Alexander, Barrett D. - Fulton

Amukele, Rosaline - Forest Home Ave
Anderson Geralyn B. - Palmer
Araujo, Bridget Douglass .
Au5tin Cecil - North Divisl°n
Axline, Sandra L. - Silver Spring
Barbuch, Mary - Webster

Barkow Elizabeth K. - Bryant
Barnard Denis G. - Auer Ave-
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

Britton, Kimberly - Steuben
Brusha, Sandra A. - Clemens
Buczek, Jeffrey D-- North Division
Budzisz, Mary G. - Craig
Bugnacki, Todd W. - Fulton
Burns, Edward J. - Bell
Burris, Alethea A. - Sherman
Buss Robert T L Sherman
Byzewskl, Jennifer L. - Brown
Camacho, Guadalupe M. - Allen-Field
Camacho, Luis E. - Forest Home Region
Campbell, Colleen - Wright
Cheyne, Michele C. - Hamilton
Chu, Patricia V. - Hawthorne
Chudy, Kathleen A. - Alcott

Clark, Adlena A - Gaenslen
Glark, Denise A - Hopkins
Clark, Kelly A - Walker
Clemens, Christine M- - Bryant
Coleman, Eric C- - Webster
Cullinane, Mary K. - Audubon
Cwiklowski, Sharon K. - Story

Dahlke, Catherine E. - Bryant
Dale, Michelle R. - Muir
Damiano-Lantz, Margaret M. - Fulton

Darby, Barbara R. - Audubon
Davis, Jennifer L - Goodrich
Deblitz, Lucy M-
DeMoe, Jennifer L. - Edison
Dennee, Peter D. - Edison
Derge, John M. - King
Desotelle, Anne K. - Lloyd Street

Dittmar, Wendy S. - Clement Avenue
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 Street
Ebert, Ruth E. - Engleburski

TEACHER AND TEACHER LIBRARIANS (cont'd.)
(Compieting Three Semesters)

Ehllnger Nancy M- - King
Ergen, Gregory C. - City-Wide Zone
Evans, Laurie B. - 20th Street
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
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
Gilmore, Nancy E. - Kluge
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.
Hall, Nancy A. - Auer Ave.
Harrington, Patrick J. - Parkman Region
Harris, Ijoister - Robinson

Harrison, Colleen M. - Kilbourn
Harrison, Sheryl E. - Allen-Field
Heimbold, Nancy L. - City Wide Zone
Heller, Jean M. - Day-to-Day
Hernandez, Yolanda - Holmes

Herold, Laura C. - Siefert
Herriges, Kristen A. - Fritsche
Herro, Janelle H. - Clarke St.
Hesiak, Thomas E. - King
Hibben, Michael R. - Fritsche

Himden, Joseph A. - Edison
Hoffman, Deborah A. Robinso
Hoffmann, Ann M- - Siefert
Hoffmann Mary P- Hartford
Holland Mark E. - Meir

Hollinger, Rosann L. - Fritsche
Howland, Jean H. - 37th Street
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 Street
Ingram, Barbara J. - Forest Home Region
Iwanski, Wendy A. - Washington
Jackson, Betty D. - Cass Street
Jackson, Pandora - Grantosa
Jaeger, Jane S. - Parkview
Johnson, Arnetta M. - Clement Avenue
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 Street
Kallies, Susan J. - Custer
Kanning, Ruth E. - Sherman
Karls, Ann M. - 31st Street
Kawczynski, Kim M. - Audubon

Kettner, Sharon E. - 67th Street
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
Kowalski, Jean A. - Congress
Krall, Donald E. - Muir
Krause, Erin E. - Fratney

Kreuser, Thomas D. - Lincoln Ave.
Kreutz, Karen L. - Roosevelt
Kroll, Marbey J. - Edison
Krygiel, Mary B. - Vieau
Kumbera, Kris M. - 65th St.

TEACHER AND TEACHER LIBRARIANS (cont'd.)
(Completing Three Semesters)

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, Kristin G. - Siefert
Larrabee, Laurie E. - Bell
Layer, Linda L. - Roosevelt
LeClair, Melissa K. - Bryant

Leonard, Michelle A. - Zablocki
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
Mamon, June R. - Parkman Region
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, 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. - Lee
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
Munson, Sharon A. - Barton
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
Petroff, Robert J. - Hamilton
Petzold, Peggy L. - Bell
Pittman, Barbara N. - Craig
Placek, Laurie A. - McNair

Plagens, Marcia L. - Keefe
Plennes, Cynthia A. - Clement
Pliszka, Michael R. - Morse
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.

Quesnell, Linda A. - Steuben
Rahming, Carmen M. - Maple Tree
Randall, Gerard A. - Bell
Ray, Matthew E. - MacDowell
Reed, Brenda R. - Fulton

TEACHER AND TEACHER LIBRARIANS (cont'd.)
(Completing Three Semesters)

Stachnik, Laura M. - Fritsche
Reetz, Charla R- Hol e
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
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 St.
Scherbert, Therese M. - 67th St.
Schlicht, James R. - Clemens
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
Seibt-Helmers, Selena S. - Siefert
Senzig, Jon L- - 37th St-
Sheehan, Jacqueline A. - Kluge
Shepich, Robin S. - Maple Tree
Silverstein, Mark A. - Instr. Res.

Smirl, Tamar D- - Edison
Scith, 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

Staff, Katherine F. - Parkman Region
Stardust Merry L- Auer A e
Steavpack, Kimberly A- Siefert
Stoltz, Paul L. - Parkman Regio
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, Joanne B. - North Division
Taylor, Mary M. - Clemens
Terranova, Stephanie K. - Clarke St.

Thomas, Janis M. - Vincent
Thurston, H. Frances - 21st St.
Tillman, Catherine G. - King
Timm, Heidi S. - Kilbourn
Urquhart, Joyce - Audubon

Vlachina, Nancy J. - Webster
VanDerLoop, Christine - Lincoln Downtown Ctr.
Voigt, Fred C. - Hopkins
Walker, Jacqueline S. - Muir
Walsh, Cathleen B. - Hampton

Wastrack, Richard H. - Kosciuszko
Watson, Susan - Roosevelt
Watts, Margetrie - Fairview
Weber, Connie J. - Clarke St.
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, S. Denise - 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 (cont'd.)
(Completing Four Semesters)

Audi, Joanne - Steuben
Balzer, Jody - North Division
Barlow, Linda R. - Bilingual Ed
Barrera, Elizabeth G. - Bilingual Ed
Baumgardner, Charles P. - Brown

Bauter, Susan M. - Washington
Bearskin, Benjamin - Elem. & Sec. Ed.
Belton, Sam E. - Mitchell
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 Ctr.
Greenemeier, Lora K. - Fernwood
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
Hays, Lesley - 21st St.

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 Ctr.
Kuepper, Debra - Sholes
Matson, Astri G. - Bell
McClellan, Laurie A. - Craig
Milbrath, Gail M. - Parkman Region

Miller, Linda C. - Bell
Miller, Robert J. - 82nd St.
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 Ave.
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 (cont'd.)
(Completing Five 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
Bartelt, Jeffrey P. - Douglass
Bastian, Joseph H. - Keefe
Battiste-Johnson, Jacqueiine D. - Bell
Becher, Thomas P. - Craig
Becker, Stacey J. - Pierce
Bellehumeur, James C. - Siefert
Benedetto, Erin J- - Walker
Bennett, Sheryl A. - Walker
Bergmann, Warren - Lancaster
Bertsche, William P. - Engleburg
Blais, Eileen C. - Philipp
Blake, Marsha Y. - Forest Home Region
Blooming, Janice E. - Mitchell
Brown, Carole L. - Fulton
Bryant, Nicolette A. - Siefert

Brynelson, Rebecca - Steuben
Brzezk, Laura L. - Kagel
BudZynski, Amy M- - Granville
Buerosse, Peggy A. - Bilingual Ed.
Burns, Pamela A. - Sherman
Caceres, Milagros - Forest Home Region
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, Kerrle L. - Roblnson
Chism, Wesley - Alternative & Voc. Ed.
Chopp, Linda S. - Sherman
Coleman, Patty A. - Forest Home Ave.
Crenshaw, DeDra R. - Muir
Crenshaw, Lionel - Lancaster
Curtis, Linda B. - Longfellow
Delgado, Mary L. - Bilingual Ed.
Desch, Margaret M. - Maple Tree
Diehl, Janet - Wright

Diliberti, Ann E. - Forest Home Region
Dosemagen, William D. - Forest Home Region
Dye, Welton - Bell
Eary, Mark L. - Auer Ave.
Ebel, Sharon K. - McNair

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 H ki
Grogan, Margaret E- - Web5ter
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 Dwntwn Ctr.
Hawkins, Dorothy N
Helfenbein, Monica K. - 27th St.

Herre, Pamela A- Keefe
Hettrick, Sharon J. - Clement
Hightower, Deborah A. - Fulton
Hintz, Kathleen M. - 37th St.

TEACHER AND TEACHER LIBRARIANS (cont'd.)
(Completing Five Semesters)

Hoffman, Douglas M. - Muir
Holdren, Christina M. - Sholes
Hoskins, Robert G. - Lady Pitts
Hushek, Sarah A. - Gaenslen
Igowsky, Margaret J- - Maple Tree

Jackson, Carmen M. - Engleburg
Jakubovich, Helena J. - Holmes
Jennings, Joan M. - Brown
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 St.
Krickeberg, Lisa M. - Webster

Krolikowski, Mary Jo - Parkview
Kroll, John R. - Berger
Krueger, David G. - Grantosa
Kuhlmann, Kristin M. - Bryant
Lampkin, Larry J. - Milw HS of the Arts

Lampkins, Sandra D. - Douglass
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, Contance M. - Kilbourn
Moreland, Katherine M - Audubon
Mormann, Rebecca J. - Milw HS of the Arts

Moses, Alicia H- Story
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, Ginny 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

TEACHER AND TEACHER LIBRARIANS (cont'd.)
(Completing Five Semesters)

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 Ave-
Santoy Julie A. - Juneau
Scaffodo, Susan K. - 21st St.
Scardino Patricia A. - Steuben
Scherbarth, William J. - Emerson
Schill, Pamela A. - 21st St
Schimke, Elizabeth A. - Bryant

Schnelder, Stephen H. - Lloyd St
Schrameyer, Allce J - Sliver Spring
Schreiber, Elaine R - Kilbourn

Sena, Rae Ellen - 8th St.
Sewell, Maxine K. - Hampton
Shakespeare, Edward 0. - Bilingual Ed.
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
Sutkiewicz, kngela W. - Brown
Sydnor, Clare M. - Garland
Taylor, Betty A. - Clemens
Thompson, Beverly M. - Kluge

Torres, Carmen M. - Plerce
Turk, Barbara C.
Unold, Margaret - Forest Home Reglon
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 Ave.
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 Reg

TEACHER AND TEACHER LIBRARIANS (cont'd.)
(Completing Six Semesters)

Allen, John B. - Irving
Arneson, Bradford W. - Pleasant View
Birler, Karen L. - Hartford Avenue
Bishop, Rae L. - 67th Street
Black, Laura A. - Lincoln Avenue

Bruneau, Nikki A. - Keefe Avenue
Carter, Geraldine - Webster
Cruz, Maria M. - Vieau
Detweiler, Joan M. - Holmes
Dreist, Kathy M. - Humboldt Park

Drinan, Elaine - Milwaukee Tech
Feay-Shaw, Sheila - Parkman Region
Fehl-Wildt, Nancy J. - 20th Street
Gallitz, Ann C. - Parkman Region
George, Gail D. - 20th Street

Gerrity, Judy L. - Longfellow
Gibbons, Suzanne - Wisconsin Avenue
Green, Sannia E. - Forest Home Region
Hayashi-Sucevic, Angela - Congress
Hayes, Mary - Cass

TEACHER AND TEACHER LIBRARIANS (cont'd.)
(Completing Six Semesters)

Hunt, Tammy M. - Philipp
Jerabek Leah J. - Parkman Region
Jones, Delores - Story
Lewis, Drunell - Longfellow
Lewis, James M. - Sholes

Love-Bullox, Janice - Audubon
Maegli, William - Townsend
Malenga, Essie - Holmes
Marfilius, Scott W. - 78th Street
Martin, Mildred - 67th Street

Mehlberg, Roger K. - North
Moore, Raymond G. - Audubon
Moore, Yvette L. - Washington
Mueller, Michael J. - 21st Street
Parker, Dorothy L. - Fritsche

Perry, Esamenia - Day/Day
Polk, Ronnie - Parkman Region
Rushing, John C. - 20th Street
Schram, Jodi A. - North
Sherrer, Shirley T. - Story

Sliker, Joseph M. - Parkman Region
Smith, Lottie Jean - Bay View
Struye, Yves T. - Riverside
Tamayo, Ruth - Fratney Street
Trewyn, Lisa A. - Garfield Avenue

Velazquez, Jose E. - Forest Home Region
Wessels, Rita M. - 82nd Street
Whitmore, Judith K. - Washington
Wilde, Kevin S. - Browning
Worachek-Jarocki, Mary - Parkman Reg
Zepnick, Janice L. - Curtain

PRINCIPALS

(Completing One Semester)

Cecil Austin
JoAlice Bender
Deborah Bent
William Brown
Daniel J. Donder Jr.
Jerry Fair
Yvonne Hopgood
Thomas Huwiler
John E. Johnson
Joan Kuehl
Jackolyn Mathews
Clara s. Moore
Rogers E. Onick
Morgan Phenix
Raymond Robinson
Glenn Schilling
Michael Sonnenberg
Theadoll Taylor
Efrain Vila
Donna Zoble

ASSISTANT PRINCIPALS

(Completing One Semester)

Fred D. Allen
Susan M. Apps
sonita M. Banaszak
Ronald W. Brown
Olivia S. Cervera
Cheryl A. Clancy
Clive G. Coke
Daryl R. Coppins
Richard J. Deaotelle
Jennie B. Dorsey
Gloria B. Erkins
Rosetta 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 Two Semesters)

Susan D. Kappas
Harry Oden

ASSISTANT PRINCIPALS

(Completing Two Semesters)

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

PRINCIPALS

(Completing Three 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 Three Semesters)

Erma J. Cannon
Cora O Coleman
Virginia K. Cullen
Ralph A. DeVito
Donna E. Elliott
Ora L. Ewing
Sharon L. Filipowicz
Michael J. Fraley
Bobbie A. Griffin
Renee M. Hampton
Dolores Keirn-Jackson
Donald A. Krueger
Ivanka Kuzmanovic
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 Four 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 Five 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

PRINCIPALS

(Completing Six Semesters)

Patricia M. Holmes

ASSISTANT PRINCIPALS

(Completing Six Semesters)

Fred K. Bartelt
Kathleen C. Gomez
Barbara E. Reamer

SUPPORT STAFF

(Completing One Semester)

Joanne M. Colombo
Jody A. Jedlicka

(Completing Four Semesters)

Derek Brewer

(Completing Two Semesters)

Coy W. Davia, Jr.
Dorothy J. Placide
Stevie B. Summers
Deborah K. Wheeler

(Completing Five Semesters)

Martin M. Armato
Karen Hoppens
Harold D. Schmidt
Sylvia M. Trenhaile

(Completing Three Semesters)

Sheena M. Carey
Barbara A. Rodgriauez-Graf
Carol R. Topinka

(Completing Six Semesters)

Gwendolyn Y. Sullivan

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

LEAVES OF ABSENCE		Beginning
Illness leave, to June, 1991:		
Jay Schuster	Milw. Trade & Tech.	November 27, 1990
Joan G. Siordia	Grantosa	August 31, 1990
Maternity leave, to January, 1991:		
Amelia Emmerich	Douglass	January 3, 1991
Maternity leave, to June, 1991:		
Ann Budzynski	Granville	January 7, 1991
Maternitv leave, to January, 1992:		
Anne Fischer	Robinson	January 3, 1991
Personal leave, to June, 1991:		
Linda Kuhn	Marshall	December 10, 1990
John Thomas Rupel	Pulaski	January 28, 1991
Bernice Townes	Barton	January 3, 1991
Phyllis Tragash	Silver Spring	January 2, 1991
Karen Wylie	On leave	January 28, 1991

Personal leave, to January, 1992:

Carole R. Mukai	Auer	January 3, 1991

Study leave, to June, 1991:

Mildred Martin	Sixty-seventh Street	January 22, 1991

Extension of leave for illness, to June, 1991:

Melvyn Dobbs	On leave	January 28, 1991
Diane Hahn	On leave	August 31, 1990
Judith Simonitach	On leave	January 28, 1991

Extension of leave for maternity, to June, 1991:

Judith Christensen	On leave	January 28, 1991
Janet Clapper	On leave	January 28, 1991
Karen Coleman	On leave	January 28, 1991
Janet Domack	On leave	January 28, 1991
Kathleen Hoppe	On leave	January 28, 1991
Patrice Jensen	On leave	January 28, 1991
Marilyn Killian	On leave	January 28, 1991
Nadine Kupfer	On leave	January 28, 1991
Diane LaVelle	On leave	January 28, 1991
Karen Lehman-Barrows	On leave	January 28, 1991
Ann Molzahn	On leave	January 28, 1991
Deanne Pankratz	On leave	January 28, 1991
Maureen Powers-Todt	On leave	January 28, 1991
Diane Rombca	On leave	January 28, 1991
Janice Smith-Jorjorian	On leave	January 28, 1991

Extension of leave for Dersonal, to June, 1991:

Theresa Hinrichsen	On leave	January 28, 1991
Arlene Skwierawski	On leave	January 28, 1991

CURTAILMENT OF LEAVE:

Jose Acevedo - was granted an unpaid study leave from September 1, 1989 to January, 1991. Curtailed as of January 8, 1991.

* * * * * *

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

RESIGNATIONS

Donnalee Campbell	Fernwood	11 30 90
Michelle Engel	Hawthorne	12-21 90
Karen D. Fowler	Food Serv	11 23 90
Phyllis Marie Gaggioli	On Leave	11-15 90
Jeanne C. Gullo	Frst Hm Rg	11-27-90
Myrtis L. Marks	LaFollette	11-19-90
Astri G. Matson	Bell	11 30 90

Barbara Jean Parks	Clement	11-26 90
Juan Romero	On Leave	11-23-90
Kelly M. Turk	Frst Hm Rg	10 26 90

* * * * * *

(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:

Ann Dart	-- was granted a child rearing leave - 9/2/88 to 6/89; child rearing - extension - 9/1/89 to 6/90.
Linda Rodgers	-- was granted an illness leave - 1/24/85 to 6/85; 3/21/88 to 6/89; and 9/1/89 to 6/90.
Linda Teichen	-- was granted a child rearing leave - 9/1/88 to 6/89.
Mary Claire Trainer	-- was granted a child rearing leave - 9/1/88 to 6/89; child rearing - extension leave - 9/1/89 to 6/90.

Your Committee recommends that the above names be deleted from the list of appointed teachers.

* * * * * *

(ITEM 8) The Superintendent advised your Committee that:

1. In 1979, Milwaukee Public Schools devised a plan for Lau compliance in response to a complaint by the Office of Civil Rights.

2. In the plan for Lau compliance, Milwaukee agreed to provide specialized services for pupils having limited English speaking abilities. This involves testing all pupils suspected of having limited English proficiency skills. After testing pupils for limited English proficiency, they are placed in English as a Second Language or the Bilingual Program or both.

3. When the program was first established, the testing tended to be seasonal. As a result, substitute teachers were used as the work demanded. During the last two years, the work has been increasing so that there is a need for at least two full-time positions. The work load has been increased by three factors: l) increase in the number of ESL and bilingual candidates, 2) the need for retesting pupils in the program, and 3) the complexity of testing exceptional education students suspected of limited English proficiency skills.

4. The 1990-91 budget for the Department of Bilingual Multicultural Education, which has the responsibility for testing the students, has a part-time certificated budget for Lau compliance of $37,646. It would seem appropriate to establish two half-time teacher positions using a portion of these funds to finance the remainder of the 1990-91 school year.

Your Committee recommends:

1. That two half-time teacher positions be established in the Department of Bilingual Multicultural Education to perform the testing for limited English proficiency students.

2. That $23,106 be transferred from the part-time certificated account of the Department of Bilingual Multicultural Education to the regularly appointed teacher account in the Department of Bilingual Multicultural Education.

* * * * * *

(ITEM 9) The Superintendent advised your Committee that:

1. At its meeting on December 19, 1990 (Proc., p. 430), the Board referred the following resolution, which was introduced by Director O'Connell, to the Personnel and Negotiations Committee:

   Whereas, There is a contemplated realignment of athletic conferences in the Milwaukee area; and

   Whereas, The Milwaukee board of School Directors has not been involved in this decision; and

   Whereas, It has educational and sociological impacts; be it therefore

   Resolved, That the Milwaukee Board of School directors make a recommendation on this issue.

2. Staff members will be present at the meeting to discuss the proposed realignment with the Committee**.**

Your Committee recommends concurrence with the resolution.

* * * * * *

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

1. One of the 1989-1990 goals of the Milwaukee Board of School Directors was the restructuring of the Business Department. The purpose of the reorganization was to improve the quality and efficiency of service provided by the Business Department to the schools and that such service be provided in the most cost efficient manner.

2. The Department of Facilities and Maintenance Services was established through Board action on June 27, 1990. This restructuring resulted in the consolidation of the Departments of Physical Plant, Plant Operation, and Facilities and the maintenance functions from the Department of Municipal and Community Recreation into one department.

3. On September 26, 1990, the Board approved a Department of Insurance and Risk Management. The Secretary-Business Manager is in the process of meeting with the employees to develop the departmental organizational structure which, upon completion, will be submitted to the Board for approval.

4. At a special meeting on October 22, 1990, the Board approved a realignment of reporting functions which placed the Department of Human Resource Management, the Budget Department and Intergovernmental Relations under the direction of the Secretary-Business Manager with the understanding that the Secretary-Business Manager would have direct responsibility to the Superintendent for these functions.

5. At its meeting on December 19, 1990, the Board considered the proposed re-organization of the business service functions reporting to the Secretary-Business Manager. At that time, the Board

referred to its Committee on Legislation and Rules for discussion and possible amendment of pertinent Board Rules the reporting relationship of the human resource management functions to the Secretary-Business Manager. The Board also approved a motion to hold at the Board level the Budget and Intergovernmental Relations portions of the proposed reorganization until after a new Superintendent is appointed. The remainder of the proposed business functions reorganization was referred back to the Personnel and Negotiations Committee for review.

6. The Committee has before it the entire reorganization plan as presented in December. Changes to the document are provided in the enclosed attachments. The Superintendent and the Secretary-Business Manager recommend that the proposed reorganization be approved as presented with the exception of the budget portion of the Financial Services Department. Consideration for approval of the recommended budget component of the Department of Financial Services would have to be considered at a future Board meeting since this particular section was held through Board action. There were no proposed changes in the organizational structure of the Department of Intergovernmental Relations.

Your Committee recommends that the Board approve the proposed reorganization of the business functions reporting to the Secretary-Business Manager as amended.

* * * * * *

Separate consideration having been requested of Items 2, 3, 4, 9 and 10, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, 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 the same as that preceding:

Ayes—8; Noes—0.

Item 3 of the report, relating to the administrative appointments, having been set aside for separate consideration, Director Pajewski moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—7.

Noes—Director Bills—1.

Item 4 of the report, relating to the reappointment of probationary personnel, having been set aside for separate consideration, Director Pajewski moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—8.

Noes—None.

Item 9 of the report, relating to the realignment of athletic conferences, having been set aside for separate consideration, Director O'Connell moved to oppose that Milwaukee high schools be all designated to a single athletic conference.

Director Bills moved to protest that All-City Conference as well as any other conference that aligns MPS with only Racine and Kenosha.

Director Bills moved to direct the Administration request from the WIAA an extension in their determining of what the conference realignment shall be.

Director Bills moved that the Administration develop another realignment plan to be brought back to the Board for approval.

All motions prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—8.

Noes—None.

Item 10 of the report, relating to reorganization of the business functions reporting to the Secretary-Business Manager, having been set aside for separate consideration, Director Bills moved fto adopt the report.

Director Stacy moved to hold the item until a new Superintendent is appointed.

Director O'Connell moved that the part of Human Resources that does not report to the Secretary-Business Manager held.

Director O'Connell's motion failed, the vote being as follows:

Ayes—Directors Johnson, O'Connell, Stacy– 3.

Noes—Directors Bills, O'Neil, Pajewski, President Mitchell—4.

Present—Director Mallory—1.

Director Stacy's motion failed, the vote being as follows:

Ayes—Directors Johnson, Stacy 2.

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

The original motion for concurrence prevailed, the vote being as follows:

Ayes—Directors Bills, Mallory, O'Neil, Pajewski, President Mitchell—5.

Noes—Directors Johnson, O'Connell, Stacy—3.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

Director Mallory presented the following report of the Committee on Instruction and Community Relations:

January 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. At its meeting on December 19, 1990 (Proc.,p. 390), the Board referred a communication from Hawley Road School to the Instruction and Community Relations and the Finance and Facilities Committees. The communication, a copy of which is attached, requests that the school name be changed to Hawley Environmental Education School.

2. Representatives of the school will be present at the Committee meetings. The school committee which recommended the change contains both teacher and parent representation**.**

Your Committee recommends that the name of Hawley Road School be changed to Hawley Environmental Education School.

* * * * *

(ITEM 2) The Superintendent advised your Committee that:

1. At the Instruction and Community Relations Committee meeting on December 12, 1990, information was presented to the Board regarding the new schools that will be open to student enrollment at the start of the 1991-1992 school year.

2. At that time, information on the focus of one of these new sites, *"Pluto #1,"* was not available.

3. Following meetings with the community superintendent and key staff members in SDA 3 and central office, it is recommended that the program focus for Site 312 Pluto #l) be designated as follows:
MULTILINGUAL MULTICULTURAL ACADEMY

This new program will focus on a comprehensive, research based elementary school program designed to help children be responsible and caring citizens in a multilingual multicultural society. This program is grounded in developmental theory and research regarding children's learning and growth. Additionally, the program is based upon successful bilingual and second language acquisition theory and practice.

> The classroom component of the multilingual Multicultural academy will have three major facets: *exploration and acquisition of languages; integration and appreciation of multicultural arts;* and *participation in global citizenship.*
>
> The classroom component will be supported by a concentration on school/community *developmental discipline.* Developmental discipline helps children evolve a personal, internalized commitment to caring, responsible behavior as well as an intrinsic orientation to learning. The goal of developmental discipline is for students and staff to interact responsibly because they feel part of a caring, just school community which is a microcosm of the global community.

4. Staff, parents and community will be involved in developing programmatic details of this new school.

Your Committee recommends that the Board approve the focus of Site 312 as identified in the above mentioned data.

* * * * * *

(ITEM 3) Your Committee reports having received informational reports from the Superintendent on the following matters; these reports have been made a part of the minutes of your Committee's meeting of January 16, 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 Informational Progress Report by The Department of Community Recreation And Educational Services on Consultant Recommendations and Reorganization

C. Informational Report on Teenage Recreation Programming—Department of Community Recreation and Educational Services

D. Report With Respect to the Recent Audit of the Speech/Language Disabilities Program

E. Informational Report on The Milwaukee Public Schools Class of 1989 Nine Month Follow-up Study

F. Information Item Regarding the Coalition of Essential Schools

* * * * * *

Separate consideration having been considered for Item 2, the remainder of the report was adopted, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—8.

Noes—None.

Item 2 of the report, relating to approval of the focus of Site 312, having been set aside for separate consideration, Director Bills moved to adopt the report.

Director Bills moved to send the item back to Committee.

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

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

Noes—Director Pajewski—1.

COMMITTEE ON FINANCE AND FACILITIES

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

January 30, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Finance and Facilities presents the following report:

(ITEM l) 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:

VIRCO CORP; (Classroom Furniture-Various):
1500 Combinations Desks.....$ 73,875.00
1200 16" Chairs.....28,188.00
5200 18" Chairs.....132 548 00

DECAR CO; 1050 tables .....$ 61,820.30
less 1 1/2%—15 days

* * * * * *

(ITEM 2) The Superintendent advised your Committee that the following donations have been offered:

School Operations Fund

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Alcott	Alcott PTO	$ 502	Two VCRs
Alcott	PTO	393	Two overhead projectors
Allen-Field	Allen-Field PTA	500	School programs
	VonBriesen & Purtell, Attys	60	Student Government program
Auer Avenue	School fund	6,735	School fund
Burroughs	School fund	594	Television/VCR
Doerfler	Doerfler PTO		1,349
Doerfler	PTO	964	Library books
Doerfler	PTO	238	Two autoharps
Doerfler	PTO	90	Five chipboard cases for autoharps
Pierce Ex Ed Students	MacCudden Family /Kohl's Food Store	800	100 Christmas stockings
Fritsche	School fund	7,107	Macintosh computer system and Laser Writer printer
Garden Homes	Garden Homes PTO	670	Three walkie talkies & base station
Garfield Ave.	Payless Shoes	2,000	To enhance multi-cultural education
Grandview	Grandview PTO	1,584	Raincoats for cadets, field trips, books
Grandview	PTO	464	ne VCR and two overhead projectors
Grant	Grant PTO	543	Programs for students/staff appreciation
Lady Pitts	Mae Mitchell	20	Library books
	Alice Neuswirth	5	Library books
	Alice Johnson	10	Library book
	Martha Carter	50	Library books
	Milly Hoffman	50	Library books
	Hilda Baumgartner	50	Library books

Gwendolyn Clobert 15 Library books

	Carolle Asbeck	10	Books
	Edward & Sandra Slowinski	100	Student activities
	Alice Turner	10	Library books
LaFollette	Ms. Duke	200	Electric typewriter
Lowell	White Hen	100	Books
	School fund	2,848	Movie rental, teaching aids/supplies
	School fund	109	RlFbooks
MacDowell Montessori	MacDowell PTA	285	Three Eureka vacuum cleaners
Maple Tree	Maple Tree PTO	300	Library reading program
Maple Tree	PTO	300	Library reading program
Maryland Avenue	Maryland Ave. PTA	310	Binding machine
Milw. Public Schools	Walgreens	500	Head lice program
Ninety-fifth Street	Ninety-fifth Street PTC	$2,990	Seven Apple disk drives and three ImageWriter printers
Pulaski	Pulaski Student Gov. Assn.	175	Tape player
Riverside	School fund	475	Marching band banner
Roosevelt	(parent)	150	Casiotone synthesizer
SDA IV	IBM/Mark Prodoehl	100	Donation to Book of Winners
Sherman	Linda Kreft	375	CMS hard disk drive
Sixty-fifth Street	Ben Williams	40	Classroom snacks/field trips
	Miles S. Capron	100	Additional gifts for RIF
Tippecanoe	Tippecanoe School PTA	920	Field trips and supplies
Walker	School fund	3,115	Macintosh system/keyboard

EXTENSION FUND:

Community Rec	Allstate Foundation	$60,000	Survive Alive House
	TOTAL	$98,305	

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

* * * * * *

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

1. On December 19, 1990 (Proc. p. 430), the Board received a communication from Reverend Dr. E. Frank Bridges, Pastor of Mount Hermon Missionary Baptist Church. The basis of the communication pertains to a request for permission to use the Green Bay Avenue School on Sunday mornings for church school and religious worship services.

2. As stated in the communication, Reverend Bridges is making this request because his congregation has currently outgrown their present facility.

3. Reverend Bridges has visited the location in question and is aware of the requirements involved in utilizing a Milwaukee Public School.

4. 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."

5. 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.

6. Since school facilities are normally not used for school activities on Sundays, there is no conflict with this usage.

Your Committee reports having given hearing to Mount Hermon Missionary Baptist Church and recommends that the Rules be suspended to allow a building use permit to be issued, with the understanding that the organization pay all expenses incurred by the Board in opening the school for this event.

* * * * * *

(ITEM 4) The Superintendent advised your Committee that:

1. At its meeting on December 19, 1990 (Proc.,p. 390), the Board referred a communication from Hawley Road School to the Instruction and Community Relations and the Finance and Facilities Committees. The communication, a copy of which is attached, requests that the school name be changed to **Hawley Environmental Education School.**

2. Representatives of the school will be present at the Committee meetings. The school committee which recommended the change contains both teacher and parent representation**.**

Your Committee recommends that the name of Hawley Road School be changed to Hawley Environmental Education School.

* * * * * *

(ITEM 5) The Superintendent advised your Committee that:

1. There is a large number of 13 to 17 year old students who have dropped out or have quit attending our schools. Alternative options are needed to keep them in the educational system.

2. Some of these students are Learnfare sanctioned dropouts, where MPS is required to provide a modified educational program with funds provided by the State/Desegregation Settlement Agreement funds. The Learnfare program is operated under State Statutory and Federal Waiver Authority.

3. The Department of Alternative and Vocational Education has written collaborative programs with the following agencies to provide modified educational programs.

    a. The Technical Options Program for Students (TOPS), with Milwaukee Area Technical College, has been successful in conducting nine-week classes for students who are seventeen years old or older and have earned very few credits. They have agreed to make classes available to 50 of our non attending students during the second semester of the 1990-91 School Year. Under this arrangement, the students would still be considered MPS students, and we would still collect state aid for them. Following completion of the MATC program, a decision would be made on whether the student would return to an MPS school, go to adult high school at MATC, or follow a GED program at MATC.

    b. Milwaukee Public Schools and Wee Care Day Care Nursery Centers, Inc., with cooperation from Riverside University High School have developed a partnership to provide a vocational

training program in child care teacher training for 18 MPS students who are Learnfare sanctioned.

c. Learning Enterprise of Wisconsin has agreed to make classes available to 15 of our Learnfare sanctioned dropout students during the second semester of the 1990-91 School Year. Under this agreement, students would attend Learning Enterprise of Wisconsin on a full-time basis to receive basic skills instruction toward a high school diploma.

Both Wee Care Day Care Nursery Centers, Inc. and Learning Enterprise of Wisconsin would be paid from Learnfare sanctioned dropout funds.

Your Committee recommends:

1. That the Board approve the three new alternative programs for the second semester of the 1990-91 School Year.

2. That $26,107 be transferred from the Contingency Fund to the Agency Agreements Budget for the Technical Options Program for Students (TOPS).

3. That funding for Wee Care Day Care Nursery Centers, Inc. and Learning Enterprise of Wisconsin be provided by allocations from the MPS state Learnfare budget.

* * * * * *

(ITEM 6) The Superintendent advised your Committee that:

1. When the 1990-1991 "Curriculum and Instruction" budget was prepared, $37,000 was approved for "North Central Evaluation/Dues."

2. The Accounting Division has requested that the money be moved from the single line in which it was placed to several other lines, in order to process payment requests for the various activities related to North Central Association evaluation and accreditation process.

Your Committee recommends that a total sum of $35,000 be transferred from North Central Evaluation/Dues as follows: $1,000 to Part-time Clerical; $12,000 to Consultant Services; $9,000 to Travel; and $13,000 to Dues.

* * * * * *

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

1. At its meeting of October 31, 1990 (Proc. pp. 322-323), the Board took action relative to transfer of funds for various lease agreements for programs and office space At that meeting concerns were raised relative to the proposed lease at the Warner Amex Building. Subsequently the Board took action to refer this matter back to the Finance and Facilities Committee for further consideration.

2. Based upon the discussions at the October 31, 1990 meeting, the Administration has subsequently been able to renegotiate the terms of the lease agreement. These changes include:

a. A reduction in the lease cost from $17,567/month for the 1990-91 school year to $15,708/month for the 1991-92 school year.

b. Elimination of the five (5) percent escalator clause which was to take effect during the 1991-92 school year.

The net effect of these two changes will result in a total savings of $23,083 over the life of the lease agreement.

3. The Administration believes that the revised agreement is reflective of current market conditions and represents the best arrangement which call be made. Staff will be available to discuss the details with the Committee.

Your Committee recommends that authorization be given to enter into a lease agreement with Warner Amex for housing of the Downtown Regional Office of the Department of Exceptional Education and Supportive Services at a cost of $17,567/month for the 1990-1991 school year and $15,708/month for the 1991-1992 school year including the elimination of any escalator clause.

* * * * *

(ITEM 8) 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 17, 1 99 1 :

A. Facilities Reports

l) Monthly Discussion of Facility Needs
2) Report on the Capital Improvement Program

B. Presentation of the Schematic Drawings for Twenty-Fourth Street School

C. Statement of Operating Revenues

The Secretary-Business Manager submitted the following Revenues as of December 31, 1990, showing the following totals for the School Operations, Categorically Aided, Food Services, Construction and Extension Funds:

	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	$ 101,794,458	421,916,185	19 4%
Categorically Aided	29,682,019	18,225,916	47,907,935	10,372,583	37,535,352	21.7%
Food Services	20,019,325	372,117	20,391,442	7,721,215	12,670,227	37.9%
Construction	7,389,000	21,478,030	28,867,030	5,770	28,861,260	0 0%
Extension	6,254,018	94,115	6,348,133	336,040	6,012,093	5 3%

D. Statement of Expenses

The Secretary-Business Manager submitted the following statement of expenses as of December 31, 1990, showing the following totals for the school Operations, Categorically Aided, Food Services, Construction and Extension Funds

	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	$ 203,330,405	$ 320,380,238	38.8%
Categorically Aided	29,682,019	18,225,916	47,907,935	15,319,684	32,588,251	32.0%
Food Services	20,010,674	380,768	20,391.442	9,274,859	11,116,583	45.5%
Construction	7,389,000	21,478,029	28,867,029	25,879,400	2,987,629	89.7%
Extension	6,254.018	94,115	6,348,133	2,698,376	3,649,757	42.5%

(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 December 31, 1990 and payrolls through December 21, 1991.

E. Monthly Report on Expenditure Controls

* * * * * *

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

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—8.

Noes—None.

Item 3 of the report relating to building permit for worship services, 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 the same as that preceding.

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—8.

Noes—None.

Item 5 of the report, relating to a Contingent Fund Transfer, having been set aside for separate consideration, Director O'Connell moved to adopt the report.

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

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—8.

Noes—None.

The Board recessed from 10:25 to 10:35 PM.

Item 7 of the report, relating to the authorization of a lease agreement, having been set aside for separate consideration, Director O'Connell moved to adopt the report.

Director Johnson moved to amend to direct the Administration to develop a space needs and building plan to meet the district's classroom and office needs.

The amendment prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Stacy—6.

Noes—Director Pajewski, President Mitchell—2.

The original motion as amended prevailed, the vote being as follows:

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

Noes—Director Bills—1.

Voting “present”—Directors Johnson, Stacy—2.

SPECIAL COMMITTEES

Secretary-Business Manager presented eight reports of expulsion orders of the Independent hearing Panel of the Milwaukee Board of School Directors.

Director Mallory moved to accept all the recommendations of the Hearing Panel.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—8.

Noes—None.

NEW BUSINESS

Director Pajewski moved to rescind the motion acted upon by the Board at its December 19,1990, meeting to hold the Secretary-Business Manager's organizational implementation plan for Budget and Intergovernmental Relations activities until a new superintendent is appointed.

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

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

Noes—Directors Johnson, Stacy—2.

Director Pajewski moved to approve the Secretary-Business Manager's organizational implementation plan for the Budget and Intergovernmental Relations departments.

Director O'Connell requested separating the two issues, intergovernmental and budget.

The motion on the Budget prevailed, the vote being as follows:

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

Noes—Directors Johnson, O'Connell, Stacy—3.

Present—Director Mallory—1.

The motion for Intergovernmental Relations prevailed, the vote being as follows:

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

Noes—Director Stacy—1.

Temporarily Absent—Director Johnson—1.

COMMUNICATIONS AND PETITIONS

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

Communication from Mrs. Shirley Krug, State Representative, requesting permission to use a school facility to hold a town hall meeting and a political forum for candidates in District 2 and City-wide at large school board races.

Director O'Connell moved to suspend the Board Rules and concur.

The motion failed, as 6 votes are needed to suspend Board Rules, the vote being as follows:

Ayes—Directors Bills, O'Connell, Pajewski, President Mitchell—4.

Noes—Director O'Neil—1.

Communication from North Milwaukee Christian Center requesting use of Custer High School.

Referred to Committee on Finance and Facilities.

Communication from Bright Light Missionary Baptist Church requesting use of a school.

Referred to Committee on Finance and Facilities.

Communication from Mr. Tadysak relative to Clairmont Trucking Company.

Referred to Committee on Finance and Facilities.

Communication from The Milwaukee City Council of PTA/PTSAs, Inc. requesting the Board adopt a resolution pertaining to the Board purchasing a homework hotline Program.

Referred to Committee on Instruction and Community Relations.

RESOLUTIONS

By Directors Johnson, O'Connell, O'Neil and Stacy

WHEREAS, The Milwaukee Area has seen a recent increase in job opportunities in the construction area, such as jobs for electricians, plumbers, and other skilled trade areas; and

WHEREAS, Steeltech, Inc., is building a new plant in the area of North Avenue and 27th Street, which will provide employment for welders; and

WHEREAS, The Milwaukee Board of School Directors is continually attempting to meet the needs of its students; and

WHEREAS, Milwaukee Public Schools is reorganizing its vocational education program into four strands: Communications, Construction (skilled trades), Manufacturing, and Transportation, in

order to prepare students for careers of the future and for careers related to Milwaukee's economic development; therefore, be it

RESOLVED, That the Milwaukee Public Schools develop a plan to strengthen the vocational education program.

Referred to the Committee on Instruction and Community Relations.

The Board adjourned at 11:28 PM.

JOHN J. PETERBURS
Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of January 31, 1991

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	350	331		8	557	7	48	53	8		681
K3	392	238		4	341	16	46	202	21		630
PK	76	49		2	106		4	13			125
K4	1830	1784		31	1783	128	332	1279	61		3614
K5	4298	4042		103	4611	299	772	2469	86		8340
01	4950	4553		107	5549	331	952	2464	100		9503
02	4227	4029		387	4743	311	804	2224	86		8256
03	4065	3944		90	4502	292	797	2230	98		8009
04	4001	3718		91	4454	267	752	2080	75		7719
05	3986	3793		99	4578	241	738	2032	91		7165
06	3602	3563		83	4280	199	708	1822	73		6573
07	3388	3785		90	3836	171	640	1778	58		6043
08	3004	3039		66	3486	151	568	1702	70		7589
09	3910	3679		100	4224	225	734	2230	76		6783
10	3439	3344		65	3671	195	617	2160	75		5352
11	2605	2747		59	2727	168	414	1930	54		4253
12	2014	2239		41	2007	171	327	1667	40		1
13	1				1						2
Invalid		2			1			1			
TOTAL	50138	48279		1126	55457	3172	9253	28331	1072		98417

Total Active Detached..... 66 (Included above) Total Suburban Transfers—5552

Total Inactive..... 1318 (Not included above)

Brown Deer	175	Greendale	264	New Berlin	83	St. Francis	129
Cudahy	226	Greenfield	320	Nicolet	154	Wauwatosa	828
Elmbrook	178	Hamilton	38	Oak Creek	325	West Allis	451
Fox Point	139	Maple Dale-Indian Hills	82	Shorewood	291	Whitefish Bay	348
Franklin	288	Menomonee Falls	278	South Milwaukee	316	Whitnall	277
Germantown	26	Mequon-Thiensville	202				
Glendale-River Hills	124						

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1563	75.0	113.0	5.0	North Division	1247	69.3	102.0	6.0
Custer	1144	76.3	84.0	5.0	Pulaski	1663	76.8	111.0	5.0
Hamilton	1705	83.4	114.0	5.0	Riverside	1433	88.1	111.0	5.0
Juneau	811	84.9	63.0	3.0	South Division	1724	76.2	133.0	5.0
King	1200	89.6	74.0	3.0	Vincent	1373	78.0	103.0	5.0
Madison	1507	75.3	107.0	5.0	Washington	1640	79.2	121.0	5.0
Marshall	1208	75.6	86.0	4.0	HS of the Arts	736	95.8	56.0	3.0
Milwaukee Tech	1895	89.2	130.0	4.0	TOTAL	20849	80.3	1508.0	68.0
MIDDLE SCHOOLS									
Audubon	950	85.7	66.0	3.0	Parkman	603	81.9	54.0	3.0
Bell	962	86.3	67.0	3.0	Robinson	503	90.9	40.0	2.0
Burroughs	939	88.4	63.0	3.0	Roosevelt	651	90.9	45.0	2.0
Edison	906	85.9	67.0	3.0	Sholes	857	82.4	60.0	3.0
Eighth St.	333	89.8	27.0	2.0	Steuben	918	88.7	61.0	3.0
Fritsche	968	87.3	69.5	3.0	Walker	851	83.9	59.0	3.0
Fulton	658	84.1	56.0	3.0	Webster	975	88.3	64.0	3.0
Kosciuszko	770	81.4	64.0	3.0	Wright	841	86.3	63.0	3.0
Morse	1053	93.8	68.0	3.0					
Muir	952	85.1	68.5	3.0	TOTAL	14690	86.7	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	410	89.3	17.2	1.0	Hopkins	808	87.2	46.0	2.0
Allen Field	1015	92.0	53.5	2.0	Humboldt Park	573	91.8	30.0	1.5
Auer	640	88.7	36.8	1.5	Irving	709	89.4	39.0	2.0
Barton	587	91.4	27.0	1.5	Kagel	399	94.3	24.0	1.0
Berger	535	86.0	32.1	1.5	Keefe Av.	644	90.5	39.3	2.0
Brown St.	626	88.8	36.0	2.0	Kilbourn	374	87.5	22.5	1.0
Browning	439	89.3	22.3	1.0	Kluge	591	89.9	33.0	1.5
Bruce	546	90.5	28.1	1.5	LaFollette	658	92.6	39.8	2.5
Bryant	590	90.0	30.0	1.5	Lancaster	576	93.0	29.5	1.5
Burbank	580	89.7	23.8	1.5	Lee	661	89.1	37.3	2.0
Burdick	518	83.6	31.0	2.0	Lincoln Av.	650	88.8	30.5	1.5
Carleton	534	91.4	24.6	1.0	Lloyd St.	593	92.3	30.5	1.5
Cass	603	86.7	39.3	2.0	Longfellow	646	89.0	30.8	1.5
Clarke	491	92.1	28.3	1.5	Lowell	297	88.4	12.9	1.0
Clemens	445	87.5	22.2	1.0	MacDowell	547	91.2	27.0	1.5
Clement	460	89.7	21.0	2.0	Manitoba	386	92.4	32.5	2.0
Congress	524	88.4	23.9	1.5	Maple Tree	548	91.1	22.0	1.5
Cooper	415	90.0	21.5	1.0	Maryland Av.	332	80.2	20.2	1.0
Curtain	361	91.7	18.2	1.0	Mitchell	769	88.4	34.0	2.0
Doerfler	687	89.5	30.0	1.5	Morgandale	571	90.8	26.1	1.5
Douglass	304	95.4	16.7	1.0	Neeskara	415	91.5	30.5	1.0
Dover	636	89.9	27.1	1.5	Ninety-fifth	347	90.8	17.6	1.0
Eighty-eighth	387	91.4	18.5	1.0	Palmer	593	89.7	41.8	2.0
Eighty-first	492	89.5	20.8	1.0	Parkview	402	91.2	19.0	1.0
Eighty-second	458	93.8	21.5	1.0	Phillip	341	87.7	19.2	1.0
Elm	368	95.3	20.0	1.0	Pierce	571	85.9	33.0	2.0
Emerson	286	91.9	16.9	1.0	Riley	632	92.2	31.0	1.5
Engleburg	510	90.7	28.1	2.0	Seventy-eighth	569	87.9	33.0	1.5
Fairview	539	89.5	30.0	1.0	Sherman	599	95.0	27.7	1.5
Fernwood	487	86.4	29.0	1.5	Siefert	603	91.5	37.0	1.5
Fifth-fifth	484	91.4	22.5	1.0	Silver Spring	371	90.3	20.2	1.0
Fifty-third	396	93.9	18.7	1.0	Sixty-fifth	360	91.3	20.0	1.0
Forest Home	969	95.1	48.0	2.0	Sixty-seventh	333	90.0	15.9	1.0
Franklin	596	92.7	40.3	2.0	Story	565	91.6	35.9	2.0
Fratney	363	88.8	20.7	1.0	Stuart	333	92.3	18.0	1.0
Gaenslen	674	95.3	59.0	2.0	Thirty-eighth	569	94.0	26.9	1.5
Garden Homes	525	88.0	30.1	1.5	Thirty-fifth	336	90.5	15.4	1.0
Garfield	436	93.7	27.0	1.0	Thirty-first	506	91.0	28.8	1.5
Garland	382	85.5	15.4	1.0	Thirty-seventh	610	85.4	31.1	2.0
Golda Meir	251	94.8	13.8	1.0	Thoreau	684	91.9	31.0	1.5
Goodrich	446	92.9	22.5	1.0	Tippecanoe	248	90.4	12.5	1.0
Grandview	331	85.4	17.5	1.0	Townsend	507	94.2	21.5	1.0
Grant	593	89.9	27.3	1.5	Trowbridge	346	86.9	17.2	1.0
Grantosa	611	90.1	35.0	2.0	Twentieth	716	87.0	39.3	2.0
Granville	508	90.0	24.5	1.0	Twenty-first	629	92.2	38.0	2.0
Green Bay Av.	594	89.2	30.6	1.5	Twenty-fourth	321	90.4	21.0	1.0
Greenfield	405	93.0	18.0	1.0	Twenty-seventh	692	90.1	38.0	2.0
Hampton	612	89.8	30.0	1.5	Victory	520	93.7	29.0	2.0
Happy Hill	522	91.1	24.3	1.5	Vieau	630	89.7	37.1	2.0
Hartford	609	91.0	33.2	2.0	Whitman	447	88.6	24.8	1.0
Hawley	332	90.5	16.4	1.0	Whittier	213	91.5	8.4	1.0
Hawthorne	399	89.6	18.0	1.0	Wisconsin Av.	706	91.5	31.0	2.0
Hi-Mount	460	90.4	24.5	1.0	Zablocki	657	88.3	31.0	2.0
Holmes	711	86.1	46.3	2.0	TOTAL	55409	90.2	2947.8	153.5

OTHER SCHOOLS

Craig	82	69.9	11.0	1.0	Lincoln Alt. HS	83	52.5	7.0	1.0
Demmer	31	49.2	8.0	1.0	Lincoln Voc.Lab.	51	69.4	18.0	1.0
Hayes	68	70.9	12.0	1.0	Manitoba Ortho.	110	85.2	.0	.0
Kilmer	201	81.6	16.5	1.0	Pleasant View	229	88.4	30.5	1.0
Lady Pitts	191	55.3	15.0	1.0	Sixty-eighth	194	68.5	10.0	1.0
Lapham Park	126	87.4	10.0	1.0	Commun. Based	673		21.0	1.0
					TOTAL	2039	73.1	159.0	11.0
					MPS TOTAL	92865	87.2	5676.8	283.5

SUPERINTENDENT'S MONTHLY REPORT as of January 31, 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.	44	1	1808	15	18	0	289	1	890	12	27	0	3076	29	3105
Emotion. Dist.	18	0	1267	36	2	0	100	4	494	27	28	2	1909	69	1978
Autistic	0	0	71	9	3	0	4	0	552	2	2	0	132	11	143
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	1	37	33	2	0	4	5	18	34	0	1	62	74	136
Physically Hdcp.	5	0	230	112	8	4	50	7	168	123	8	6	469	252	721
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	1	0	73	23	12	1	16	2	86	14	10	0	198	40	238
Mentally Ret.	11	3	1142	197	14	3	123	28	388	108	8	6	1686	345	2031
Speech/Languag	42	18	1652	1165	41	28	224	190	1021	646	38	32	3018	2079	5097
e	0	0	0	0	0	0	0	0	0	0	0\	0	0	0	0
School Age Par. Disability Total	122	23	6280	1590	100	36	810	237	3117	966	121	47	10550	2899	13449
Ethnic Totals	145		7870		136		1047		4083		168		13449		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 20, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 7:09 PM.

Present—Directors Mallory, O'Neil, Pajewski, Stacy, and President Mitchell—5.

Absent and excused—Directors Bills, Johnson, and O'Connell—3.

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

February 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, Wednesday, February 20,1991 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 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), 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 Mallory, O'Neil, Pajewski, Stacy, and President Mitchell—5.

Noes—None.

The Board retired to executive session at 7:10 PM.

The Board adjourned from executive session.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 25, 1991

Special meeting of the Board of School Directors called to order by President Mitchell at 7:39 PM.

Present—Directors Bills, Johnson, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—7.

Absent and excused—Director Mallory—1.

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

February 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, Monday, February 25, 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 Board may retire to executive session to deliberate the matter under Section 19.85 (1)(c) of the Wisconsin Statutes.

JOHN J. PETERBURS
Secretary-Business Manager

Director Stacy 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, Johnson, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—7.

Noes—None.

The Board retired to executive session at 7:40 PM.

The Board adjourned from executive session.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 27, 1991

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:05 PM.

Present—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy and President Mitchell—8.

Absent—None.

Vacancy on Board—1.

CITY AND COUNTY COMMUNICATIONS

The Secretary-Business Manager presented the following Communications:

Communication from the Community Social Development Commission in Milwaukee County regarding a billing statement for the First Quarter, 1991, and a report of the expenditures for the quarter ended December 31, 1990.

Referred to the Committee on Finance and Facilities

SUPERINTENDENT'S COMMUNICATIONS

February 27, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

Before the Board for consideration this evening are recommendations regarding the 1991 summer school program. These recommendations are included in the agenda as Item 1 of the report of the Committee on Instruction and Community Relations, and Item 10 of the Report of the Committee on Finance and Facilities.

At the Instruction and Community Relations Committee on February 13, 1991, Board members recommended approval of the 1991 summer school plans, with the costs for expansion of bilingual, ESL, and exceptional education programs offset by reductions in other programs. It was suggested that any new programs recommended by the Service Delivery Areas be funded by reallocating existing monies.

In the interim between the Instruction and Community Relations Committee meeting and the full Board meeting, the various recommendations for new and/or expanded programs have been reexamined, with compromises reached in order to fund them

EXPANSION OF BILINGUAL, ESL, AND EXCEPTIONAL EDUCATION

In order to fund the expansion of the bilingual, ESL, and exceptional education classes this summer, the number two-hour reading and math classes will be reduced by one-half, although each SDA would still have one site, accommodating a total of 100 students, 50 per session (25 reading and 25 math).

SERVICE DELIVERY AREA SUGGESTIONS

The service delivery areas recommended the following to the summer school office:

SDA I:

- Offer Computer Assisted Instruction at Bryant and Engleberg;
- Offer Test Taking Skills courses at Irving, Grandview, and Happy Hill;
- Establish a Transitional Class at Grandview.

Test scores were low at a number of SDA I Schools, the CAI labs at Bryant and Engleberg, and the Test Taking Skills courses at Irving, Grandview, and Happy Hill, were developed to alleviate this concern. The transitional class at Grandview is offered in response to an identified need to assist children who are leaving the elementary school setting for middle school. In order to offset the cost of the above programs, Browning School will be closed as a full morning site. There were only 100 children enrolled at Browning in 1990, and this number can be accommodated in the other SDA I sites and in the new programs listed above.

SDA IV:

- Improve the Hartford Avenue program by increasing enrollment and replicating the Forest Home multicultural program.

Both Gaenslen and Hartford Avenue had very small enrollments in 1990. In order to provide a large enough enrollment for a quality, cost effective summer school, the regular education summer program at Gaenslen will be moved from Gaenslen to Hartford, with a bus to transport students from Gaenslen to Hartford. The program at Hartford will be improved by replicating the very successful multicultural program offered at Forest Home. This change will also alleviate the need for additional space for the exceptional education summer school program offered at Gaenslen.

SDA IV is also working on the possibility of implementing a pilot science program at Kosciuszko in conjunction with the business community.

SDA VI:

- Strengthen the Humboldt Park Communication Exploration Center by implementing an integrative programming model for approximately 50 first grade children, including 12 identified SDA VI first graders.

An appealing and educationally challenging summer school program was developed for Humboldt Park for Summer, 1990. The program provided children with a language and print rich environment, including a special art/poetry/literature based curriculum which reflects the unique communication theme. Staff members in SDA VI want to expand the program to include an integrative programming model for both exceptional and regular education students at the Humboldt Park Communication Exploration Center to include 12 targeted Humboldt Park winter school students. In order to offset the cost of integrative programming model, Cooper, which had only 109 students in 1990, will be closed as a full morning site. Transportation will be provided from Cooper to Humboldt Park and transportation from Lee and Palmer will be changed to Humboldt Park instead of Zablocki.

SDAs II, III, and V:

No new programs recommended.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Ordered held for consideration with Item 10 of the report of the Committee on Finance and Facilities.

February 27, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

Before the Board for consideration this evening are recommendations regarding the programs for the Schlitz site and for Palmer Elementary School. These are included in the Report of the Instruction and Community Relations Committee, Item 4.

Pursuant to the request of the Instruction and Community Relations Committee made at its meeting held on Wednesday, February 13, 1991, Dr. Santos, Community Superintendent of SDA IV, has initiated the following:

- Developed an enhanced description of the Schlitz program built on the suggestions given by the Committee.

- Developed a description of the proposed plan for Palmer.

- Hosted in cooperation with the PTA, on Thursday, February 22, 1991, a Palmer parent meeting to discuss changing Palmer into any early elementary school which serves four-year-olds to third grade students. Palmer parents, staff, community members and Board members were invited.

At the parent meeting, parents expressed a positive interest in developing Palmer into a four-year-old to third grade school with the fourth and fifth grades moving to the Schlitz building. The principal of Palmer, Mr. Krueger, informed all parents of the meeting by phone and by three notes sent home. Transportation and out-reach, through the Hillside liaison, were also provided for parents from the Hillside Housing Development. Twenty-six parents came to the meeting as well as ten community and staff members.

Dr. Santos has worked with the chairperson of the Palmer PTA to establish a committee of parents to be involved in the planning and the transition. She also met with the principal and staff of Palmer to discuss the proposed plan for Palmer.

Mr. Robert Krueger, Palmer principal, has written responses from sixteen Palmer parents regarding the proposed changes, all of them positive.

Please note that the Schlitz building will not be ready for another year and a half, and therefore, the changes at Palmer will not take place for a year and a half. Dr. Santos will be asking students, parents, staff and community members to get increasingly involved in the planning process, particularly in the developing of the curriculum.

The Schlitz complex will serve as a 4-8 facility, (Middle School) with priority given to Palmer Elementary School. The program description is attached.

Both Palmer Elementary and the Schlitz Complex will have a parent component. The Schlitz Complex will house a center for parents where GED and parenting classes will be offered in conjunction with MATC. The center will be accessible to parents as a separate entity, for availability at night and on week-ends; after school activities and programs are to be planned for both centers.

In consideration of the above, I am recommending:

1. That the Board approve the program at the Schlitz site (The Milwaukee Education Center), as described in the attachment.

2. That the Board approve the proposed changes for Palmer elementary school to take place in the 1992-1993 academic year, as described in the attachment.

Respectfully submitted,

ROBERT S. PETERKIN

Superintendent of Schools

Ordered held for consideration with Item 4 of the Committee on Instruction and Community Relations.

SECRETARY-BUSINESS MANAGER'S COMMUNICATIONS

February 27, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

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

> Notice of Claim from Mr. Kurt A. Frank, attorney, filed against the Milwaukee Public Schools on behalf of Jennifer Arnold who allegedly sustained injuries at Bay View High School on March 12, 1990.
>
> Claim is made in the sum of $17,500 together with costs and attorney fees.

CNA Insurance which carries the Board's general liability insurance requested that the Board disallow this claim.

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

JOHN J. PETERBURS
Secretary-Business Manager

(Above-mentioned document attached)

Director O'Connell moved to disallow the claim.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—8.

Noes—None.

February 27, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

Effective July 8, 1991, I plan to resign from my position as Secretary-Business Manager for the Milwaukee Public Schools to become the Executive Director of the Milwaukee law firm of Quarles & Brady.

I have had an interesting and rewarding career with the Milwaukee Public Schools, thus, this was a very difficult decision for me. But there are times in every career when one looks to new challenges and opportunities for professional growth.

Arrangements have been made with Quarles & Brady to allow for a smooth transition. Between March 1 and July 8, I will be using vacation time that I have accrued and will submit a schedule to the Board President. I can assure you that during the next four months I will pay dutiful attention to my obligations as Secretary-Business Manager in assisting the Board through a difficult budget process.

Finally, I want to sincerely thank all the Board members, staff and citizens of Milwaukee that I have had the pleasure to work with and serve over the past 17 years; there will always be fond memories.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

President Mitchell reluctantly accepted the resignation and placed it on file.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of January 4, 1991, through January 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. 15518 to 19060 , inc.

Payrolls (net withholdings)	$14,585,919.01	
Accounts	38,334,390.10	
		$52,920,309.11

CONSTRUCTION FUND

Accounts, Voucher nos. 569 to 652 , inc.	$ 1,960,019.66

EXTENSION FUND

Payrolls and Accounts, Voucher nos. 852 to 992 , inc.

Payrolls (net withholdings)	$ 151,575.09	
Accounts	308,767.04	
		$ 460,342.13
TOTAL		$ 55,340,670.90

The accounts were allowed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—8.

Noes—None.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

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

February 27, 1991

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 pre entered a joint report to your Committee recommending the following appointments, promotions, changes in status, and reinstatements, and a return from leave, effective as of the dates indicated:

APPOINTMENTS

Name and Assignment	Date	Position and Salary	Increment Date
Rose Audi Gaenslen	01-14-91	Food Service Mgr. Trainee $6.84/hr.(S10,451.52/yr.) (Replacement for promotion)	01-14
Nancy Balkowski Mitchell	01-03-91	School Secretary I $17,357.60/yr. (Replacement for retirement)	01-03
Lawrence Buob School Safety	01-07-91	School Safety Aide $7.45/hr.(S10,966.40/yr.) (New position)	01-07
Rachelle Evans SDA IV	01-07-91	Clerk Typist I $14,697.54/yr. (Replacement for resignation)	01-07
Susan Fine Fernwood	01-21-91	Clerk Typist I $12,185.78/yr. (Replacement for transfer)	01-21
Cheryl Gusho Grant	01-14-91	Food Service Mgr. Trainee $6.84/hr.(S10,451.52/yr.) (Replacement for promotion)	01-14
Joeann Hawthrone Lapham Park	01-14-91	Clerk Typist I $12,185.78/yr. (Replacement for transfer)	01-14
Kimberly Haynes Keefe	01-03-91	Clerk Typist I $12,185.78/yr. (Replacement for transfer)	01-03

Michele Hickman Auer	01-14-91	Clerk Typist I $12,185.78/yr. (Replacement for transfer)	01-14
Kenneth Jackson School Safety	01-07-91	School Safety Aide $7.45/hr.(S10,966.40/yr.) (New position)	01-07
Remedios Keeler Hartford	01-21-91	Clerk Typist I $12,185.78/yr. (Replacement for transfer)	01-21
Karen Kieffer Kilbourn	01-03-91	School Secretary I $16,218.00/yr. (New position)	01-03
Patrick Klemmer Fac. & Main.	02-08-91	School Const. Inspector I $35,807.46/yr. (Replacement for retirement)	02-08
Yvonne Lasley Franklin	01-14-91	Clerk Typist I $12,185.78/yr. (Replacement for resignation)	01-14
Brenda McCormack School Safety	01-07-91	School Safety Aide $7.45/hr.(S10,966.40/yr.) (New position)	01-07
Debra McFadyen Mitchell Alt.	01-07-91	Clerk Typist I $12,185.78/yr. (Replacement for resignation)	01-07
Richard McNew Fac. & Main.	01-07-91	Boiler Attendant $22,267.18/yr. (Replacement for promotion)	01-07
Cynthia Mendoza Fratney	01-03-91	Clerk Typist I $12,185.78/yr. (New position)	01-03
Larry Nichols School Safety	01-07-91	School Safety Aide $7.45/hr.(S10,966.40/yr.) (New position)	01-07
Dewayne Purifoy School Safety	01-07-91	School Safety Aide $7.45/hr.(S10,966.40/yr.) (New position)	01-07
Joseph Roberts School Safety	01-07-91	School Safety Aide $7.45/hr.(S10,966.40/yr.) (New position)	01-07
Marian Santiago Palmer	01-23-91	Clerk Typist I $12,185.78/yr. (Replacement for transfer)	01-23

Anne Secola Allen-Field	01-14-91	Food Service Mgr. Trainee $6.84/hr.(S10,451.52/yr.) (Replacement for promotion)	01-14
Yolander Surveyor School Safety	01-07-91	School Safety Aide $7.45/hr.(S10,966.40/yr.) (New position)	01-07
Scott Voeks School Safety	01-07-91	School Safety Aide $7.45/hr.(S10,966.40/yr.) (New position)	01-07
Geraldine Watson Brown	01-21-91	Clerk Typist I $12,185.78/yr. (Replacement for resignation)	01-21

PROMOTIONS

Thomas Graczyk Garfield	01-16-91	Food Service Mgr. I $11,462.76/yr.	01-16
James Klasinski 8th	01-03-91	Food Service Mgr. I $11,462.76/yr.	01-03
Duane Lenyard Fac. & Main.	01-21-91	Bldg. Service Helper II $18,161.52/yr.	01-21
Daniel LeTendre Sherman	01-03-91	Food Service Mgr. III $14,031.07/yr.	10-31
Thompson Love Fac. & Main.	01-21-91	Boiler Attendant $22,267.18/yr.	01-21
Elizabeth McMurry Fritsche	01-14-91	Food Service Mgr. Trainee $6.91/hr.(S10,558.48/yr.)	01-14
Angela Miller Keefe	01-14-91	Food Service Mgr. Trainee $7.32/hr.(S11,184.96/yr.)	01-14
Victoria Mueller Gaenslen	10-29-90	Food Service Mgr. II $12,502.44/yr.	09-11
Arlene Roberts Brown	01-14-91	Food Service Mgr. Trainee $7.52/hr.(S11,490.56/yr.)	01-14
Kristian Seals 21st	01-03-91	Food Service Mgr. I $11,462.76/yr.	01-03
Mary Sherwood 95th	01-14-91	Food Service Mgr. Trainee $6.84/hr.(S10,451.52/yr.)	01-14

CHANGES IN STATUS

Name and Assignment	Date	Position and Salary	Increment Date
Margaret Bryant #	01-07-91	Clerk Typist I	01-07

Parkman Reg. Office	$14,697.54/yr.

Deanna Hermann ¢ Milw. Tech.	01-16-91	School Secretary I $19,531.15/yr.	08-25
Lori Mikula * 78th	01-21-91	School Secretary I $17,424.22/yr.	07-01
Tonette Nicholson # Wisconsin Ave.	01-04-91	Clerk Typist I $12,185.78/yr.	01-04
Irmgard Pond ¢ Downtown Reg. Office	01-14-91	School Secretary I $20,984.08/yr.	07-01
Teresa Thomas = McNair	01-30-91	Food Service Mgr. I $12,502.65/yr.	08-31

From substitute to regular appointment
¢ From a 10 month to a 12 month position
* From a 12 month to a 10 month position
= Voluntary demotion from Food Service Mgr. II

REINSTATEMENTS

Elizabeth Baren Whitman	01-07-91	School Secretary I $16,798.22/yr.	01-07

RETURNS FROM LEAVE

Melba Sparks Holmes	01-15-91	School Secretary I $15,023.50/yr.	07-16

Your Committee recommends approval of the joint recommendations and report of thc 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 November 15, 1990, and November 28, 1990, inclusive under suspension of Section 3.12(4) of the Board's rules:

(nr)	Christine A. Barczak Elementary	B	20,964	0	December, 1991
(nr)	Carol Miller Art	B	20,964	0	November, 1991

Effective between November 29, 1990, and December 11, 1990, inclusive under suspension of Section 3.12(4) of the Board's rules:

(r)	Paul R. Buckholt E.D.	B	20,964	0	January, 1992
(nr)	Marion I . Medley Counselor	B	25,680	5	December, 1991

Effective between December 12, 1990, and January 3, 1991, inclusive under suspension of Section 3.12(4) of the Board's rules:

(r)(a)	Jean D. Beckley Library	BB	22,445	1	January, 1992
(r)	Julie Berland EC:EEN	B	20,964	0	January, 1992
(r)	Steven T. Carr English	B	20,964	0	January, 1992
(nr)	April M. Ellertson Upper Elementary	B	20,964	0	January, 1992
(nr)	Kimberli A. Felske Orientation & Mobility	B	20,964	0	January, 1992
(r)	Trudy L. Ferguson Spanish	B	20,964	0	January, 1992
(r)	David C. Higley Elementary	B	20,964	0	January, 1992

Effective between December 12, 1990, and January 3, 1991, inclusive under suspension of Section 3.12(4) of the Board's rules:

(nr)(a)	Bonnie L. Larson M.R.	B	28,402	6.8	March, 1991
(r)(b)	Mary J. Lynch Speech Pathologist	BB	27, 57	5.5	June, 1991
(r)	Mary M. Newhauser Elementary	B	20,964	0	January, 1992
(r)	Lonnie S . Post Math	B	24,632	4	January, 1992
(r)	William C. Roper Upper Elementary	B	20,964	0	January, 1992
(r)	Deborah A. Smith E.D.	B	22,012	1	January, 1992

(r)	Felecia M. Thomas-Berkley E.D.	B	20,964	0	January, 1992
(r)	Karl R. Wullschleger Library	B	25,680	5	January, 1992

Effective between January 4, 1991, and January 16, 1991, inclusive:

(r)	Eloise N. Daniels L.D.	B	20,964	0	January, 1992
(r)	Maira Z. Ortiz Elementary	B	24,108	3	January, 1992
(nr)	Fernando R. Perez E.D.	B	25, 680	5	January, 1992
(r)	LaMont M. Walker E.D.	B	20,964	0	January, 1992

Effective between January 4, l991, and January 16, 1991, inclusive:

(r)	Gertrude E. Young Upper Elementary	B	20,964	0	February, 1992

Effective between January 17, 1991, and January 29, 1991, inclusiye:

(nr)	Jacalyn K. Bosanac M.R.	B	25,680	5	February, 1992
(r)	Brenda D . Briggs Science	B	20,964	0	February, 1992
(nr)	Michelle B. Fitzgerald Math/Computer Science	B	20,964	0	February, 1992
(r)	Luz C. Font Bilingual English	B	20,964	0	February, 1992
(nr)	Michelle B. Fores Elementary	B	20,964	0	February, 1992
(r)	Kerrie A. Hildebrand Grade 6	B	20,964	0	February, 1992
(r)	Heidi M. Jacobson Elementary	B	20,964	0	February, 1992
(nr)	Darnell Marshall Elementary	B	20,964	0	February, 1992
(r)	Thomas E. Matthews Elementary	B	20,964	0	February, 1992

(nr)	Christine A. Midthun EC:EEN	B	23,060	2	February, 1992
(r)	Larry MillerB History	20,964	0	February, 1992	

Effective between January 17, 1991, and January 29, 1991, inclusive:

(nr)	Laura L. Nemoir English	B	20,964	0	February, 1992
(nr)	Cynthia M. Newson M.R.	B	20,964	0	February, 1992
(nr)	Ibis M. Sanchez Bilingual Math/Science	B	20,964	0	February, 1992
(r)	Alisia M. Smith L.D.	B	20,964	0	February, 1992
(r)	Astrid J. Wagner Elementary	B	20,964	0	February, 1992
(nr)	Mary S. Wincapaw Business Ed/English	B	20,964	0	February, 1992
(nr)	Gail R. Wranovsky E.D.	B	20,964	0	February, 1992
(nr)	Lori J. Zastrow L.D.	B	20,964	0	February, 1992

Community Recreation Specialist—Schedule lA

Effective between November 29, 1990, and December 11, 1990, inclusive under suspension of Section 3.12(4) of the Board's rules:

(nr)	Susan A. Mueller	19,335	0	December, 1991

School Psychologist—Schedule 5

Effective between January 4, 1991, and January, 16, 1991, inclusive:

(r)	Nydia I. Flores	29,841	0	February, 1992

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

* * * * * *

(ITEM 3) Your Committee further recommends that the following individuals be, and they hereby are, appointed and/or promoted the classifications indicated, effective upon assignment following approval by the Board:

(r) Mary Kmiotek	Assistant Principal Muir Middle School	Schedule III, Range llD $38,758.00
(nr) Leon Ivory	Coordinator GE Scholars Program	Schedule III, Range 6A $43,000.00
(nr) Donna Robinson	Field Supervisor I Food Services	Schedule III, Range 5C $34,000.00
(r) Stevie Summers	Research Specialist Chapter 1	Schedule III, Range 9A $46,516.00

(r) Resident
(nr) Non-resident

* * * * * *

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

LEAVES OF ABSENCE		Beginning
Illness leave, to January, 1991:		
Mary Reynolds	Parkman	December 13, 1990
Frank Schultz, Sr.	Pulaski	January 3, 1991
Jeffrey Slawson	Zablocki	December 13, 1990
Illness leave, to June, 1991:		
Roy Hopgood, Jr.	School Safety	January 8, 1991
Margaret Mary Selz	Parkman Reg. Office	December 5, 1990
Charlene Zaleski	Audubon	September 14, 1990
Maternity leave, to June, 1991:		
Marilyn Austin	Townsend	January 28, 1991
Lynn O'Connor	Grant	March 7, 1991
Kathryn Seynhoven	Bell	January 28, 1991
Maternity leave, to January, 1992:		
Joan Casey	Hawthorne	February 4, 1991
Lesley Hays	Twenty-first	January 28, 1991

Personal leave, to June, 1991:

Milena Gulan	Muir	January 23, 1991
Marbey Kroll	Edison	January 29, 1991

Personal leave, to January, 1992:

Alicia Moses	Story	January 29,1991

Extension of leave for maternity, to June, 1991:

Mary Beth Weissert	On leave	January 28, 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

Melinda Bensman to	— was granted a personal unpaid leave from September, 1990 June, 1991. Curtailed as of January 28, 1991.

* * * * * *

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

RESIGNATIONS

Joseph M. Barrington	Custer	1-4-91
Joie L. Carter	On leave	12-10-90
Alice M. Ehlert	Forest Home Ave.	1-25-91
Donna Elliott	Muir	1-11-91
Gregory J. Falk	Muir	1-2-91
Diane Hester	Forest Home Reg	12-21-90
Martha C. John	On Leave	1-1-91
Mary B. Johnson	On Leave	12-1-90
Diane Keller	Sholes	12-21-90
Susanne Kelley	Gaenslen	12-22-90
Kim-Marie Luthringer Fremgen	On leave	1-28-91
June B. Mamon	Parkman	1-11-91
Karen A. Nettesheim	Forest Home Ave.	12-14-90
Judy R. Norman-Nunnery	On leave	11-27-90
Karen Y. Patrick	Muir	1-2-91
Denise Price	Webster	1-7-91
Karin B. Ramskugler	On leave	1-4-91

James E. Rice	Fritsche	6-22-91
Gina L. Ruminski	On leave	12-1-90
Jon L. Senzig	37th St.	12-18-90
Ronald E. Wright	Morse	1-25-91
Sandra A. Zahn	On leave	12-11-90

* * * * * *

(ITEM 7) The Superintendent advised your Committee that:

l. At its meeting on November 28, 1990 (Proc.,p. 375-376), the Board referred the following resolution, which was introduced by Director Pajewski, to the Personnel and Negotiations Committee:

Whereas, The City of Milwaukee will only flourish as the strength of its neighborhoods is maintained and encouraged; and

Whereas, Milwaukee Public Schools school selection processes have, in some instances, worked as a disincentive to neighborhood cohesiveness; and

Whereas, research has proven that student achievement improves with increased parental involvement; and

Whereas, The current school selection process has made it more difficult for many attendance area schools to establish a connection with parents of their students; and

Whereas, Schools should have the opportunity to provide activities, space and service to the neighborhood in which they are located; and

Whereas, The cost of student transportation utilizes funds which could be allocated to programmatic endeavors to improve the education of all children; now, therefore, be it

Resolved, That the Milwaukee School Board directs the School Selection Task Force to examine and develop plans to implement the following policies:

1. By the 1992-93 school year, all oversubscribed minority attendance area schools will be partnered with two or three white attendance area schools that are under subscribed. The task force should develop recommendations for those partnerships in concert with the Community Advisory Councils in each SDA to as to ensure neighborhood participation in the process.

2. By the 1992-93 school year, the task force shall develop a plan to provide for extensive after-school extracurricular opportunities for children at the school in their neighborhood, regardless of where those children attend school during the day.

3. By the 1992-93 school year, mid-day transportation for all attendance area half-day kindergarten classes will be eliminated. The task force will develop a plan to expand half-day kindergarten and ensure that it is equitably distributed through the city.

2. At its meeting on December 19, 1990 (Proc.p. 399-400), the Board requested that the administration seek an opinion from our attorneys on the resolution. The opinion was submitted to the Board at its January 30, 1991 meeting, at which time it was referred to the Personnel and Negotiations Committee. The opinion is attached.

Your Committee recommends that the Board seek a legal opinion from the City Attorney's Office regarding this matter.

* * * * * *

(ITEM 8) The Superintendent advised your Committee that:

1. At its meeting on November 28, 1990 (Proc.,p. 376), the Board referred the following resolution, which was introduced by Director Pajewski, to the Personnel and Negotiations Committee:

   Whereas, A 50-50 racial balance should be the most ideal and equitable distribution in any school; and
   Whereas, Current Milwaukee Public School student assignment policies have created a number of schools in white residential areas of the city whose minority enrollment is greater than 50 percent; therefore be it
   Resolved, That the Milwaukee School Board adjust its assignment policies for any attendance area school whose minority enrollment was greater than 50 percent in the previous school year to allow students of any race from other attendance areas surrounding these schools to attend these schools.

2. At its meeting on December 19, 1990 (Proc.p. 399), the Board requested that the administration seek an opinion from our attorneys on the resolution. The opinion was submitted to the Board at its January 30, 1991 meeting, at which time it was referred to the Personnel and Negotiations Committee. The opinion is attached.

Your Committee recommends that the Board seek a legal opinion from the City Attorney's office regarding this matter.

* * * * * *

(ITEM 9) The Superintendent advised your Committee that:

1. In August, 1990, a statewide task force on youth employment presented to the state superintendent of public instruction its findings and recommendations related to youth employment. The task force found that more than two-thirds of American juniors and seniors and about one-half of all sophomores hold jobs during the school year. They found that when teenagers work beyond 15 hours to 20 hours per week, teachers reported higher absenteeism, a decline in student grades and extracurricular participation, and students often slept in class.

2. During the 1989-1990 school year, the superintendent convened a panel to examine this issue. Subsequently, the following criteria were suggested for the issuance of a work permit:

   • The student should have a 70 percent attendance record for the previous report period. (Athletes that also work must meet the MPS attendance regulations for student athletes.)

   • If the student is not passing all of his/her classes, the vocational counselor should have a conference with the student's parents(s) if possible, to determine if there are extenuating circumstances to be considered in granting a work permit.

Your Committee recommends that the criteria above be modified to read "80 percent attendance record for the previous report period" and that the Board approve the criteria for issuance of a work permit as amended.

* * * * * *

(ITEM 10) Your Committee reports having received informational reports from the Superintendent and Secretary-Business Manager on the following matters; the reports have been made a part of the minutes of your Committee's meeting of February 11, 1991:

A. Report of Affirmative Action Personnel Transactions

B. Report on the Comprehensive Support Center

C. Report on the WIAA Realignment of Athletic Conferences

* * * * * *

Separate consideration having been requested of Items 2, 3, and 10c, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, 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 the same as that preceding:

Ayes—8; Noes—0.

Item 3 of the report, relating to the administrative appointments, having been set aside for separate consideration, Director Stacy moved to approve the appointments.

Director Bills moved to separate the Assistant Principal from the other three recommended appointments.

The assistant principal recommendation prevailed, the vote being as follows:

Ayes—Directors Bills, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—7.

Temporarily—Director Johnson—1.

Director Stacy moved to approve the three other appointments. The motion pevailed, the vote being as follows:

Ayes—Directors Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—6.

Noes—Director Bills—1.

Temporarily Absent—Director Johnson.

Item 10c of the report, relating to the WIAA Realignment of Athletic Conferences Report, having been set aside for separate consideration, Director O'Connell moved to accept the information report.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—8.

Noes—None.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

Director Mallory presented the following report of the Committee on Instruction and Community Relations:

February 27, 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. During the months of November, December and January 1990-1991, the Administrator of Summer School requested input from the Community Superintendents and met with representatives of the Departments of Curriculum and Instruction; Exceptional Education and Supportive Services; Planning, Budget, Research and Evaluation; Human Resource Management; and Transportation Services, in an effort to develop a cost efficient 1991 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 and is expected to generate revenues equal to the total expenses incurred for the operation of the summer program.

3. The summer program for 1991 will place an emphasis on accelerated learning by strengthening pupil skills. A strong enrichment curricula will continue to be offered. High school students who are within 1.5 units of graduation will be provided an opportunity to earn the credits needed to satisfy their graduation requirements. Grade 8 students who were retained will be given an opportunity to make up courses failed in winter school for promotion to the 9th grade based on summer school work.

4. The elementary basic skills program will have a strengthening/enrichment focus.

5. Students and parent(s)/guardian(s) will be provided with a number of alternatives when selecting a summer school. Students who reside in Service Delivery Area III will be given an opportunity to attend and be transported to schools in SDA one, four, and six, in accordance with prescribed feeder patterns. Students who attend city-wide summer schools, as well as those who reside in a location of the city which is not accessible to county transportation, will be provided with transportation. Exceptional education students will receive transportation at the same level they received it during the regular school year if they enroll in a summer school exceptional education program. All other students who opt to attend a summer school will be responsible for providing their own transportation.

6. The 1991 Summer School Program will have an enrollment period beginning Monday, May 6 through Friday, June 7. Students registering between June 10-14 will be accepted based on the availability of seats.

7. The Department of Curriculum and Instruction, and Exceptional Education and Supportive Services will have primary responsibility for staffing the summer program. The Department of Human Resources Management will support the Departments of Curriculum and Instruction and Exceptional Education and Supportive Services.

8. A brief review of summer programs follows:

THE ELEMENTARY PROGRAM WILL:

1. Be a strengthening/enrichment, non-promotional program.

2. Focus on strengthening pupil skills in the areas of reading/language arts, writing, mathematics and science.

3. Utilize materials that provide pupils with a hands-on activity-oriented learning experience.

4. Be organized on:

   a. A self-contained basis for kindergarten and grade one.

   b. A team basis, with assigned teachers specializing in one curricular area only, for grades two through six.

5. Follow specific organization guidelines, namely:

   a. Every effort will be made to ensure that no site has more than 400 pupils and that the pupil-teacher ratio does not exceed 25 to 1.

   b. Assigned teachers will be provided with one day of orientation/inservice prior to the start of the summer program in order to:

      -- Become familiar with subject/grade specific materials and strategies;

      -- Identify and implement procedural and instructional details with the building administrator.

6. Report to parents and the winter school in a narrative format that indicates pupils' interests and strengths based on observations and work samples. NO grades will be given. Decisions relating to promoting retained pupils who attended summer school will rest with the winter school in September, 1991.

7. Contain pilot programs as recommended by the Service Delivery Areas which generate no additional costs. The pilot programs will be developed with input and involvement from the SDA's and Central Office Staff. The staffing and supplies will be part of the regular summer school budget. The pilots will be at previously designated summer elementary school locations. Transportation will not be provided.

8. Incorporate a bilingual developmental program.

9. Provide programs for LEP students.

10. Include a total of six two-hour Reading and two-hour Math Centers which will be housed in single sites. Enrollment at each site will be limited to 100 pupils per two hour session in order to stay within budgetary limitations.

11. Continue to offer developmental/immersion foreign language, open education field experience, and other enrichment programs.

12. Maintain a wide range of programs for exceptional education students.

13. Continually monitor the summer school program by:

a. Surveying pupils regarding their opinions of the activities in which they were involved. Some children will be able to compare this year's program with last year's.

b. Having summer school teachers complete an attitude survey regarding inservice, curriculum and materials.

c. Surveying parents regarding their opinions of the activities in which their children were involved.

d. Having summer school teachers observe and report to parents and the winter school, pupils' progress in reading comprehension and fluency, oral and written language, problem solving and thinking skills and overall pupil interest and involvement.

e. Requesting feedback from Community Superintendents and their staff regarding the 1991 Summer Program.

14. Maintain the Superintendent's invitational RISE program at Washington High School for grades four and five; retain the grade six component of the Superintendent's invitational Junior Engineering Program at Parkman Middle school.

THE MIDDLE SCHOOL PROGRAM WILL:

1. Be a non-promotional program for grades six and seven. Grade eight students not successfully completing course requirements for promotion during winter school will be able to attend a promotional summer program.

2. Follow specific organizational guidelines, namely;

   a. Classes will consist of three eighty-minute time blocks during the scheduled four-hour strengthening program.

   b. Counseling will be provided to students experiencing unsatisfactory or less-than-desirable performance during the winter year. Reading must constitute one of the three eighty-minute time blocks if reading intervention is recommended for a student.

   c. Class size will be limited to 25 pupils.

   d. Assigned teachers will be provided with the usual one day of orientation prior to the start of the summer program in order to:
   -- Become familiar with subject/grade specific materials and strategies.

   -- Identify and implement procedural instructional details with the building administrator.

3. Offer a strengthening program in English language arts, mathematics, reading, science and social studies for students in grades 6, 7, and 8.

4. Maintain a wide range of programs for exceptional education students.

5. Offer enrichment courses to students interested in opportunities to learn in areas of special interest.

6. Implement the Superintendent's invitational Junior Scientist Program for grade six at Parkman Middle School.

7. Implement a science and math program at Kosciuszko Middle School to the extent possible within budget constraints.

8. Incorporate a bilingual developmental program.

9. Provide programs for LEP students.

THE HIGH SCHOOL PROGRAM WILL:

1. Offer make-up and credit-earning courses to all students failing courses during the winter year and to identified seniors with one or fewer credit deficiencies.

2. Offer strengthening courses to students.

3. Provide students with an opportunity to re-take or make-up competency tests.

4. Offer enrichment courses for credit or non-credit (as indicated in the course descriptions) to students interested in opportunities to learn in areas of special interest.

5. Provide students with opportunities to meet competencies in English language arts, mathematics, and/or reading.

6. Maintain opportunities for students to enroll in mathematics and reading SAT/ACT test preparation offerings designed to better prepare them for college/university admission.

7. Continue to offer assorted enrichment experiences in art, business/computer, dance, drama, family/consumer, foreign language, mathematics, music, physical education, trade and technology, reading, science and social studies.

8. Provide students, through the collaborative efforts with the University of Wisconsin-Milwaukee, an on-campus experience designed to introduce them to educational opportunities available at the post-secondary level.

9. Maintain a wide range of programs for exceptional education students.

10. Continue to offer the Counseling Study Center for students who have earned at least 19.5 units and could graduate at the end of the summer by successfully completing the program. Students will be programmed in four concentrated subjects in order to earn 1.5 units.

11. Offer multilingual studies for language minority students in the areas of mathematics and language arts.

Assigned teachers will be provided with one day of inservice prior to the start of the summer program in order to:

-- Become familiar with subject/grade specific materials and strategies.

-- Identify and implement procedural and instructional details with the building administrator.

THE EXCEPTIONAL EDUCATION AND SUPPORTIVE SERVICES PROGRAM WILL:

1. Offer summer school programming for handicapped students to prevent regression of IEP progress made during the regular school year. Programs include: Deaf and Hard of Hearing; Cross Categorical Early Childhood Programs; Emotionally Disturbed; Programs for Autistic Children; Learning Disabilities; Mildly Retarded; Moderate, Severely or Profoundly Retarded; Physically Handicapped; Speech or Language Disabilities; the Visually Handicapped, and Vocational Programs for all categories.

2. Be provided to students enrolled in exceptional education classes in the Milwaukee Public Schools during the school year. Handicapped students who are residents of the City of Milwaukee will be given priority for summer programming before non-resident handicapped students.

In order to meet the increasing demands for exceptional education instruction, the following programs are requesting increased staffing:

Early Childhood-EEN Program—one additional teacher	$ 5,964
Speech and Language Program—one additional teacher	7,059
Career Education and Vocational Center -one additional teacher	7,132
Physically Handicapped Program—two additional teachers, two additional paraprofessional aides, two handicapped children's assistants	23,157
Program for the Mentally Retarded—two paraprofessionals, two handicapped children's assistants	9,342

The total increased cost needed for these expansions is $52,654. Of this total, $13,068 would need to be transferred from the contingency fund, and $39,586 would need to be added to the summer school budget for the 1991-1992 school year.

THE ALTERNATIVE SPECIAL PROGRAM WILL:

1. Continue to provide "at-risk" students with an array of alternative educational programs both within the existing alternative structure, as well as in cooperation with city and county governmental agencies. This effort will include developing education opportunities within community organization.

2. Programs being considered are Computerized Education Programs and Work Experience Programs incorporated within public and private agencies and the Private Industry Council.

THE MUSIC/ENRICHMENT CENTERS WILL:

Offer a variety of experiences for students from grades kindergarten through 12 at three sites. Students have the opportunity to take daily lessons on band and orchestra instruments plus piano, guitar, harp and voice. Students also may perform in ensemble settings to enhance their experiences. Courses are also offered in *Jazz Ensemble Playing, Jazz Improvisation, Music Theory, American Musical Theatre, Theatre Arts, Solo Preparation, Marching Band* and *Conducting.* Younger students may participate in a Learning *Basic Skills Through Music* class designed to improve reading and math skills. All students have opportunities to perform publicly throughout the summer in regularly scheduled concerts. Enrichment courses are also offered in the visual arts. In addition, courses are offered in *Personal Typing, Speed Reading, Introduction to Great Books, Algebra Readiness* and *Beyond Arithmetic Mastery.*

THE ENGLISH AS A SECOND LANGUAGE PROGRAM WILL:

Provide sheltered English materials, i.e., content materials especially adapted to facilitate both content and language acquisition by non- and limited English speakers. Classes will have a maximum of 15 students. Instruction for students new to an educational setting will also be offered.

Additional funding is requested in order to serve the increased numbers of ESL students. **The total cost for increased staff and materials is $46,501**. **Of this total, $14,741 would need to be transferred from the contingency fund, and $31,760 would need to be added to the summer school budget for 1991-1992.**

BILINGUAL PROGRAM WILL:

Offer a K-6 program for LEP students, those students who recently made the transition into English reading, and all developmental bilingual students including those enrolled in the Bilingual Developmental Center at Morgandale and the Two-Way Bilingual Program at Fratney School.

Students will have the opportunity to strengthen their skills to achieve the basic objectives in reading, mathematics, and language arts. Students will also benefit from the bicultural enrichment activities intended to help them enhance their self-concepts.

The bilingual program will offer a Bilingual Academic Center to provide eligible middle and high school students with instruction aimed at increasing the student's level of English proficiency, home language proficiency, and understanding of the subjects required for graduation, including English, social studies, mathematics, reading, and science. The Fundamental Skills Center and the Multilingual Intensive Studies are also part of the program.

Additional funding is requested in order to serve the increased numbers of bilingual students. **The total cost for increased staff and materials is $77,960**. **Of this total, $26,899 would need to be transferred from the contingency fund, and $51,061 would need to be added to the summer school budget for 1991-1992.**

THE DEPARTMENT OF COMMUNITY RECREATION AND EDUCATIONAL SERVICES

Provide supervised afternoon activities for elementary age students in grades K-4 at approximately 35 full morning strengthening/enrichment sites, 11:45 AM to 5:00 PM. Summer school students, neighborhood and parochial students are eligible. Children at an estimated 20 sites will be provided a free bag lunch. All students requesting summer school registration are to be provided the summer recreation registration form as well. A 16 page Summer Recreation Guide will be mailed to the homes of all city residents in early May outlining neighborhood and city-wide recreation activities.

NEW PROGRAM OPTIONS

The SDA's and various departments, as they did last year, submitted a number of suggestions for additions or expansions for the 1991 summer school. Their suggestions are attached. The costs indicated are above and beyond the costs needed to run summer school 1991 as described above. Should the Board choose to implement all or a portion of the new program requests, appropriate funds will have to be allocated to both the 1990-1991 and 1991-1992 budgets.

POSSIBILITY OF PROGRAM REDUCTIONS FOR SUMMER SCHOOL 1991

Even with additional funding for the requested expansions of the exceptional education, ESL, and bilingual programs, it may not be possible to offer the summer school program that we offered last year within the limits of the 1991-1992 budget. It may be necessary to reduce or eliminate portions of the regular summer school program described above. Some options are:

1. Limiting enrollment in one or more major programs, thereby reducing staff in those programs.

2. Eliminating an entire program such as the Two-Hour Reading/Two-Hour Mathematics Program, enrichment programs, alternative programs, etc..

3. Limiting the number of courses offered at the high school level.

4. All or a combination of the above.

Your Committee recommends:

1. That the 1991 summer school plans as described above be approved.

2. That approval be given to expand the bilingual and ESL summer school programs in order to meet the increased numbers of students.

3. That approval be given to expand the exceptional education program to meet the increased numbers of students.

4. That the administration look at possible reductions in the Summer School program to offset the cost of recommendations 2 and 3 above.

* * * * * *

(ITEM 2) The Superintendent advised your Committee that:

The Board referred a communication from the Milwaukee City Council of PTA/PTSAs to the Instruction and Community Relations Committee. The communication requests that MPS purchase the Homework Hotline, so that its services would be available to all schools.

Your Committee reports having given hearing to the Milwaukee City Council of PTA/PTSAs and other interested parties and recommends that the administration investigate and report back to the Committee with options for providing this service to our students.

* * * * * *

(ITEM 3)The Superintendent advised your Committee that:

1. At its meeting on January 30, 1991, (Proc.p. 478-479), the Board referred the following resolution, which was introduced by Director Johnson, to the Instruction and Community Relations Committee:

   WHEREAS, The Milwaukee area has seen a recent increase in job opportunities in the construction area, such as jobs for electricians, plumbers, and other skilled trade areas; and
   WHEREAS, Steeltech, Inc. is building a new plant in the area of North Avenue and 27th Street, which will provide employment for welders; and
   WHEREAS, The Milwaukee Board of School Directors is continually attempting to meet the needs of its students; and
   WHEREAS, Milwaukee Public Schools is reorganizing its vocational education program into four strands: Communications, Construction (skilled trades), Manufacturing, and Transportation, in order to prepare students for careers of the future and for careers related to Milwaukee's economic development; therefore, be it
   RESOLVED, That the Milwaukee Public Schools develop a plan to strengthen the vocational education program.

2. At this time, there are a number of initiatives in the district related to strengthening our vocational education, and our technical education programs. Programs that are operating in conjunction with MATC are being reviewed. The issue of the future of Milwaukee Technical High School has been presented to the Board. The Education for Employment Task Force continues to work at correlating education for "the world of work" with the K-12 curriculum and instruction reforms.

3. These initiatives are occurring in the context of new federal legislation, the *Carl Perkins Vocational and Applied Technology education Act Amendments of 1991*, which is intended by Congress to rebuild and reorient vocational education.

Your Committee reports having given hearing to interested parties.

* * * * * *

(ITEM 4) The Superintendent advised your Committee that:

1. At the Instruction and Community Relations Committee meeting on December 12, 1990, information was presented to the Board regarding the new schools that will be open to student enrollment at the start of the 1991-1992 school year.

2. At that time, information on the program for the Schlitz site was not available.

3. Following meetings with the community superintendent and key staff members in SDA 4, it is recommended that the major program would be a middle school concept (4th through 8th grade) for 780 students, and the second program would be a language assessment center for 120 students of the same grade levels. The program description is attached.

4. Staff, parents and community will be involved in developing programmatic details of this new school.

Your Committee recommends that this item be forwarded to the Board without a recommendation pending a legal opinion relative to the options with regards to the Schlitz facility; and pending the involvement of the Palmer parents relative to the impact of the recommendation.

* * * * * *

(ITEM 5) The Superintendent advised your Committee that:

1. At the Board meeting on January 30, 1991, the recommendation of the administration to identify a multilingual/multicultural focus for Site 312 (Pluto #l) was discussed by the Board members and sent back to Committee.

2. It was suggested that a Montessori program be considered for the site, instead of a regular elementary school with a multilingual/multicultural focus, because of the popularity of the current two Montessori sites.

3 The following concerns are raised regarding changing the focus from multilingual/multicultural to Montessori:

- Children can enter a Montessori school only at the kindergarten level. Opening a new site as a Montessori school would accommodate only 100 students, leaving two-thirds of the seats vacant to allow for program growth. The demographic data indicate that over 4,000 school age children live within the one-mile walk zone of this site.

- A Montessori site would open with ages three, four, and five only. The current Elm, which is located nearby, is being redesigned as an early childhood center for the same age groups.

- The school system has an urgent need for more seats for bilingual students, with accompanying ESL services.

4. The concept of a multilingual/multicultural focus was discussed with the Community Advisory Committee (CAC) of Service Delivery Area III prior to submission of the recommendation to the Instruction and Community Relations Committee on January 16, 1991, and received support from

the CAC members. The CAC members noted that SDA III does not have an elementary school with a multilingual focus, that the notion of coupling languages with culture cannot be separated, and that this program appears to be in the best interest of the children in SDA III.

Your Committee recommends that the Board approve the *multilingual/multicultural* focus of Site 312 and further recommends that the administration look into before and after school programs at both the new Pluto and Elm sites.

* * * * * *

(ITEM 6) Your Committee reports having received informational reports from the Superintendent on the following matters; these reports have been made a part of the minutes of your Committee's meeting of February 13, 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 Update On The New Student Assignment Process

C. Update On New School Sites

D. Informational Report On The K-12 Curriculum And Instruction Process

E. Report On Involvement Of the Community In Multicultural Education

F. Informational Report Regarding The Fourth Edition Of The Fourth Edition Of The Exceptional Education And Supportive Services Referral, Diagnosis And Programming Handbook

G. Informational Report On The Milwaukee Public Schools 1989-1990 ACT And SAT Scores

H. Informational Report Regarding Arts In Community Education

I. Informational Report Regarding Milwaukee Meets Mozart Festival

J. Informational Progress Report Regarding The Activities Of The Task Force On The Arts In The High Schools

K. Informational Item Regarding District Plan For Adolescent Pregnancy Prevention And Intervention For School Age Parents

L. Report On Student And Parent Recognition Activities

M. Report On The Hang Tough Milwaukee Initiative

* * * * * *

Separate consideration having been considered for Items 2, 3, and 4, the remainder of the report was adopted, the vote being the same as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—8.

Noes—None.

Item 2 of the report, relating to the Homework Hotline, having been set aside for separate consideration, Director Bills moved to adopt the report.

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

Ayes—8; Noes—0.

Item 3 of the report, relating to the vocational education programs, having been set aside for separate consideration, Director Bills moved to adopt the report.

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

Ayes—8; Noes—0.

Item 3 of the report, relating to new schools for student enrollment for 1991 and the Superintendent's communication, having been set aside for separate consideration, Director Mallory moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—7.

Present—Director Bills—1.

COMMITTEE ON FINANCE AND FACILITIES

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

February 27, 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:

EXISTING CONDITIONS SURVEY TRAINING

CONSTRUCTION CONTROL CORPORATION sole bidder $29,348.00

* * * * * *

(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 specification on file:

SYCAMORE PRESS, LTD; Printing of Stationery and Envelopes (various). $42,913.50
net 30 days
FEBCO, INC.; 6 each Bun Roller/Dividers (various kitchens) $42,222.00
less 1/2 % 10 days

* * * * * *

(ITEM 3) Your Committee also recommends a sole source purchase from:

EQUITY FUNDS; Writing to Read Expansion—Clarke & Longfellow Schools $38,200.00

* * * * * *

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

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Alcott	Alcott PTO	$36	VCR Rewinders
Allen-Field	Wisconsin Bell	1,500	Apple lle Computer System
	Wisconsin Bell	600	School Groups
	Wisconsin Bell	450	Student Incentives
	Wisconsin Bell	200	USA Today Subscription
	Wisconsin Bell	150	Candy Canes for Students
Burbank	Burbank PTO	81	Winter Camping Trip
Burdick	Bridgeman Foods 11	20	Yellow Ribbon
Curr. & Instruction	Young Amer Bowling Alliance	6,000	Bowling Simulation kits
Doerfler	Doerfler PTO	499	Compton Encyclopedia
Dover	P.T.A.	559	Art Appreciation
Eighth Street	Richard Voight	3,000	Martial Arts Scholarships
	Falk/Sunstrand Corporation	50	Easel
Fulton	Wisconsin Bell	1,115	Answering Machine; Computer Software; Field Trips
	Wisconsin Bell	2,500	Science Fair Materials; Awards; Software
	Wisconsin Bell	850	Reading Program and Building Beautification
Garfield	Mr. & Mrs. Lusk	153	Clothing/toys for Needy Families
Grantosa	Parents 100	Early Childhood Class	
Granville	Student Council	468	VCR (2)
	Student Council	460	Television/cart
Green Bay Avenue	Mt. Hermon Baptist Church	300	School Use
Happy Hill	Target Stores	250	School Use
	Milwaukee Jewish Federation	500	School Use
Holmes	Holmes Bd. of Directors	75	Carpet
Irving	Irving PTC	500	Portable Phone; Field Trips
Lowell	McDonald's	100	RIF Books
MacDowell	MacDowell PTA	950	Books for RIF
MPS	Martin Luther Church	81	Winter Camping Trip
MPS Middle School	Milwaukee Bucks	5,526	Tickets—Awards for Attendance

Students

North Division	WiscElectric System Foundation	2,000	Science Equipment
	Gertrude H. Jacobs	260	Computer Equipment
Parkman	School Fund	151	Microwave
Roosevelt	Roosevelt PTO	4,800	Computer Equipment
SDA IV	Miller Brewing Company	250	Book of Winners Celebration
Sholes	Time Insurance Foundation	885	Homework Hot Line
Siefert	Variety Club	300	Drug Abuse Program
Story	Wisconsin Bell	3,360	Field Trips
U.S. Grant	Booster Club	1,120	Reading Incentive Program
	Warehse Ser Credit Bur of Milw.	1,500	Used Desks/Work Panels
Washington	Artist	700	Frames/Art Supplies
Webster	School Fund	330	Compact Stereo
Wright	Wilbur Wright M.S.	5,000	Equipment for Multi-language Support Center
Zablocki	Zablocki PTO	350	Student Awards
	Zablocki PTO	1,050	Teaching Aids

EXTENSION FUND

Recreation	Milw. Players Partners	3.735	Milwaukee Players

TOTAL $ 52 854

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

* * * * * *

(ITEM 5) The Secretary-Business Manager advised your Committee that:

1. At its meeting of January 30, 1991 (Proc. p. 435), the Board received two requests from the Department of City Development on behalf of the Department of Public Works.

2. The requests involve two locations of property owned by the Milwaukee School Board. One site is located between North 26th and West Brown Streets, the second site is located at North 21st and West Lloyd Streets.

3. The Lloyd Street site involves permission to construct and maintain a water main. The Brown Street site involves maintaining sewer and water facilities.

4. All costs related to the installation and maintenance of the water facilities will be borne by the Department of Public Works.

Your Committee recommends that the requested grants of permission be authorized for the City of Milwaukee, Department of Public Works as they pertain to the construction, installation, and maintenance of water facilities at the above mentioned sites.

* * * * * *

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

1. On February 6, 1991, the Office of Secretary-Business Manager received a request of permission for an easement from the Wisconsin Electric Power Company relative to the new Elm Creative Arts School site.

2. Progress on the construction work at the site has reached the point where it is now ready to have the permanent power lines installed.

3. The construction design has been received by the Department of Facilities and Maintenance Services and is acceptable to them.

4. The construction, installation and maintenance costs will be borne by the Wisconsin Electric Power Company.

Your Committee recommends that a Grant of Permission for an easement be approved for the Wisconsin Electric Power Company to construct, install, and maintain new electric service lines on the new Elm Creative Arts School site.

* * * * * *

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

1. On January 30, 1991 (Proc. p. 478), the Board received a communication from Mr. David Marshall, Pastor of Milwaukee Community Church. The purpose of the communication focused on a request of permission to rent the facilities at Custer High School. This rental would involve several classrooms for religious worship.

2. Based on approval by the Board, a permit will be issued authorizing the usage of Custer High School for a period one year. Extension of the permit may be granted after review of the first year usage.

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

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.

Your Committee reports having give hearing to a representative of Milwaukee Community Church and recommends that the Rules be suspended to allow a building use permit to be issued, with the understanding that the organization pay all expenses incurred by the Board in opening the school for this event.

* * * * * *

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

1. On January 30, 1991 (Proc. p. 478), the Board received a communication from Mr. West Hawkins, Pastor and Founder of Bright Light Missionary Baptist Church.

2. Pastor Hawkins is requesting permission to use a facility near the area of the city where they intend to buy property and settle down.

3. Inasmuch as this specific group is small in size and is looking for a facility with the least costs involved, it has been agreed that an elementary school should be considered. The elementary school closest in proximity to their requested location is the Hi-Mount Boulevard School.

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

5. 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.

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

* * * * *

(ITEM 9) The Superintendent advised your Committee that:

1. Three cameras in the Marshall broadcast studio have been declared beyond advisable repair and are in need of replacement. If funds were to be included in Marshall's 1991-92 budget, as would be the usual case in a situation like this, the cameras would not be available until the middle of the next school year. Correspondence from Mr. Reichert, the principal at Marshall is attached, describing the situation is greater detail.

2. In order to have the cameras available in September, and possibly in time for the summer session, the administration is recommending that they be purchased now from the contingent fund.

Your Committee recommends that $29,500 be transferred from the contingent fund to the replacement equipment account.

* * * * *

(ITEM 10) Your Committee reports having considered the Superintendent’s recommendations for the 1990 summer school. This matter is also included in this evening’s agenda as Item 1 of the Report of the Committee on Instruction and Community Relations.

The Superintendent recommended:

1. That $54,708 be transferred from the contingency fund to the appropriate 1990-1991 summer school accounts, and that $122,407 be added to the 1991-1992 summer school budget for the expansion of the bilingual, ESL, and exceptional education programs.

2. That the Board determine which, if any, of the new programs described in the attachment should be funded for the 1991 summer school program, and authorize the transfer of the necessary funds from the contingency fund for the 1990-1991 summer school budget and the additions to the 1991-1992 summer school budget to support the new programs

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

* * * * * *

(ITEM 11) The Superintendent advised your Committee that:

SDA I originally had funds included in its 1990-91 budget for the employment of a coop student. Since SDA I no longer employs a coop student, it is being requested that S2111 be reallocated for the purchase of additional equipment.

Recommendation:

That $2111 be reallocated from the coop student account to the additional equipment account in SDA I.

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

* * * * * *

(ITEM 12) The Superintendent advised your Committee that:

SDA II has need for additional prepared materials for staff development activities. A transfer is being requested from the account used to pay staff for staff development activities, since not all the funds will be needed.

Your Committee recommends that $2500 be transferred from the SDA II part-time certificated staff development account to the office supply account.

* * * * * *

(ITEM 13) The Superintendent advised your Committee that:

SDA IV needs of erect a "modesty wall" in the Riverside University High School Gym. In addition, there is need to provide additional paraprofessional assistance to South Division and Riverside on a temporary basis until the end of this school year.

Since the position of assistant to the community superintendent is currently vacant, funds are available in this account to provide for these needs.

Your Committee recommends that $8000 be transferred from the SDA IV salaries account to Riverside University High School and $12000 to the salaries accounts for aides.

* * * * * *

(ITEM 14) The Superintendent advised your Committee that:

1. During the budget process for the 1990-1991 school year, the sum of $45,000 was allocated by the Board for the development of an academic skills support program at the high schools.

2. At this time, the schools have implemented academic skills support programs within their buildings, which will continue to operate for the duration of the school year. Academic skills support personnel meet on a monthly basis. At several meetings, representatives of the Sports Psychiatry Institute made presentations on "Alliance Groups, and the academic skills support staff members were very impressed with how Alliance Groups can strengthen the Academic Support Center program.

3. Each Alliance Group is composed of students, parents, teachers, and coaches. The purpose of the Alliance Groups is to help all participants in the group develop skills that enable them to cope with competition in all phases of life, thereby enhancing critical thinking skills and improving the educational performance of students. The members of the Alliance Group act as leaders within their respective communities to offer solutions and direction to educational personnel with respect to athletics and other programs. Funds are required to develop two "Alliance Groups" with the assistance of the Sports Psychiatry Institute.

4. Each group will meet twice a month beginning in March and continue through June. In addition, personnel from the Sports Psychiatry Institute will train academic skills support coordinators in the high schools to implement "Alliance Groups" in each school.

5. Initially, two groups will be formed. The north side group will be open to all high school and community personnel north of, and including, North Avenue. The south side group will be open to all high school and community personnel south of North Avenue. Academic skills support coordinators will recruit students, parents, teachers and coaches initially, and flyers will be posted in the high schools inviting participation.

Your Committee recommends that $10,000 be reallocated within the budget of Interscholastic Athletics from the part-time certificated fund to the consultant fund to allow development of this program.

* * * * * *

(ITEM 15) The Superintendent advised your Committee that:

1. $50,000 was allocated in the 1990-91 budget under "Building Rental" for long term rental of space for offices and presentation rooms for meetings, workshops, seminars and other training programs sponsored by the Leadership Academy.

2. The Leadership Academy Planning Board is in the process of developing specifications and looking for a building to rent beginning in the late spring or early summer of '91.

3. Funds are needed under "Other Expenses" for short term rental of presentation rooms for workshops, presentations and meetings until a long-term site can be located and prepared. Transferring funds from the "Building Rental" to the "Other Expenses" category is required to make short term rental possible.

4. Before it is usable, the new site will require a large number of items under "Additional Equipment" such as furniture, and storage shelves, computer equipment, audio-visual equipment, etc.

5. Only $8,000 was allocated for "Supplies."

6. The academy will develop and maintain a media library of videos, books and periodicals for use in the academy centers and for loan to MPS administrators and supervisors. The academy will affiliate with national professional organizations and networks such as the National Network of Principals' Centers. All of these must be purchased under "Supplies."

Recommendation:

That funds within the budget of Staff Development allocated for the Leadership Academy be reallocated to the appropriate accounts.

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

* * * * * *

(ITEM 16) The Superintendent advised your Committee that:

1. The Department of Student Services has been assigned the task of processing school selection applications for all students new to the district. The projected number of applications is over 7,000. The 7,000 applications must be processed during the school selection period. Due to the volume of applications, it will be necessary to employ additional clerical staff for the Department of Student Services.

2. The Department is requesting that $20,000 be transferred from the Microfilming Account (#1-10-4-787-579-312-217000) to the Part-Time Clerical Account (#1-10-4-787-579-143-217000) to cover the cost of additional clerical help.

Your Committee recommends that S20,000 be transferred from the Microfilming Account to the Part-Time Clerical Account for processing school selection applications.

* * * * * *

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

1. The Department of Labor Relations will need some furniture and equipment that might not be available from the Department of Human Resource Management.

2. One item needed is a reliable copier to handle the copying needs and requests for contracts, arbitration awards, grievances, and other correspondence.

3. The 1990-91 budget contains appropriations that could be reallocated for the purchase of the much needed copier. The purchase of the copier in 1990-91 will mean that the copier will not be included in the 1991-92 budget requests.

Your Committee recommends that the Board approve the transfer of $8,000 from the negotiating expense account to the additional equipment account to purchase a copier for the Department of Labor Relations and the 1991-1991 Department of Labor Relations' budget not include funds for a copier.

* * * * * *

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

1. Since 1987, the Department of Transportation Services is responsible for all bus scheduling functions. Micro-computer based hardware and software are used to accomplish this task. The Department must complete this task in six weeks.

2. The software application requires specific hardware components. Repair and/or replacement of hardware could take computers used experienced breakdowns. These computers were purchased in 1987.

3. The purchase of additional equipment would provide insurance in case equipment failure occurs during the scheduling period.

Your Committee recommends that a sum of $8,000 be transferred from the Overtime Account to the Additional Equipment Account.

* * * * * *

(ITEM l9) The Secretary-Business Manager advised your Committee that:

1. The Milwaukee Public Schools Board of School Directors has expressed its desire to expand utilization of Minority. Women, and Disadvantaged Business Enterprises into non-traditional areas. To that end, efforts have been underway since mid-1990 to identify professional services throughout MPS and to match them with qualified M/W/DBE's in the Milwaukee area.

2. One of the areas we have investigated has been insurance. Chris Schroeder Insurance, Inc. has provided service to Milwaukee Public Schools since 19 in the areas of general liability, boiler and machinery, auto, errors and omissions, crime, student professional liability and foreign travel.

3. The Chris Schroeder Agency has provided quality, economical service, and has made every effort to meet all requests that MPS has made.

4. The contract between Chris Schroeder and Milwaukee Public Schools has been renewed annually since 1984.

5. On September 12, 1990, Milwaukee Public School representatives met with representatives of the Chris Schroeder Agency regarding Milwaukee Public Schools' desire to utilize available Minority/Women and/or Disadvantaged Businesses within the Milwaukee area.

6. The Chris Schroeder Agency agreed to seek out qualified businesses and to provide periodic progress reports to the Minority Business Coordinator with a target date of January, 1991, for submission of results.

7. Upon conducting several interviews of possible firms, Chris Schroeder entered into contract negotiations with G.B.G. Inc. in November of 1990.

8. On January 30, 1991, the Chris Schroeder Agency and G.B.G. Inc. entered into a three year contract detailing a co-brokerage relationship. which includes servicing Milwaukee Public Schools.

9. Details of the contract are attached, but highlights include:

    a. A 85% (Chris Schroeder)/15% (G.B.G., Inc.) co-brokerage relationship on the Milwaukee Public Schools Account from July 1, 1991. through June 30, 1994.

    b. A 65% (Chris Schroeder)/35% (G.B.G., Inc.) agreement on any additional MPS contracts during the three year period.

10. It is the desire of Milwaukee Public Schools to encourage the growth and continuance of this relationship by entering into a three year contract with both agencies.

11. It is recommended that in light of the excellent effort the Chris Schroeder Agency has taken to utilize M/W/DBE's and the fact that they have exhibited their intent by entering into a contract with G.B.G., Inc., Milwaukee Public Schools enter into a three year contract for the services mentioned in Fact 2 beginning July 1, 1991, through June 30, 1994.

12. It shall be understood that should either party in the co-brokerage relationship withdraw from the contract entered into on January 30. 1991, prior to June 30, 1994, that Milwaukee Public Schools will not be bound to continue the service arrangement and may go out to open bid prior to June 30, 1994.

13. Outside of the building contracts and most recently the travel contracts. This co-brokerage arrangement would represent the highest percentage of M/W/DBE utilization in any one area of professional services or procurement within MPS.

Your Committee recommends that authorization be given to enter into a three year contract (July, 1991, through June, 1991) between the Chris Schroeder Agency and G.B.G. Inc. (co-brokers) and Milwaukee Public Schools for insurance services.

* * * * * *

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

1. Recent State legislation requiring major upgrades on our incinerators has created significant additional costs (S millions) in operating and maintaining them and will force the district to stop the burning of most waste.

2. Currently the majority of waste from 140 sites is being incinerated. The Milwaukee Public Schools has incinerated its waste in individual schools for the last 40 years. It is estimated that 60% of the solid waste that is presently being incinerated can be recycled.

3. In order to institute a comprehensive recycling program, the logistical collection and disposal of solid waste at 152 schools, offices, and maintenance buildings must be evaluated. In addition, the educating and training of a multitude of school administrators and students must be conducted.

4. It is estimated that it will cost $l90,000 to initiate a district-wide recycling program. The State of Wisconsin, Department of Natural Resources, currently has matching grant money available to conduct a waste reduction and recycling program. Matching funds would be requested within the 1991-92 budget requests for the Department of Facilities and Maintenance Services.

Your Committee recommends:

1. That authorization be given for the district to pursue the initiation and implementation of a system-wide recycling program to be administered by the Department of Facilities and Maintenance Services.

2. That authorization be given to make application to the Wisconsin Department of Natural Resources for matching grant monies to initiate a waste reduction and recycling program consistent with s. 159.25, Wisconsin Statutes, and Chapter NR 548, Wisconsin Administrative Code (see attachment).

* * * * * *

(ITEM 21) Your Committee reports having received informational reports from the Superintendent and the Secretary-Business Manger on the following matters; these reports have been made a part of the minutes of your Committee's meeting of
February 14, 1991:

A. Report Relative to the Acquisition of St. Albert's School

B. Monthly Report of Facilities and Progress Report on the Capitol Improvement Program

C. Statement of Operating Revenues

The Secretary-Business Manager submitted the following Revenues as of January 31, 1991, showing the following totals for the School Operations, Categorically Aided, Food Services, Construction and Extension Funds:

	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	$ 318,516,801	$ 205,193,842	60.8%
Categorically Aided	29,682,019	18,864,473	48,546,492	13,383,359	35,163,133	27.6%
Food Services	20,019,325	372,117	20,391,442	9,342,974	11,048,468	45.8%
Construction	7,389,000	21,478,030	28,867,030	20,083,752	8,783,278	69.6%
Extension	6,254,018	94,115	6,348,133	4,923,940	1,424,193	77.6%

D. Statement of Expenses

The Secretary-Business Manager submitted the following Statement of Expenses as of January 31, 1991, showing the following totals for the School Operations, Categorically Aided, Food Services, Construction and Extension Funds:

	Adopted Budget	Approved Transfers (l)	Revised Budget	Year-to-Date Expenditures (2)	Unexpended Balance	Percent Expended
School Operations	$ 516,524,977	$ 7,185,666	$ 523,710,643	$ 251,824,201	$ 271,886,442	48.1%
Categorically Aided	29,682,019	18,864,435	48,546,454	19,538,692	29,007,762	40.2%
Food Services	20,010,674	380,768	20,391,442	10,587,849	9,803,593	51.9%
Construction	7,389,000	21,478,029	28,867,029	25,921,328	2,945,701	89.8%
Extension	6,254,018	94,115	6,348,133	3,127,870	3,220,263	49.3%

(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 January 31,1991, and payrolls through January 18, 1991.

E. Expenditure Control Report

F. Report on the Comprehensive Annual Financial Report

G. Second Quarter Report on the Minority/Women's/Disadvantaged Business Enterprise Program

* * * * * *

Separate consideration having been requested for Items 7, 8, 9, 10, 11, 15, and 19 the remainder of the report was adopted, the votes being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—8.

Noes—None.

Items 7 and 8 of the report relating to building permit for religious worship services, having been set aside for separate consideration, Director O'Connell moved for suspension of Board Rules and approval.

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

Ayes—8: Noes—0.

Item 9 of the report, relating to a Contingent Fund Transfer, having been set aside for separate consideration, Director Mallory moved to adopt the report.

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

Ayes—8: Noes—0.

Item 10 of the report, relating to the 1991 Summer School Program and a communication from the Superintendent, having been set aside for separate consideration, Director Stacy moved to adopt the report and the communication from the Superintendent.

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

Ayes—8: Noes—0.

Item 11 of the report, relating to reallocation of co-op student funds, having been set aside for separate consideration, Director Pajewski moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—7.

Noes—Director Bills—1.

Item 15 of the report, relating to reallocation of funds within the budget of Staff Development, having been set aside for separate consideration, Director Stacy moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—6.

Noes—Director Bills—1.

Voting “present”—Director Johnson—1.

Item 19 of the report, relating to entering an agreement for joint ventureship of insurance services, having been set aside for separate consideration, Director Bills moved to adoptthe report.

Director Johnson moved to refer the report back to Committee.

The motion failed, the vote being as follows:

Ayes—Directors Johnson, O'Connell, Stacy—3.

Noes—Directors Bills, O'Neil, Pajewski, President Mitchell—4.

Present—Director Mallory—1.

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

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—8.

Noes—None.

SPECIAL COMMITTEES

Secretary-Business Manager presented five reports of expulsion orders of the Independent hearing Panel of the Milwaukee Board of School Directors.

Director Mallory moved to accept all the recommendations of the Hearing Panel.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—8.

Noes—None.

COMMUNICATIONS AND PETITIONS

The Secretary-Business Manager presented the following communication:

Communication from the Wisconsin Electric Power Company requesting a grant of permission for an easement for the installation of primary power for the new Elm Creative Arts School.

Referred to Committee on Finance and Facilities.

RESOLUTIONS

By Director Johnson

WHEREAS, The Milwaukee Public Schools has a large number of students who are identified as emotionally disturbed or learning disabled; and

WHEREAS, The number of youngsters so identified increases each school year; and

WHEREAS, On average 10 percent of the population of each Milwaukee school is now identified as in need of exceptional education services and programming; and

WHEREAS, A disproportionate number of male minority students are represented in these exceptional education classes; therefore be it

RESOLVED, That there be no further expansion of ED or LD classes in the Milwaukee Public Schools; and be it

FURTHER RESOLVED, That the number of students in existing exceptional education classes shall not be disproportionate in racial or gender balance; and be it

FURTHER RESOLVED, That the Milwaukee Public Schools will expand its relationship with the Department of Social Services to address in concert the social and environmental issues faced by

FURTHER RESOLVED, That the aforementioned public bodies, but not limited to, will develop a comprehensive preventative plan to address this crisis.

Referred to the Committee on Personnel and Negotiations.

The Board adjourned at 9:35 PM.

JOHN J. PETERBURS
Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of February 28,1991

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	370	326		8	564	7	54	57	6		696
K3	405	244		4	353		46	210	19		649
PK	73	50		1	105	17	4	13			123
K4	1824	1778		30	1777		333	1274	60		3602
K5	4304	4052		101	4622	128	778	2468	86		8356
01	4944	4543		106	5554	301	948	2447	102		9487
02	4225	4030		85	4746	330	805	2221	88		8255
03	4063	3932		91	4490	310	802	2222	95		7995
04	3984	3723		88	4445	295	758	2073	75		7707
05	3981	3788		100	4560	268	740	2038	87		7769
06	3603	3567		82	4294	244	712	1812	71		7170
07	3352	3149		86	3795	199	633	1759	58		6501
08	3030	3041		69	3509	170	569	1705	67		6071
09	3861	3661		97	4203	152	723	2197	78		7522
10	3339	3300		64	3590	224	510	2108	74		6639
11	2544	2708		59	2678	193	415	1885	54		5252
12	1942	2162		38	1933	161	314	1607	41		4104
13	1				1	171					1
Invalid		5			4			1			5
TOTAL	49845	48059		1109	55223	3170	9244	28097	1061		97904

Total Active Detached..... 75 (Included above) Total Suburban Transfers—5525

Total Inactive..... 1312 (Not included above)

Brown Deer	174	Greendale	264	New Berlin	83	St. Francis	128
Cudahy	226	Greenfield	322	Nicolet	154	Wauwatosa	817
Elmbrook	178	Hamilton	38	Oak Creek	324	West Allis	461
Fox Point	139	Maple Dale-Indian Hills	82	Shorewood	287	Whitefish Bay	348
Franklin	281	Menomonee Falls	277	South Milwaukee	315	Whitnall	277
Germantown	26	Mequon-Thiensville	500				
Glendale-River Hills	124						

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1532	80.6	113.0	5.0	North Division	1211	63.9	102.0	6.0
Custer	1112	79.3	84.0	5.0	Pulaski	1530	78.8	111.0	5.0
Hamilton	1667	83.2	114.0	5.0	Riverside	1419	86.6	111.0	5.0
Juneau	796	82.5	63.0	3.0	South Division	1692	75.8	133.0	5.0
King	1188	91.0	74.0	3.0	Vincent	1343	79.0	103.0	5.0
Madison	1442	77.2	107.0	5.0	Washington	1570	79.4	121.0	5.0
Marshall	1167	77.8	86.0	4.0	HS of the Arts	714	94.2	56.0	3.0
Milwaukee Tech	1868	88.7	130.0	4.0	TOTAL	20251	80.8	1508.0	68.0
MIDDLE SCHOOLS									
Audubon	964	86.3	66.0	3.0	Parkman	601	85.1	54.0	3.0
Bell	964	88.1	67.0	3.0	Robinson	501	92.2	40.0	2.0
Burroughs	938	89.1	63.0	3.0	Roosevelt	639	92.3	45.0	2.0
Edison	909	87.8	67.0	3.0	Sholes	856	84.8	60.0	3.0
Eighth St.	331	91.2	27.0	2.0	Steuben	915	89.9	61.0	3.0
Fritsche	967	88.8	69.5	3.0	Walker	832	84.6	59.0	3.0
Fulton	648	82.4	56.0	3.0	Webster	954	88.7	64.0	3.0
Kosciuszko	739	84.5	64.0	3.0	Wright	840	88.3	63.0	3.0
Morse	1055	92.8	68.0	3.0					
Muir	942	86.0	68.5	3.0	TOTAL	14595	87.9	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	422	90.2	17.2	1.0	Hopkins	801	89.5	46.0	2.0
Allen Field	1010	91.9	53.5	2.0	Humboldt Park	578	92.2	30.0	1.5
Auer	637	90.1	36.8	1.5	Irving	703	93.4	39.0	2.0
Barton	589	91.3	27.0	1.5	Kagel	394	92.7	24.0	1.0
Berger	532	87.9	32.1	1.5	Keefe Av.	643	90.3	39.3	2.0
Brown St.	617	90.7	36.0	2.0	Kilbourn	377	88.8	22.5	1.0
Browning	446	90.3	22.3	1.0	Kluge	592	91.7	33.0	1.5
Bruce	536	90.5	28.1	1.5	LaFollette	650	92.4	39.8	2.5
Bryant	589	90.0	30.0	1.5	Lancaster	568	93.6	29.5	1.5
Burbank	575	90.5	23.8	1.5	Lee	625	89.5	37.3	2.0
Burdick	517	87.1	31.0	2.0	Lincoln Av.	653	89.4	30.5	1.5
Carleton	528	91.1	24.6	1.0	Lloyd St.	582	91.3	30.5	1.5
Cass	595	90.5	39.3	2.0	Longfellow	642	91.9	30.8	1.5
Clarke	491	92.8	28.3	1.5	Lowell	301	90.2	12.9	1.0
Clemens	449	90.0	22.2	1.0	MacDowell	545	91.1	27.0	1.5
Clement	472	90.5	21.0	2.0	Manitoba	381	94.2	32.5	2.0
Congress	531	90.0	23.9	1.5	Maple Tree	532	93.2	22.0	1.5
Cooper	413	89.9	21.5	1.0	Maryland Av.	340	90.1	20.2	1.0
Curtain	371	91.0	18.2	1.0	Mitchell	781	89.5	34.0	2.0
Doerfler	693	90.8	30.0	1.5	Morgandale	569	92.2	26.1	1.5
Douglass	312	95.6	16.7	1.0	Neeskara	425	91.7	30.5	1.0
Dover	638	89.5	27.1	1.5	Ninety-fifth	348	92.3	17.6	1.0
Eighty-eighth	385	91.5	18.5	1.0	Palmer	595	88.4	41.8	2.0
Eighty-first	491	89.1	20.8	1.0	Parkview	382	94.7	19.0	1.0
Eighty-second	459	92.9	21.5	1.0	Phillip	344	86.9	19.2	1.0
Elm	397	94.8	20.0	1.0	Pierce	566	89.3	33.0	2.0
Emerson	285	93.4	16.9	1.0	Riley	614	94.1	31.0	1.5
Engleburg	507	91.2	28.1	2.0	Seventy-eighth	589	88.7	33.0	1.5
Fairview	536	90.4	30.0	1.0	Sherman	609	94.0	27.7	1.5
Fernwood	473	85.6	29.0	1.5	Siefert	577	89.0	37.0	1.5
Fifth-fifth	480	93.3	22.5	1.0	Silver Spring	380	90.6	20.2	1.0
Fifty-third	401	93.8	18.7	1.0	Sixty-fifth	365	91.3	20.0	1.0
Forest Home	980	95.4	48.0	2.0	Sixty-seventh	337	90.4	15.9	1.0
Franklin	596	92.1	40.3	2.0	Story	563	93.2	35.9	2.0
Fratney	362	89.4	20.7	1.0	Stuart	327	91.7	18.0	1.0
Gaenslen	669	86.7	59.0	2.0	Thirty-eighth	567	93.1	26.9	1.5
Garden Homes	541	90.9	30.1	1.5	Thirty-fifth	332	91.7	15.4	1.0
Garfield	436	94.2	27.0	1.0	Thirty-first	498	93.0	28.8	1.5
Garland	374	85.9	15.4	1.0	Thirty-seventh	618	87.7	31.1	2.0
Golda Meir	251	93.0	13.8	1.0	Thoreau	691	92.1	31.0	1.5
Goodrich	439	93.4	22.5	1.0	Tippecanoe	239	91.6	12.5	1.0
Grandview	333	91.0	17.5	1.0	Townsend	511	93.2	21.5	1.0
Grant	594	92.6	27.3	1.5	Trowbridge	327	88.6	17.2	1.0
Grantosa	605	90.9	35.0	2.0	Twentieth	708	94.2	39.3	2.0
Granville	504	90.8	24.5	1.0	Twenty-first	621	92.2	38.0	2.0
Green Bay Av.	605	89.2	30.6	1.5	Twenty-fourth	326	90.2	21.0	1.0
Greenfield	404	93.6	18.0	1.0	Twenty-seventh	685	89.9	38.0	2.0
Hampton	612	89.6	30.0	1.5	Victory	520	93.6	29.0	2.0
Happy Hill	527	90.7	24.3	1.5	Vieau	616	93.2	37.1	2.0
Hartford	603	91.2	33.2	2.0	Whitman	461	88.0	24.8	1.0
Hawley	333	92.3	16.4	1.0	Whittier	207	92.8	8.4	1.0
Hawthorne	398	90.5	18.0	1.0	Wisconsin Av.	697	91.8	31.0	2.0
Hi-Mount	466	91.4	24.5	1.0	Zablocki	668	89.8	31.0	2.0
Holmes	719	86.8	46.3	2.0	TOTAL	55268	91.1	2947.8	153.5

OTHER SCHOOLS

Craig	80	72.2	11.0	1.0	Lincoln Alt. HS	107	70.7	7.0	1.0
Demmer	55	68.3	8.0	1.0	Lincoln Voc.Lab.	58	72.8	18.0	1.0
Hayes	73	74.2	12.0	1.0	Manitoba Ortho.	110	84.7	.0	.0
Kilmer	228	85.0	16.5	1.0	Pleasant View	219	80.0	30.5	1.0
Lady Pitts	150	67.4	15.0	1.0	Sixty-eighth	222	73.4	10.0	1.0
Lapham Park	202	86.2	10.0	1.0	Commun. Based	761		21.0	1.0
					TOTAL	2265	77.3	159.0	11.0
					MPS TOTAL	92379	88.0	5676.8	283.5

SUPERINTENDENT'S MONTHLY REPORT as of February 28, 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	1826	15	18	0	288	1	913	12	28	0	3117	29	3146
Emotion. Dist.	19	0	1292	40	2	0	104	3	507	26	28	2	1952	71	2023
Autistic	0	0	71	9	3	0	4	0	53	2	2	0	133	11	144
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	1	37	33	2	0	4	5	18	35	0	1	62	75	137
Physically Hdcp.	5	0	226	114	9	4	50	8	169	124	8	6	467	256	723
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	1	0	76	24	12	2	16	2	87	15	10	0	202	43	245
Mentally Ret.	12	3	1176	200	14	5	126	27	388	106	8	6	1724	347	2071
Speech/Languag	40	19	1710	1179	45	27	230	194	1057	646	37	32	3119	2097	5216
e	0	0	0	0	0	0	0	0	0	0	0\	0	0	0	0
School Age Par. Disability Total	122	24	6414	1614	105	38	822	240	3192	966	121	47	10776	2929	13705
Ethnic Totals	146		8028		143		1062		4158		168		13705		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 6, 1991

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

Present—Directors Bills, Johnson (8:07), Mallory (8:08), O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—8.

Absent—None.

Vacancy on Board—1.

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

March 1, 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, March 6, 1991 in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin for the purpose of considering and further reviewing the applications of candidates for employment for the position of Superintendent of Schools in the Milwaukee Public Schools.

The Board may retire to executive session to deliberate the matter under Section 19.85 (1)(c) of the Wisconsin Statutes.

JOHN J. PETERBURS
Secretary-Business Manager

Director Bills moved that the Board retire to executive session for the purpose of considering and further reviewing 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, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—6.

Noes—None.

The Board retired to executive session at 7:06 PM.

The Board adjourned from executive session at 11:20 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 27, 1991

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:09 PM.

Present—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski (9:00 PM), Stacy, President Mitchell—7.

Absent—None.

Vacancy on Board—1.

SUPERINTENDENT'S COMMUNICATIONS

March 27, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

Before the Board for consideration this evening is a recommendation regarding a voluntary dress code for Green Bay avenue School. **This recommendation is included in the agenda as Item 4, page 15, of the Report of the Committee on Instruction and Community Relations.**

At the Committee meeting the administration indicated that a City Attorney's opinion would be obtained in time for the Board meeting. The opinion is attached. It indicates that "a voluntary uniform code, such as the proposal here, would not impinge upon whatever liberty interest a student may have in his or her mode of dress and would be legal."

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Received and placed on file.

March 27, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

Before the Board for consideration this evening hare recommendations regarding adoption of a policy for students and employees with HIV infection. **The recommendations are included in the agenda as Item 7, pages 9-10, of the Report of the Committee on Personnel and Negotiations.**

Since the Committee meeting, it has been discovered that one section of the policy, that regarding identification of an HIV positive child, is in conflict with the Board-MTEA contract. I am therefore recommending that it be amended as follows:

e. Identification of an HIV positive child shall be divulged to no one except members of the evaluation team, without written consent of the parent or legal guardian unless contract provisions direct otherwise.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Ordered held for consideration with Item 7 of the Report of the Personnel and Negotiations Committee.

March 27, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

At its meeting on February 27, 1991, the Board authorized the Superintendent to expend $130,000 from the heating oil account to provide additional security for schools, with a final authorization to be submitted at the March Board meeting.

I am accordingly submitting the following expenditures for your approval:

$65,000	for access control at 58 sites
12,690	for 90 two-way radios for elementary schools;
3,500	for 10 two-way radios for middle schools;
5,500	for 10 two-way radios for high schools;
18,750	for 25 dual band two-way radios;
2.,025	for 225 magnetic car signs;
3,000	for 2 ID cameras;
500	for a scanner;
19,035	for three safety aides, including benefits.
$130,000	TOTAL

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Received and placed on file.

SECRETARY-BUSINESS MANAGER'S COMMUNICATIONS

March 27, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

As part of an on-going effort to expedite the acquisition of the site for the new Sarah Scott Middle School, the Administration is continually providing the Board of School Directors with the most current information as possible. A communication has been received from the Department of City Development

recommending payment of a certain relocation claim. In accordance with past practice of expediting these claims, this item is being brought to your attention at this time. It should be noted that although some payment was made earlier to this individual, he is now exercising other rights afforded hum under the statutes. As a result, it is recommended that the following claim be approved:

Mikal Siddique d/b/a Halwi Halal Restaurant
Moving expenses $8,750
Total..... $8,750

It is recommended that the claim be paid.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

Director Mallory moved to approve the recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

March 27, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

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. This new billing is for $39,295 an increase of $4,565 per quarter.

It has come to the attention of this office, that the Social Development Commission no longer provides any services to the Milwaukee Public Schools. The last involvement that Milwaukee Public Schools had with SDC was the Head Start Program which was ended in November, 1990.

Due to budgetary constraints, perhaps this is now an issue to be given further consideration by the Board. One consideration would be to no longer assist in the local funding. A second option would be to continue funding the program, with reconsideration as to what extent of funds the Board would contribute in view of the fact that we no longer receive services.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

Director Stacy moved to approve the recommendation.

Director Mallory moved to pay the lower amount that was in the budget and was for justification.

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

Ayes—7; Noes—0.

March 27, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

At its meeting on December 19, 1990, the Board of School Directors approved the purchase of the former Wausau Insurance building located at 67620 West Capitol Drive. Funds for the acquisition of this property were to be borrowed from the Board of Land Commissioners of the State of Wisconsin in the amount of $750,000. The Administration had intended to bring this item to the Finance and Facilities Committee on March 14, 1991, so that the appropriate resolution could be approved and the project moved along expeditiously. Unfortunately, the forms for this purpose were not received until after the Committee met. As a result, the attached resolution authorizing the borrowing of these funds is being brought to the Board at this time so that the project may move along as expeditiously as possible. This resolution is identical to those utilized for the Sarah Scott and Kosciuszko projects. It is anticipated that approval of this resolution will permit the district to acquire this property by May 1, 1991.

It is recommended that the Administration be authorized to borrow funds in the amount of $750,000 for the purpose of the former Wausau Insurance Company building.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

Director Bills moved for concurrence.

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

Ayes—7; Noes—0.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of February 1, 1991, through February 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. 19061 to 22827 , inc.

Payrolls (net withholdings).....	$16,036,726.73
Accounts	33,792,768.33
	$49,829,495.06

CONSTRUCTION FUND

Accounts, Voucher nos. 653 to 728 , inc.	$ 2,087,105.64

EXTENSION FUND

Payrolls and Accounts, Voucher nos. 993 to 1102 , inc.

Payrolls (net withholdings)	$ 228,858.45	
Accounts	496,177.16	
		$ 725,035.61
TOTAL		$ 52,641,636.31

The accounts were allowed, the vote being as follows:

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

Noes—None.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

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

March 27, 1991

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
Christina Agbuis Pulaski	02-04-91	Clerk Typist I $14,697.54/yr. (Replacement for retirement)	02-04
James Braatz Fac. & Main.	02-05-91	Plasterer $16.19/hr.(S32,380.00/yr.) (Replacement for retirement)	02-05
Oakley Burt Fac. & Main.	01-07-91	Building Laborer $15.05/hr.($30,100.00/yr.) (Replacement for retirement)	01-07
Roberto Garcia	01-14-91	Plumber	01-14

Fac. & Main.	$19.68/hr.(S39,300.00/yr.) (Replacement for resignation)

Robert Kopecki Warehouse	01-28-91	Material Handler I $23,765.04/yr. (Replacement for retirement)	01-28
Patricia Lynch Cass/Holmes	02-11-91	Clerk Typist I $12,185.78/yr. (Replacement for transfer)	02-11
Doris Mabry 37th	01-14-91	Clerk Typist I $12,185.78/yr. (Replacement for transfer)	01-14
Josephine Wagner Kagel	02-04-91	Clerk Typist I $12,185.78/yr. (Replacement for resignation)	02-04

PROMOTIONS

Linda Anderson North	11-07-90	Food Service Mgr. III $14,760.28/yr.	12-07
Veronica Ariens Info Systems	02-21-91	Clerical Mentor/Trainer Supv. $30,023.00/yr.	11-06
Linda Besting Human Resource Serv.	01-31-91	Administrative Asst. I S26,033.00/yr.	01-31
Janice Hagen Planning, Budget, Res.	03-04-91	School Secretary III $22,349.60/yr.	06-26
Neal Klinkert Warehouse	01-22-91	Material Handler III $29,762.20/yr.	01-22
Nancy Lorenz Labor Relations	01-31-91	Administrative Asst. II $30,805.00/yr.	01-31
Mary Matovich Ex. Ed./Supp. Serv.	02-26-91	School Secretary II $23,666.24/yr.	07-01
Dennis Myers Fac. & Main.	04-01-91	Shade Shop Mechanic $27,633.32/yr.	04-01
Bonnie Radmanovic Info Systems	03-28-91	Clerical Mentor Trainer $27,972.88/yr.	05-20
Renee Taylor Purchasing/Warehouse	01-18-91	MWD Bus. Enterprise Coord. $39,456.09/yr.	09-12
Ruby Vincent Human Resource Serv.	01-31-91	School Secretary II $21,804.12/yr.	01-31
Cassandra Vinson Accounting	02-21-91	Clerk IV $24,486.28/yr.	02-21
Darryl Washington Fac. & Main.	02-18-91	School Engineer I $24,254.62/yr.	04-30

CHANGES IN STATUS

Name and Assignment	Date	Position and Salary	Increment Date
Daryl Bolden # Congress	01-24-91	Clerk Typist I $12,185.78/yr.	01-24
Rosemary Cathey # Human Resource Serv.	02-08-90	Clerk Typist I $15,243.54/yr.	02-08
Kenneth Link + Muir	01-20-91	Boiler Attendant $26,183.30/yr.	12-12
Joyce Pappalardo ¢ Human Resource Serv.	01-03-91	School Secretary I $23,666.24/yr.	07-01
Karen Tollefson # Fairview	02-19-91	Clerk Typist I $12,185.78/yr.	02-19

From substitute to regular appointment
+ Demotion from School Engineer I
¢ From a 10 month to a 12 month position

Your Committee recommends approval of the joint recommendations and report 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 August 31, 1990. and September 12. 1990, inclusive under suspension of Section 3.12(4) of the Board's rules:

(r)	Alice M. Chelmo Elementary	B	25,680	5	September, 1991

Effective between November 29, 1990, and December 11. 1990, inclusive under suspension of Section 3.12(4)of the Board's rules:

(r)	Kathleen A. Andrews Elementary	B	22,012	1	December, 1991
(r)	Annabel B. Clark Elementary	B	22,012	1	December, 1991

(r)	Rita M. LaHay Elementary	B	25,680	5	December, 1991

Effective between January 4. 1991, and January 16, 1991. inclusive under suspension of Section 3.12(4) of the Board's rules:

(nr)	Kay T. Jordan Elementary	B	23,060	2	January, 1992
(nr)	Jay K. Kenseth Social Studies	B	22,012	1.5	September, 1991
(nr)	Susan A. Kothlow Upper Elementary	B	20,964	0	January, 195
(nr)	Patricia V. Luebke Elementary	B	20,964	0	January, 1992
(r)	Margarita Maldonado Bilingual Elementary	B	20,964	0	February, 1952
(r)	Linda L. Mayer Elementary	B	20,964	0	February, l952
(nr)	Patricia M. Woeste Kindergarten	B	20,964	0	February, 1992

Elfective between January 17. 1991. and January 29. 1991. inclusive under suspension of Section 3.12(4) of the Board's rules:

(nr)(a)	Pamela K. Besch E.D.	B	28,078	6	February, 1992
(nr)	Beverly A. Beyers Home Economics	B	20,964	0	February, 1992
(r)	William H. Crandall Math	B	20,964	0	February, 1992
(r)	Marcia L. DeMary Upper Elementary	B	20,964	0	February, 1992
(r)	Trudy J. DeSimons Upper Elementary	B	20,964	0	February, 1992
(r)	Barbara J. DuCharme Spanish	B	20,964	0	February, 1992
(nr)	Francyne T. Dykes Elementary	B	20,964	0	February, 1992
(nr)	Khaled El Abdi English as Second Language	B	20,964	0	February, 1992

(r)	Billy R. Fisher L.D.	B	24,632	4	February, 1992
(nr)(b)	Gerald R. Friebert Upper Elementary	BB	32,780	10.5	September, 1991
(r)	Sandra E. Goller Math	C	22,872	1	February, 1992
(nr)	Jean F. Gorectke Elementary	B	20,964	0	February, 1992
(r)	Tanya M. Johnson Headstart	B	20,964	0	February, 1392

Effective between January 17, 1991. and January 29, 1991, inclusive under suspension of Section 3.12(4) of the Board's rules:

(r)	Cynthia K. Lievens Upper Elementary	B	20,964	0	February, 1992
(r)	Dianne E. Lovely Upper Elementary	B	20,964	0	February, 1992
(r)	Veronica O. Magee E.D.	B	20,964	0	February, 1992
(r)	Pamela McKay Sociology/Social Studies	B	20,964	0	February, 1992
(r)	Taimi L. Parey Elementary	B	20,964	0	February, 1992
(nr)	Robert J. Pluckhahn Social Studies	B	20,964	0	February, 1992
(r)	Mary E. Porter Math	B	20,964	0	February, 1992
(r)	Terri J. Rouiller Kindergarten	B	20,964	0	February, 1992
(r)	Jesse Sanchez Music	B	25,680	5	February, 1992
(r)(a)	Christine M. Shebu Elementary	B	28,254	7.7	May, 1991
(nr)	Deborah J. Voskuil Art	B	20,964	0	February, 1992
(r)	Kathleen E. Wied Upper Elementary	B	20,964	0	February, 1992
(r)	Christine M. Wilkie History	B	20,964	0	February, 1992

(r)	Terence M. Wood Upper Elementary	B	22,012	1	February, 1992

Effective between January 30. 1991, and February llr 1991, inclusive under suspension of Section 3.12(4) of the Board's rules:

(nr)	Susan T. Behnke Music	B	20,964	0	February, 1992
(r)	Maria G. Carter Spanish	B	20,964	0	February, 1992
(r)	Tanya E. Harris Elementary	B	20,964	0	February, 1992
(r)	Shirley F. Kimmons Elementary	B	20,964	0	February, 1992
(nr)	Melissa A. Komp EC:EEN	B	20,964	0	February, 1992
(nr)	Laura K. LaPine Music	B	20, 964	0	February, 1992
(r)	Patricia A. Lindstrom E.D.	B	25,680	5	February, 1992
(nr)	Michael J. Maney Upper Elementary	B	20,964	0	February, 1992
(r)	Albert A. Martin Upper Elementary	B	20, 964	0	February, 1992

Effective between February12. 1991, and February 22. 1991, inclusive:

(r)	Glenn D. Diedrich Upper Elementary	B	23,060	2	February, 1992
(nr)	Theresa M. Kleven E.D.	B	20,964	0	February, 1992
(r)	Janet J. Kwiatkowski Music	B	24,108	3.5	September, 1991

(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 assignment, following approval of the Board:

(r)	Albert Taborn	Equity Project Administrator	Schedule III, Range 7A $37,803.00
(r)	Pedro Roman	Internal Communications Specialist	Schedule III, Range 10A $49,101.00

(r) Resident

* * * * * *

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

LEAVES OF ABSENCE

		Beginning
Illness leave, to June, 1991:		
Angelo A. Berry	Eighth St.	January 13, 1991
Fermin Burgos	Wilbur Wright	January 24, 1991
Joy Camp	Marshall	January 28, 1991
Maternity leave, to June, 1991:		
Selena Seibt-Helmers	Siefert	February 4, 1991
Carita Wright-Lee	Morse	January 28, 1991
Personal leave, to June, 1991:		
Laura A. Steininger	Walker	February 18, 1991
Sabbatical leave, to January, 1992:		
Mary S. Bruce	Custer	August, 1991
Sabbatical leave. to June, 1992:		
Cathleen Charrey	53rd St./Carleton	August, 1991
Carol L. Hicks	MacDowell	August, 1991
Glenda Luebke	Clemens	August, 1991
Edward J. Simmons	Dtn. Reg. Office	August, 1991
Extension of leave for maternity, to June, 1991:		
Margaret Scanlan	On leave	January 28, 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:

Mary Beth Weissert	-- Was granted a child rearing leave to June, 1991. Curtailed as of February 19, 1991.

* * * * * *

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

RESIGNATIONS

Sheena M. Carey	Central Office	2-22-91
Milena Gulan	On Leave	2-l8-91
John Herro	68th Street	6-17-91
Jean Kowalski	Congress	2-4-91
Kevin Lesher	Vieau	6-17-91
Linda M. Long	On Leave	2-25-91
Jay D. Madson	On Leave	1-18-91
Susan J. Musche	On Leave	1-11-91
Marv E. Poehlmann	Townsend	2-8-91
Timothy J. Richmond	Pulaski	1-28-91
Joseph Smith	South Division	7-1-91

* * * * * *

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

The following recommended MPS policy for students and employees with HIV infection reflects updated information regarding Human Immunodeficiency Virus (HIV) infection:

Students

a. MPS will provide for the thorough and careful evaluation of each HIV infected child identified to them by the child's parent or lawful guardian.

b. Based on current evidence, casual student-to-student, or student-to-staff contact as would occur in school, poses no risk for transmission of HIV. (See Universal Precautions Section III A)

c. Students infected with HIV have a right to attend school, and in most cases can and should participate in all school related activities. (See Universal Precautions Section III A)

d. With the consent of the parent or legal guardian the principal shall arrange for the evaluation of an infected child. The evaluation team will be comprised of the parent or legal guardian, the student's primary care physician, the School Nurse, the student's primary teacher, the

principal and a representative from Milwaukee Public School Administration. Key points in the evaluation will include:

1. Clinical condition of the child.
2. Confidentiality of child's HIV status.
3. Ongoing communication between members of the evaluation team.
4. Special circumstances such as behavior problems that may necessitate special classroom arrangements.

Placement options include: traditional classroom setting, exceptional educational school setting, and homebound/hospital instruction. If alternative placement is recommended the Director of Student Services should be consulted.

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.

f. Ongoing communication between the school, teacher, physician, and Milwaukee Health Department should address:

1. Outbreaks of communicable diseases within the school or community which may put the student at risk.
2. significant changes in the student's behavior or physical condition.

g. The evaluation team may be called together to reevaluate each case as requested by any member of the evaluation team.

Staff

a. Milwaukee Public School Staff who are HIV infected would be expected to continue to perform their professional duties for as long as they are willing and able to do so. They would be expected to manage their own medical care. Should HIV infected staff chose to divulge their HIV status to the MPS administration, such information must be treated confidentially and may not be disclosed further or used as cause for dismissal or other prejudicial treatment.

b. Based on current evidence, casual contact as would occur in school between HIV infected staff and students or other staff poses no risk for transmission of HIV. (see Universal Precautions Section III A)

c. If MPS administration has concerns about safety or job performance related to staff with HIV infection, they may contact the Milwaukee Health Department, Special Deputy Health Commissioner for Medical Affairs or Community Superintendent for advice or formal consultation, however no identifying information regarding the infected teacher will be disclosed.

Universal Precautions

a. The risk of transmission of blood borne diseases in a regular school setting is very small. Nonetheless, it must be assumed that some risk does exist. Because it is not possible to know or practical to expect to know the identity of all infected persons in an institutional setting, to guard against exposure to HIV, Hepatitis B, or other potentially communicable diseases, it is necessary that a standard approach be used in every case of exposure to blood and body fluids. This standard approach is called Universal Precautions, and is attached in appendix A.

b. The principal will arrange to review Universal Precautions on an annual basis with their school staff. The Milwaukee Health Department Public Health Nurses are available to discuss and help implement such procedures.

Your Committee recommends that the Board approve the above policy.

* * * * * *

(ITEM 8) Your Committee reports having received informational reports from the Superintendent and Secretary-Business Manager on the following matters; the reports have been made a part of the minutes of your Committee's meeting of March 11, 1991:

A. Presentation of The Organizational Study

B. Report of Affirmative Action Personnel Transactions For the Month of February, 1991

C. Report on Immunization Update

D. Report on Instructional Library Media Specialist Positions

E. Report on The Leadership Academy

F. Report on Savings Realized Through Reorganization of The Department of Facilities and Maintenance Services

* * * * * *

Separate consideration having been requested of Items 2, 3, and 4, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Voting "present"—Director Johnson—1.

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, Mallory, O'Connell, O'Neil, Stacy, President Mitchell—6.

Voting "present"—Director Johnson—1.

Item 3 of the report, relating to the administrative appointments, having been set aside for separate consideration, Director Stacy moved for to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Mallory, O'Connell, Pajewski, President Mitchell—4.

Noes - Directors O'Neil, Stacy—2.

Voting “present”—Director Johnson—1.

Item 7 of the report, relating to policy for students and employees with HIV infection, having been set aside for separate consideration, Director Bills moved to adopt the report.

Director Mallory moved to adopt the amendment as recommended by the Superintendent.

The amendment prevailed, the vote being as follows:

Ayes—Directors Bills, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell - 7.

Noes—None.

Voting "present"—Director Johnson—1.

The motion to adopt the recommendation as amended prevailed, the vote being as follows:

Ayes—Directors Bills, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—7.

Noes—None.

Voting "present"—Director Johnson—1.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

Director Mallory presented the following report of the Committee on Instruction and Community Relations:

March 27, 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. At the Instruction and Community Relations Committee meeting on September 12,1990, members of the American Indian Advisory Council requested that a task force be formed to investigate issues affecting American Indian students within the MPS system. They suggested that the task force review data related to American Indian students, such as grade point average, drop-out rate, truancy/absences, discipline/suspension rate, and self-esteem, and develop recommendations related to these issues.

2. The task force was formed in October, 1990, and held meetings approximately every week through January, 1991. The members of the task force included representation from the American Indian Advisory Council, the WE Indians program, SDA IV, teachers, parents and community, administrators, ASC, and MTEA.

3. The task force also made recommendations related to Act 31 and the implementation of American Indian curriculum for 1990-1991.

4. The task force is submitting its report and recommendations to the Board for consideration. The report includes a summary of the subcommittee reports and a listing of recommendations that "represent the most pressing needs of the American Indian child in MPS."

Your Committee reports having given hearing to interested parties and further recommends:

1. That the Board accept the report of the **American Indian Educational Issues Task Force** with appreciation extended to the members of the task force for their many hours of work.

2. That the administration respond to the recommendations at the April, 1991, Committee meeting.

* * * * * *

(ITEM 2) 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 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.

   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 1991-1992 school year.

Your Committee recommends that in accordance with the Textbook Adoptions Rules (2.07), it is recommended that the subject areas listed below <u>be</u> <u>opened</u> for curriculum review and textbook adoption. Curriculum review will include alignment with the *developmental learning goals, which* will be developed through the K-12 curriculum process during summer, 1991.

BUSINESS EDUCATION		
	Business Careers	
FOREIGN LANGUAGE		
	Latin 1-4	
	French Levels 3-5	
MATHEMATICS		
	Advanced Math 2	
	Applied Math 1	
	Applied Math 2	
READING		
	Reading Gr. 9-12	
SCIENCE		
	Science K-6	Curriculum review in 1991-92; textbook/materials review and adoption in 1992-93
SOCIAL STUDIES		
	Social Studies Gr. 7	
	U. S. History Gr. 8	
	U. S. History	

* * * * * *

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

1. The Instruction and Community Relations Committee, at its meeting on February 13, 1991, gave hearing to the Milwaukee City Council of PTA/PTSAs and other interested parties requesting that MPS purchase the Homework Hotline for all schools. The benefits of the Homework Hotline were supported by students, parents and staff.

2. The technology model for improving parent involvement is the result of a concept called TransParent School™ developed by Dr. Jerald P. Bauch, Director of the Betty Phillips Center for Parenthood Education at the George Peabody College for Teachers, Vanderbilt University. A description of this model is attached. This model calls for:

   •an electronic mailbox for each teacher where they place their daily message;
   •a sophisticated outdialing system for parent notification.

   This model was tested in Huntsville, Alabama Schools with the following results:

   •1/3 to 2/3 of the parents called daily.
   •Parent/teacher contacts increased 4 to 10 times.
   •Homework completion improved 30-50%.
   •Academic performance improved with increased parent involvement.
   •Frequent user parents often reported the best results.
   •No difference in use by parents related to income level or socio-economic level.
   •50% of parents who used the line were seldom involved in other involvement opportunities.
   •Teacher time was approximately 5 minutes/day.
   •Parents reported a dependence on the system and more confidence related to child/school interaction.

3. Canton Middle School in Baltimore, Maryland installed both a prerecorded information line and an automatic dialer which notified the parents of an absent student with the following results:

•Weekly homework information was accessed by 60% of the homes.
•Student homework completion dramatically increased.
•Student school lateness decreased by more than 50%.
•Daily student absenteeism was electronically reported to each home.
•Summary attendance letters were automatically disseminated to homes and teachers on a weekly basis.
•Attendance monitoring and management were simplified and improved by the technology.
•Information to parents announcing PTA meetings, field trips, student recognition and commendations was electronically generated.

4. The Homework Hotlines currently installed at 12 schools implement one element of the technology model for improving parent involvement. A summary of the costs and use of this service is attached and shows the current costs to be about 14.4¢/month/student. The Homework Hotlines are used by absent students to stay current with homework and by parents to remain involved in the student's activities.

5. Outdialing to notify parents of student absences is currently done at several high schools with equipment designed for this purpose. At least one middle school is considering implementing this feature as part of the Homework Hotline application. This service will cost an additional 40 cents for each call made.

6. Technology to implement either one or both elements of the model for parent involvement can be purchased or leased. MPS owned equipment will require a system administrator to monitor and control the application. Cost analysis to implement this technology over a wider population is done with the most reliable information available but may be imprecise. Following is a summary of expected costs.

Costs based on one year service for 7,500 students.
24 telephone lines. 300 outdialed calls per day. 180 school days.

	Purchased Equipment	Current Leased Equipment	Voice Mail Solution
Outdialed calls each	.09 each	.09 each	.40
Equipment	$38,000	$27,000	$19,320
Equip. Maintenance	3,600	0	0
Equip. Installation	0	1,500	0
Telephone Lines	9,560	9.,560	0
Line Installation	1,536	1,536	0
System Administrator	30,000	30,000	0
Outdialed Calls	4,860	4,860	21,600
Total	$87,556	$74,456	$40,920
Three Year Average			
One time charges	$ 39,536	$ 3,036	$ 0
3 year charges	144,000	214,260	122,760
Total	183,596	217,296	122,760
Cost/student/mo.	$ 68	$ 801	$ 455

7. We are aware of at least one minority business enterprise offering Homework Hotline services and will investigate the availability of other MBE/WBE in the greater Milwaukee area.

Your Committee recommends:

1. That the Board endorse the concept of the technological model.

2. That a committee be appointed to design and implement a pilot program for 7,500 students, evaluate the benefits of the Homework Hotlines and parent notification application; and also look at matching school funds with Board funds to support the cost of Homework Hotline.

3. That a request be presented to the budget committee for $45,000 to implement a pilot program and determine actual costs of these activities on a widespread basis.

4. That all sites independently funding and implementing Homework Hotline services collaborate with Purchasing to develop a competitive bid for these services assuring that they receive the best available pricing.

* * * * * *

(ITEM 4) The Superintendent advised your Committee that:

1. Green Bay Avenue 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 large majority of parents.

2. The proposal has been endorsed by the SDA III Community Advisory council, which has requested that it be considered by the Superintendent and the Board.

3. When the Board last considered a uniform proposal, discussion centered around its mandatory aspect. Since the Green Bay Avenue proposal is voluntary, it would appear to present none of the legal and constitutional problems of a mandatory code. The administration will attempt to have a City Attorney's opinion, if not in time for the Committee meeting, then in time for the Board meeting at the end of the month.

Your Committee recommends that the Board approve the Green Bay Avenue School proposal for a voluntary Uniform Dress Code.

* * * * * *

(ITEM 5) The Superintendent advised your Committee that:

1. At its meeting on February 27, 1991 (Proc.p. 525), the Board referred the following resolution , which was introduced by Director Johnson, to the Instruction and Community Relations Committee:

   Whereas, The Milwaukee Public Schools has a large number of students who are identified as emotionally disturbed or learning disabled; and
   Whereas, The number of youngsters so identified increases each school year; and
   Whereas, On average 10% of the population of each Milwaukee school is now identified as in need of exceptional education services and programming; and
   Whereas, A disproportionate number of male minority students are represented in these exceptional education classes; therefore, be it
   Resolved, That three be no further expansion of ED or LD classes in the Milwaukee Public Schools; and be it

Further Resolved, That the number of students in existing exceptional education classes shall not be disproportionate in racial or gender balance; and be it

Further Resolved, That the Milwaukee Public Schools will expand its relationship with the Department of Social Services to address in concert the social and environmental issues faced by these children; and be it

Further Resolved, That the aforementioned public bodies, but not limited to them, will develop a comprehensive plan to address this crisis.

2. An analysis of enrollments in the emotionally disturbed program is contained in item 7 of this agenda. Similar information can be prepared for the program for the learning disabled, if the Board desires.

Your Committee reports having given hearing to interested parties and recommends that the administration develop a comprehensive plan to deal with special education issues. This plan would include but not be limited to the following: equity with respect to placement; the role of the S.S.T.; redeployment of personnel; class size; the Regular Education Initiative; K-12 Curriculum initiatives; the placement of special education children; reconsideration of the 10 percent student assignment policy; and strategies to reduce disproportionality of race and gender.

* * * * * *

(ITEM 6) Your Committee reports having received informational reports from the Superintendent on the following matters; these reports have been made a part of minutes of your Committee's meeting of March 13, 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 Disproportionate Number of African American Children And Youth In Programs For The Emotionally Disturbed

C. Report On Selection Criteria For Instructional And Library Materials

D. Report Regarding Release Of Student Information To The Military

E. Update On The Opening Of New Sites For 1991-92

F. Report On Student And Parent Recognition Activities

* * * * * *

The reportt was adopted, the vote being as follows:

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

Noes—None.

Voting “present”—Director Johnson—1.

COMMITTEE ON FINANCE AND FACILITIES

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

March 27, 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:

BOILER ADDITION

Sixty-Fifth Street School

COOLING SERVICE, INC. low bidder ..... $ 27,000.00

* * * * * *

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

SAX AND CRAFTS; 100,392 Boxes of Crayons (Stock) $38,363.07
net 30 days

* * * * * *

(ITEM 3) The Superintendent advised your Committee that the following donations have been offered:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Burbank	PTO	$2,258	Field Trips, Awards, Cadets, 6th Grade Completion
	PTO	$300	Teacher Inservice
	PTO	$1,500	Supplementary Reading Books
	PTO	$1,138	Field Trips and Room Allotments 91-92
Burdick	North Shore Bank	$100	Donation for Yellow Ribbon Decorations
Burroughs.	School Funds	$1,044	Smart lI/lrma Board DOS
	School Funds	$1,600	Color Monitor/HP Laser Jet Series 111 Printer
Community Rel. Dept.	Wisconsin Bell	$500	2nd Annual Inter-high Conference
Custer.	American Woodwork Inc.	$500	School Programs
Doerfler	PTO	$857	3 sets-World of Books/Classroom Library
Engleburg	PTO	$1,376	Book Binding Machine/Laminating Machine
	PTO	$1,000	Books for library
Ex. Ed. Dept.	Carol Ann Wunderer	$44	Spree Book Sale Special Olympics

Forest Home Avenue	School Funds	$2,900	Mita DC 3255

Gaenslen	School Funds	$1,582	Computer, Drive and Printer
Grant	PTO	$1,522	Computer Screen Projector and Spelling Bee
Green Bay Avenue	Anil Mehta	$800	Organ
Hawthorne	Mr. Sam Williams	$675	Bucks Game
Humboldt Park	School Funds	$3,000	Laser writer
Lee	PTO	$82	Breakfast for Honor Roll Pupils
MacDowell	PTA	$1,000	Printers/Grappler plus Interface Card
Sherman	Herbert H. Kohl Charities, Inc.	$1,000	Library Books and Positive Incentives
Sixty-fifth St.	George Miller	$25	For Classroom Activities
	PTA	$875	Computer & Stand
Story	Wisconsin Bell	$1,500	Laser Printer
Townsend	Friends of Townsend Parent	$1,058	Apple Computer, Monitor, Disk Drive
Townsend	Friends of Townsend Parent	$500	Support Educational Efforts for Children
Vincent.	K. W. Kornburger, Jr.	$1,000	Automotive Classroom Instruction
	School Funds	$1,162	MacClassic for Publication
	School Funds	$4,200	Copy Machine
	School Funds	$1,450	Crimson Computer Model 286-12/40 MB Hard Drive
	School Funds	$1,200	H. P. Laser Jet 111 Printer
Webster M. S.	School Funds	$875	Color T.V., VCR, and T.V. Cart

EXTENSION FUND

Recreation Dept.	St. Francis BV Legion #180	$50	Beulah Brinton Community Center Ladies Auxiliary
	Bay View Kiwanis Dr. Robert Blackwood	$100	Beulah Brinton Community Center
	I. C. Athletic Association	$75	Beulah Brinton Community Center
	Jack Langer Pharmacy	$50	Beulah Brinton Community Center
	TOTAL	$ 38, 898	

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

* * * * * *

(ITEM 4) The Secretary-Business Manager advised your Committee that:

1. At its meeting of December 19, 1990 (Proc. p. 370), the Board authorized the Administration to negotiate for the purchase of the former St. Albert's School located at 5966 North 35th Street. This facility was to be acquired to provide additional space for enrollment increases anticipated for the 1991-92 school year.

2. Since that time the Administration has held a number of sessions to negotiate for the sale of the property with parish and Archdiocese officials. The Administration can now report that a mutually agreeable price of $675,000 has been reached relative to the facility.

3. At its meeting of February 14, 1991, the Administration provided a progress report to the Finance and Facilities Committee in closed session detailing terms of the sale as well as potential problems which could arise as a result of the acquisition. At this time it appears that all of the problems raised in that session have been resolved with the exception of a legal opinion to be furnished by the City Attorney relative to day care operations. As a result, approval of the purchase of the former St. Albert's school is now requested.

Your Committee recommends that approval be given to purchase the former St. Albert's School located at 5966 North 35th Street for a price of $675,000.

* * * * * *

(ITEM 5) The Secretary-Business Manager advised your Committee that:

1. At its meeting of June 27,1990 (Proc. p. 135), 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. This "Fund Raisers Fair", held in September, involved various vendors who handle fund raising materials. They set up their displays in the administration building cafeteria for viewing by MPS parent groups. This allowed an opportunity for parent groups to get new ideas for future fund raising events for their schools.

2. The PTA/PTSAs, Inc. charged a rental fee for table space utilized by each vendor. The event was open only to MPS PTAs and other MPS school/parent organizations. A portion of the monies raised by the event was used to pay for Board incurred expenses in opening the building for this event. The balance of funds went toward the operational costs experienced by the Milwaukee City Council of PTA PTSAs, Inc. The event was considered quite successful and is scheduled to be repeated in May, 1991 .

3. Board action is required for approval of the building use permit for this fund raising event.

Your Committee recommends that the Rules be suspended to allow a building use permit to be issued, with the understanding that the organization pay all expenses incurred by the Board in opening the administration building for the event.

* * * * * *

(ITEM 6) The Superintendent advised your Committee that:

1. A new school selection process was in effect for the 1991-92 school year.

2. The Department of Student Services directed that available seats in all schools be listed in Directions, the Milwaukee Public Schools School Selection Catalog for 1991-1992.

3. The inclusion of available seats in Directions caused the publication to increase in size from an estimated 36 pages to a 78 page document.

4. The cost of the printing Directions exceeded cost expectations by $43,183.

5. The unexpected cost for Directions has resulted in an over expenditure of approximately $50,000 in the printing and duplicating budget.

Your Committee recommends:

1. That $30,000 be transferred from the Department of Student Services microfilm budget to the printing and duplicating budget of the Department of Public Affairs and Communications.

2. That the following inter-department budget transfers be made into the printing and duplicating budget:
   A. $l,000 from the Institutional Advertising budget .
   B. $5,000 from the Consultant budget .
   C. $4,600 from the Student Intern budget.

3 . That $15,000 be transferred from the Contingent Fund to cover the remainder of the shortage and anticipated expenses through the remainder of the 1990-91 school year.

* * * * * *

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

1. The Milwaukee Public Schools ("MPS"), the University of Wisconsin-Milwaukee ("UWM"), and the Milwaukee Area Technical College ("MATC") each hold FCC licenses for four Instructional Television Fixed Service Channels ("ITFS") in Milwaukee. MPS ITFS channels are utilized on a daily basis to transmit four channels of educational television programming directly to classrooms. Each classroom in 148 MPS buildings is wired to receive the MPS ITFS educational television system.

2. Transmitters for the ITFS educational television system are presently located at the top of the First Wisconsin Center. MPS ITFS channels were constructed and operated at the First Wisconsin Center pursuant to a June 28, 1985, agreement with the State of Wisconsin Educational Communications Board ("ECB"). ECB in turn entered into a May 20, 1985, agreement with Wisconsin Bell, Inc. ("WBI") pursuant to which WBI agreed to build, own and operate an Instructional Television Fixed Service Transportation Facility for the transmission of MPS ITFS channels licensed to UWM.

3. Under the terms of the ECB-WBI agreement, WBI had the right to use or sublease excess ITFS channel capacity. The term of both the ECB-WBI agreement and the ECB-MPS agreement was for 15 years (the MPS agreement had a ten year term with a five year option). The ECB-WBI agreement could be terminated within the first five years by WBI if WBI determined that its use or sublease of excess ITFS channel capacity was not "commercially practicable." Any such termination of the ECB-WBI agreement resulted in a termination of the ECB-MPS agreement.

4. WBI has exercised its termination rights, and WBI and ECB have negotiated a transfer of title and termination agreement pursuant to which: their May 20, 1985, agreement is terminated; WBI will transfer title to all ITFS transmission equipment located at the First Wisconsin Center to ECB; and equipment located at the First Wisconsin Center to ECB; and WBI will pay ECB $345,000 to fund the cost, including preliminary engineering study, of transferring the ITFS channels to another site. ECB has, in turn. exercised its termination rights under the ECB-MPS agreement and ECB proposes entry into a termination agreement pursuant to which: its June 28, 1985, agreement with MPS would be terminated; title to all MPS ITFS equipment would be transferred to MPS; and MPS would be provided with $50,000 (to be received from ECB by virtue of its termination with WBI) to fund an engineering study to determine the methodology to be employed for relocating the ITFS transmission system to Sandburg Hall on the UWM campus.

5. UWM and MATC have proposed an intergovernmental cooperation agreement with MPS pursuant to which the parties would jointly construct and operate their ITFS transmission facilities at the Sandburg Hall site. The estimated $295,000 cost for relocating to the Sandburg Hall site would be provided by ECB from funds it received under its termination agreement with WBI. MPS, acting as agent for both UWM and MATC, would let the $50,000 contract for the engineering study; and UWM, as agent for MPS and MATC, would let the contracts for the relocation and construction of the ITFS transmission facilities at the UWM site.

6. With respect to the engineering study. the chief engineers of MPS, UWM and MATC recommend the Evans Associates perform the engineering study needed to relocate the ITFS transmission facilities. Evans Associates is a highly reputable firm which has proposed numerous ITFS studies in Wisconsin and maintains a unique data base of all ITFS licenses, applications, and future expansion plans of every Wisconsin ITFS licensee. Frequency coordination may therefore be accomplished by Evans Associates without the use of third parties. Evans is the only engineering firm in the area capable of this one of a kind service. Direct local access to the engineering firm is critical to the

success of the ITFS relocation project, insuring that the educational television needs of all Milwaukee area students continue to be directly served by ITFS educational television systems.

Your Committee recommends:

That the Board authorize its President and the Secretary-Business Manager to enter into agreements containing the following terms and conditions:

1. A termination agreement with ECB pursuant to which the Board and ECB would:
   a. terminate their June 28, 1985 Channel Use Agreement, which had provided for the construction and use of MPS' ITFS Station KHF-80, Channels Bl-B4 ("MPS Channels") at a site located at the top of the First Wisconsin Center;
   b. transfer title from ECB to MPS of all equipment used for the MPS Channels and transfer joint ownership of certain jointly owned and used equipment to MPS and UWM;
   c. provide $50,000 to MPS (said sum having been received by ECB pursuant to its termination agreement with WBI) to use in funding an engineering of the MPS channels, along with the UWM channels and MATC channels, to the Sandburg Hall site on the UWM campus; and
   d. allow all of the above to be accomplished on a timetable which would cause the minimum amount of transmission disruption over the MPS Channels.

2. A sole source agreement with Evans Associates pursuant to which an engineering study would be conducted to determine the methodology to be employed for the relocation of MPS, UWM and MATC ITFS transmission facilities from the First Wisconsin Center to the Sandburg Hall site at the UWM campus. Funding for the study, not to exceed $50,000, would be provided under the termination agreement with ECB.

3. An intergovernmental cooperation agreement by and among UWM, MATC and the Board pursuant to which the parties would:

   a. construct a new transmission facility for the MPS, UWM and MATC channels on a UWM campus site. The $295,000 estimated cost for construction of the new transmission facility, including the re-aiming of all receiving site antennas, will come from ECB which has received that money pursuant to its termination agreement with WBI. UWM will undertake the actual relocation and reconstruction of the new transmission facility as the agent for both MPS and MATC. While it is anticipated that the $295,000 cost will be sufficient to fund the construction of the new transmission facility, UWM, MATC and the Board will equally share in any cost overruns unless otherwise specifically agreed to by the parties; and

   b. jointly operate and maintain the new transmission facility with the parties equally sharing in the operation and maintenance cost. UWM will, in the main, undertake the actual operation and maintenance of the transmission facility.

* * * * * *

(ITEM 8) 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 17, 1991:

A. Monthly Discussion of Facilities Needs and Progress Report on the Capitol

B. Presentation of the Schematic Design Drawings for the Schlitz Facility and St. Albert's School

C. Statement of Operating Revenues

The Secretary-Business Manager submitted the following Revenues as of February 28, 1991, showing the following totals for the School Operations, Categorically Aided, Food Services, Construction and Extension Funds:

	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	$ 324,646,180	$ 199,064,463	62.0%
Categorically Aided	29,682,019	18,617,971	48,299,990	18,793,295	29,506,695	38.9%
School Nutrition	20,019,325	372,117	20,391,442	11,683,568	8,707,874	57.3%
Construction	7,389,000	21,478,028	28,867,028	20,083,949	8,783,079	69.6%
Extension	6,254,018	94,115	6,348,133	5,000,711	1,347,422	78.8%

D. Statement of Expenses

The Secretary-Business Manager submitted the following Statement of Expenses as February 28, 1991, showing the following totals for the School Operations, Categorically Aided, Food Services, Construction and Extension Funds:

	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	$ 291,225,378	$ 232,485,265	55.6%
Categorically Aided	29,682,019	18,617,990	48,300,009	23,610,507	24,689,502	48.9%
School Nutrition	20,010,674	380,768	20,391,442	12,610,870	7,780,572	61.8%
Construction	7,389,000	21,478,029	28,867,029	26,499,886	2,367,143	91.8%
Extension	6,254,018	94,115	6,348,133	3,695,809	2,652,324	58.2%

(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 February 28, 1991 and payrolls through February 15, 1991.

E. Monthly Report on Expenditure Controls Report F. Review of Service Delivery Area Offices

* * * * * *

Separate consideration having been requested for Items 5 and 6, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Voting “present”—Director Johnson—1.

Item 5 of the report relating to building permit for fund raising event, 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, Mallory, O'Connell, O'Neil, Stacy, President Mitchell—6.

Noes—None.

Voting “present”—Director Johnson—1.

Item 6 of the report, relating to a Contingent Fund Transfer, having been set aside for separate consideration, Director Bills moved to adopt the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting “present”—Director Johnson—1.

COMMITTEE ON LEGISLATION AND RULES

President Mitchell presented the following report for the Committee on Legislation and Rules.

March 27, 1992

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Legislation and Rules presents the following report:

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

The MPS Budget office has projected the cost of an MPS maintenance budget for 1991-92 at $583.8 million, an increase of about $47 million over 1990-91. Such a budget would meet existing contractual obligations, maintain existing educational programs and services and serve an additional enrollment of approximately 1300 pupils. In total, the Governor's budget proposal would provide MPS with an increase of only $6 million in state funds for 1991-92 so the only source of revenue to cover the remaining S41 million would be the property tax levy.

The Governor has proposed the imposition of 5.4% cost controls which would not allow MPS to set its 1991-92 operating budget at a level sufficient to maintain existing educational programs or serve the anticipated higher enrollment even if the Board was willing to increase property taxes by $41 million. As a result, the Board will be forced to consider significant program reductions for 1991-92.

SCHOOL FINANCE

The state equalization aid formula is suspended and each district would receive its 1990-91 amount plus an increase of 2.9% for 1991-92. The proportion of school costs covered by the state will drop from 45% to 43% continuing the declining state commitment to public education. Since 1974, when the Machinery and Equipment exemption was granted, the share of state GPR appropriations

allocated for school aids has dropped from 39.4% to 33.3%; and the number of state standards has increased from 13 to 20.

Handicapped aids are increased only 7.2% but the state share of costs will decline from 59% to 53%. No increase is provided in TIF aids, bilingual aid or children at risk aid.

For 1992-93 and subsequent years the primary cost ceiling is set at $5140 (10.3% increase for two years) and aid will be paid on the basis of four (now, two) membership count days. Due to the relatively large number of dropouts at MPS this provision would probably reduce MPS equalized aid by about 1% or $3 million annually beginning in 1992-93. MPS would also incur the cost of making the additional two counts.

The Governor has proposed to increase the school levy credit (lottery revenues) by $57 million (33%).

Minimum aid is expanded to provide $600 per student to at least two more districts.

COST CONTROLS

The Governor's budget would impose cost controls to limit total school district expenditures (excluding debt) to increases in the Consumer Price Index (CPI) estimated to be 5.4% for 1991-92. This would allow MPS to spend no more than $565.5 million for operations in 1991-92, an increase of about $29 million.

Budgeted controllable cost is determined by increasing actual expenditures in the first six months of the previous school year and budgeted expenditures for the last six months of the previous school year by the CPI. Exceptions are allowed for low spending school districts (less than 85% of the state average), emergencies (require referendum approval), federal asbestos management requirements and debt service. No allowance is provided for the cost of serving increased enrollments.

If a school district exceeds its maximum controllable cost, the state superintendent shall deduct an amount equal to the excess cost from the school district's state equalization aid payment in the following school year. The excess cost may not be included in determining the maximum controllable cost for the following school year.

CHAPTER 220

A separate appropriation is established for Chapter 220 aids (excluding minority census tract aids) beginning in 1992-93. As a result the sum sufficient appropriation created by drawing Chapter 220 funds from equalized aid will be replaced by a specific $73 million appropriation in 1992-93. Future shortages in funding will be prorated, but aid increases for 1991-92 will be 2.9% over the 1990-91 amount regardless of participation.

Sender aid is eliminated in 1992-93. As a result, MPS will lose about S13 million currently received for MPS resident students who transfer to the suburbs. MPS continues to be obligated [s.121.85 (7)] to provide all transportation costs for all students who transfer to or from the suburbs, currently budgeted at $13,035,000.

Bonus aid to the suburbs is phased out over a four year period. The current 20% bonus aid payment is reduced to 15% in 1992-93, 10% in 1993-94, 5% in 1994-95 and eliminated beginning in 1995-96. There is no provision to redirect bonus aid for a scattered site housing program or any educational purpose.

DESEGREGATION SETTLEMENT FUNDS

The statutory provisions which govern the distribution of MPS desegregation settlement funds would be repealed and the MPS spending plan would be approved by only the Governor and the State Superintendent. This approval procedure may create an executive/legislative clash over

control of these programs and repeal of the statutory provisions probably will make it more difficult to continue these programs after the settlement agreement expires.

EDUCATIONAL GOALS BOARD

An educational goals board attached to DPI is created. The board shall consist of nine members appointed by the Governor for 3-year terms. The board shall be composed of: public school teachers; public school administrators; school board members; vocational, technical and adult education school instructors; and, instructional staff, faculty and academic staff from public and private institutions of higher education.

The board shall promulgate rules establishing statewide educational goals for all school districts by July 1, 1992, to replace the existing goals in s 118.01 (2); develop rules for award of school performance grants; and direct the development of a uniform statewide educational assessment program. The educational responsibilities of the board could be performed by DPI without creating a new board.

TESTING AND ASSESSMENT PROGRAMS

At the direction of the Educational Goals Board, DPI will develop an educational assessment program to objectively measure the adequacy and efficiency of public school educational programs which would replace the current testing standards without adding additional tests. DPI will develop objective referenced basic skills tests for the current 3rd grade reading test, a new 5th grade science test, a new 7th grade math test, a new 9th grade language arts test and a new 10th grade multidisciplinary test. The tests shall be designed to: allow comparison of test results among school districts; provide assessment of problem solving and critical reasoning skills; and measure pupil performance in relation to state and school district educational goals.

The bill deletes the current statutory language to ensure school district compliance with the state standards through a DPI audit process. Beginning in 1992-93 and annually thereafter the state superintendent will identify school districts in the lowest 20% in performance based on the Goals Board's composite indicator. The state superintendent will make recommendations on programs and operational improvements and periodically assess the implementation of the recommendations. MPS scores on the 3rd grade reading tests in both 1989 and 1990 were in the lower 20% of all districts. The budget allocates about $2 million for this testing program. These funds would be more effectively used to maintain current school district services.

SCHOOL PERFORMANCE AND GRANT PROGRAM

School districts must submit a performance report developed by DPI for each school and the school district. The report will consist of academic achievement indicators, which include pupil performance on statewide objective-referenced basic skills tests at five grade levels, statewide assessment examinations and standardized tests. Other indicators included in the report are dropouts, attendance, retention in grade and graduation rates; numbers of suspensions and expulsions; percentage of pupils participating in extracurricular/community activities and advanced placement courses; and percentage of graduates enrolled in post secondary educational programs and those entering the work force. The report must be distributed annually to parents or guardians.

Currently MPS issues a Report Card and an Educational Effectiveness Report which are public documents and are distributed to each school. Data elements reported by MPS which correspond to those in the new School Performance Report are: school attendance rates; suspension rates; dropout rates; 3rd grade reading test results; high school graduates and postsecondary plans; ITBS Test results and objective-referenced test results; and percent of graduates employed.

MPS will begin to monitor and report on improved attendance of low income students and minorities at extracurricular activities and field trips in order to meet the Board's 1995 goals. New data elements required under the proposed School Performance Report include: grade retention rates; expulsion rate; percentage of pupils participating in extracurricular/ community activities; and percentage of pupils participating in advanced placement courses.

The Goals Board would develop a composite indicator of school performance based upon the report. Starting in 1992-93 and every third year thereafter, the board will identify schools that demonstrate superior performance over the previous two school years in "various" categories including sustained excellence, "absolute" improvement and improvement above established goals. Each "superior performance" school will receive a three year grant in an amount to be determined by the Board. The Board will evaluate a grant recipient and may renew or terminate grants based on poor performance.

MAXIMUM ENROLLMENT

Beginning in 1993-94, a school district's enrollment may not exceed 25,000. If a school board anticipates exceeding that limit, it must submit a report to the governor, state superintendent and legislature describing the board's plan for compliance and shall include recommendations for any legislation necessary to implement the plan. This provision probably was included as the state administration's response to criticism of the MPS administration and bureaucracy. The Secretary of Administration has regularly and publicly exaggerated the size and cost of the MPS administration. The following points should be considered:

- MPS enrollment in 1990-91 is 98, 311 an increase of 9539 or 10.7% in ten years.
- MPS staff consists of 9765 positions including 518 administrators a reduction of 12 or 2.3% in ten years.
- The Public Policy Forum reported that MPS administration costs in 1989-90 were $475 per pupil, 558 or 12.2% below the average ($533) of school districts in the metropolitan area.
- The shift from a functional organization to a regional organization has resulted in the reduction of MPS central office staff by about 1/3.
- MPS problems are societal, not structural. No one would expect the crime rate to decrease if the Milwaukee Police Department were subdivided into four or five districts because that structural change fails to address the underlying problems. Similarly the downsizing of MPS does not address the root problems faced by MPS pupils and could not be expected to improve the quality of education.

LEARNFARE

Learnfare would be extended to 6-12 year olds (now, teenagers) in 1992-93 at a cost of $3.4 million. The county is required to provide case management services to AFDC recipients 6 to 12 years of age the first time the recipient violates the school attendance requirement. An AFDC recipient who is 6 to 12 years of age may be sanctioned if the county provides the case management services, the family fails to take specific actions to improve the recipient's school attendance and the individual fails to return to school. The exception to the school attendance requirement for AFDC recipients who are 16 to 19 years of age and will fail to graduate from high school before reaching age 20 is repealed.

DPI INITIATIVES FOR MPS

The State Superintendent's budget proposed the following initiatives for MPS:

- $5.7 million increase in P-5 to double the program and include 38 MPS schools;
- $500, 000 for MPS human growth and development project;
- $470,500 planning grants to MPS for learning readiness;

- $l.8 million to provide Headstart services to 800 eligible three and four year olds on the MPS waiting list;

- Authorize MPS to finance school facilities through promissory notes, property taxes or a proposed zero interest revolving fund; and

- Equalized aid weighting for all AFDC pupils.

The Governor has rejected all of these initiatives and none are included in his budget.

ALTERNATIVE COMPLIANCE

School boards would be allowed to apply for alternatives to strict compliance with various state requirements by April 1. The state superintendent would grant permission by June 1 if: the requirement addresses a problem that doesn't exist; the requirement is ineffective in solving a problem and the school board proposes an effective alternative; the alternative method would save money with no loss of educational quality; and alternative compliance is necessary to implement an innovative school board proposal which would enhance educational quality. The general areas eligible for alternative methods of compliance are bilingual bicultural education program establishment; employment of reading specialists; special observance days; children at risk; school attendance enforcement; teacher certificates or licenses; school district administrator employment; high school graduation standards; gifted and talented programs; school hours; days of instruction, employment of licensed teachers, and filing of state required reports; and school district standards.

The approved plan would be in effect for one year unless the state superintendent designates otherwise. The state superintendent may impose conditions upon a plan and/or approve a plan for one or more schools or programs in the school district. School districts would be required to submit a report on the results of any alternative compliance program.

SCHOOL DAYS

This provision reduces the number of permitted inclement-weather and parent/teacher conference days from five to two days. It is inconsistent with the provision to allow alternative compliance.

COMMUNITY SERVICE-HIGH SCHOOL GRADUATION REQUIREMENTS

Beginning in 1992 a pupil must complete 18 hours of unpaid community service to receive a diploma from high school. The requirement increases the hours each year to 36 hours in 1993, 54 hours in 1994 and finally 72 hours in 1995. Some of these hours may be incorporated into course requirements. This provision may be detrimental to families where some children work to help support the family and is inconsistent with the provision to allow alternative compliance.

TEACHER PROVISIONS

Teacher tenure provisions for new Milwaukee County and MPS teachers are repealed. Current MTEA/MPS contract language which provides for automatic renewal upon completion of a 3 year probationary period would continue to apply so this proposal would have no real effect.

Collective bargaining agreements providing for arbitration of a grievance involving a disciplinary action against a teacher would not allow the arbitrator to determine whether the employer had "just cause" for the action. The arbitrator could only be authorized by the agreement to determine whether the teacher was accorded due process.

School districts are required to notify DPI of any employee licensed by DPI who is dismissed, resigns or takes a leave of absence for reasons the administrator believes relate to the employee engaging in conduct that endangered the health, safety, welfare or education of any *pupil.* Immunity from civil liability is provided for administrators who act in good faith.

School boards would be authorized to contract up to three years with licensed individuals for teaching and educational services. The existing statutes whichmake this a mandatory subject of bargaining are not changed. As a result, this proposal seems to have no effect.

MEDIATION ARBITRATION

The mediation arbitration process is revised through new provisions to: allow final and binding arbitration on economic issues if the employer hasn't made an economic offer equal to the CPI; establish shorter timelines; require the arbitrator to consider community comparables, wages, hours and conditions of private employers, the CPI, the public interest, the employer's financial ability, economic conditions and impact on the property tax rate; and change the arbitrator selection process to allow each party to strike only one name and provide that the arbitrator be selected at random from the remaining five names. MPS has experienced no strikes since the mediation arbitration law has been in effect.

PEACE OFFICERS' RECORDS IN PUPIL RECORDS

Peace officers' records containing information about a pupil could be made available to a school administrator designated by the board for the purpose of providing AODA programs. Upon receipt of any information in the record the school administrator must notify the pupil or parent. The adult pupil or parent/guardian of a minor *pupil* must grant permission for these records to be used. The board is required to maintain such records separately from a *pupil's* other records.

POST SECONDARY OPTIONS

Beginning in 1992-93 school year, students in 11th or 12th grade would be given the option of waiving their high school enrollment in order to attend classes at institutions of higher education (i.e., UW system, VTAE, or private nonprofit colleges) in the state to earn high school credits towards a diploma. Under the proposal the school board must pay the tuition of the participating student(s) to the institution of higher learning chosen by the student.

SCHOOL DISTRICT/VTAE

Currently, upon the request of a *pupil* 16 years or older and with written approvals of the parent/guardian and the school board, the VTAE district must admit the *pupil* and enter into a contract to provide the *pupil* a program.

These requirements are eliminated effective in 1991-92. Currently, compulsory attendance is waived for a *pupil* when applying provisions for the contracted services. This attendance waiver would also be eliminated. It appears that this program is eliminated in favor of the Governor's proposed post secondary options program.

DAY CARE TRANSPORTATION

A school district would be allowed to provide to those resident parents that request it, transportation to and/or from before and after school day care or programs or prekindergarten programs. The district has the option to charge parents or waive associated costs for providing the services and no state funding is provided.

INFORMATION TECHNOLOGY

The bill creates an Information Technology Division within the Department of Administration to serve as a clearinghouse and coordinate and maintain a system of telecommunication facilities to serve the needs of agencies, schools and other educational institutions. Information technology is defined as "the electronic processing/storage and transmission of information including data processing and telecommunications." A newly created Board to govern the Division would adopt policies for statewide management of information technology within agencies, adopt a statewide plan for use of information technology and monitor agencies' plans, initiatives and systems relating to information technology and make recommendations. The Chairperson of the Board on Information Technology is added as a member of the Educational Communications Board. The

budget bill defines educational telecommunications as "the electronic movement of information in any form from one point to another for educational or cultural purposes."

COMMUNITY-BASED ADOLESCENT DEMONSTRATION PROJECTS

Community organizations would provide adolescents and parents of adolescents educational programs and services that include health education, abstinence from sexual activity, self-esteem, responsible behavior and success skills, respect for others, family communication skills training, mental health, financial, vocational training, child care, but no direct medical services. Also included is the development of support groups to discourage sexual activity, but not abortion counseling or referrals. Grants may not be awarded by the Adolescent Pregnancy and Prevention Services Board to an organization that provides abortion services or counseling or referrals.

MINORITY COLLEGE AND PRECOLLEGE PROGRAMS

By April 15, 1992, the UW Board of Regents must add a precollege component to their minority and disadvantaged student recruitment and retention program. In addition, the Board shall allocate 1% of the minority and disadvantaged programs budget to fund proposals that encourage minority pupils in grades five to eight to attend college.

By January 1 the VTAE Board must develop a plan to increase minority group member participation and retention in the VTAE system and VTAE is added to the precollege scholarships program for minority pupils. Both the UW minority tuition grant program and the minority teacher loan forgivable programs are continued. However, none of the appropriations are increased so increased participation is unlikely.

CAREER YOUTH DEVELOPMENT CENTER

The Career Youth Development Center is allocated $80,000 each year: $50,000 for operation of a minority youth substance abuse treatment program and $30,000 for drug prevention programs for MPS high school athletes.

Your Committee recommends that the Board:

l. Support efforts to increase the amount of state revenues for school aids. Allow all equalized aid formula factors to remain in effect.

2. Oppose the addition of two membership count days.

3. Support the distribution of lottery funds or any property tax credit on the basis of equalized aids rather than in proportion to property tax levies.

4. Oppose any minimum aid.

5. Oppose any cost controls that prevent MPS from maintaining educational programs and serving anticipated enrollment increases**.**

6. Oppose a separate appropriation for the Chapter 220 program. Allow all formula factors to remain in effect.

7. Oppose elimination of sender aid as long as MPS is required to provide all interdistrict transportation.

8. Support the use of bonus aid for educational programs.

9. Support continuation of the statutory desegregation settlement programs.

l0. Support continuation of a state educational structure in which DPI administers state educational programs.

11. Oppose the diversion of needed school aid for creation of a new statewide testing program.

12. Support grants for high or improved performance administered by DPI. Oppose provisions which increase MPS costs and divert needed funds from maintenance of current school services.

13. Oppose an enrollment limit.

14. Oppose the expansion of Learnfare to 6-12 year olds. Support retention of the exception for 16-19 year olds who will not graduate by age 20.

15. Support the addition of each of the DPI/MPS initiatives.

16. Support alternatives to strict compliance with state educational standards and requirements.

17. Oppose the reduction of inclement weather and parent-teacher conference days.

18. Oppose community service as a graduation requirement, but encourage participation of students.

l9. Support elimination of the "just cause" provision.

20. Support DPI notification and immunity for administrators.

21. Support availability of *pupil* information in providing AODA programs.

22 Oppose any unfunded post secondary option program that would require the board to pay the student's tuition. Support the program if the state pays the tuition.

23. Oppose repeal of MPS/MATC contract authority.

24. Support the authorization to provide transportation and charge a fee.

25. Support expansion of the human growth and development curriculum and the use of school-linked health clinics.

26. Support continuation and expansion of the minority precollege scholarship program, minority tuition grant program, and minority teacher loan program.

27. Support CYD appropriation for drug prevention and substance abuse programs.

* * * * * *

Separate consideration having been requested of Item 9, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Voting “present”— Director Johnson—1.

Item 19 of the report, relating to the "just cause" provision, having been stet aside for separate consideration, Director Pajewski moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, O'Connell, Pajewski, Stacy —4.

Noes— Directors Mallory, President Mitchell - 2.

Voting “present”— Directors Johnson, O’Neil— 2.

SPECIAL COMMITTEES

Secretary-Business Manager presented five reports of expulsion orders of the Independent hearing Panel of the Milwaukee Board of School Directors.

Director Mallory moved to accept all the recommendations of the Hearing Panel.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Mallory, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—7.

Noes—None.

Voting “present”— Director Johnson—1.

COMMUNICATIONS AND PETITIONS

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

Communication from ESHAC, Inc. requesting the use of school property for a fund raising event.

Referred to Committee on Finance and Facilities.

Communication from several Community Advisory Council chairpersons requesting a hearing to discuss various issues pertaining to the composition of the CAC and the election of CAC members.

Referred to Committee on Instruction and Community Relations.

Communication from Pastor Fenley of the Arlington Assembly of God Church requesting the use of a school for church related family night activities.

Referred to Committee on Finance and Facilities.

UNFINISHED BUSINESS

The Secretary-Business Manager presented the following communication from Director Johnson:

> Per our telephone conversation this morning, February 28, 1991, I am formally requesting that you take whatever actions necessary to properly notice and I wish to reconsider and/or rescind action of the Board

February 27, 1991, regarding insurance brokerage contract. I am also requesting that no contracts be signed between Milwaukee Public Schools and Chris Schroeder Agency/GBG Joint Venture until such time that the Board and City Attorney has an opportunity to review this issue. Thus, I am requesting a formal determination as to the process by which this contract uses has been handled.

I wish this to take place immediately.

Sincerely,

Jared Johnson
MPS- Board Member

Director Johnson indicated that he wanted no action taken at this time.

RESOLUTIONS

By President Mitchell and Director Mallory

WHEREAS, The number of students being expelled from the Milwaukee Public Schools for weapons offenses has increased; and

WHEREAS, There have been a number of recent incidents in our schools involving guns; and

WHEREAS, There is a fear that potentially dangerous incidents could occur; and

WHEREAS, It is the responsibility of the Board to take strong action to insure the safety of students and staff; therefore, be it

RESOLVED, That the administration, in cooperation with the Milwaukee Police Department, Sheriff's Office, and other organizations within the community, develop a comprehensive security plan for the district; and be it

FURTHER RESOLVED, That each local school develop a security plan and that these plans include security devises such as metal detectors, cameras, and other security systems.

Referred to the Committee on Instruction and Community Relations.

The Board adjourned at 9:35 PM.

JOHN J. PETERBURS
Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of March 31, 1991

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	373	323		8	566	7	53	56	6		696
K3	397	249		4	354	16	45	209	18		646
PK	73	49		1	105		4	12			122
K4	1832	1770		30	1778	130	332	1271	61		3602
K5	4305	4061		102	4631	301	781	2463	88		8366
01	4944	4557		105	5560	332	950	2451	103		9501
02	4234	4026		85	4747	311	809	2220	88		8260
03	4053	3924		90	4484	293	798	2216	96		7977
04	3977	3726		87	4445	268	758	2070	75		7703
05	4000	3816		101	4584	245	753	2045	88		7806
06	3583	3537		83	4271	199	699	1797	71		7120
07	3340	3146		86	3791	171	635	1746	57		6486
08	3017	3035		70	3497	152	572	1697	64		6052
09	3844	3644		96	4176	226	722	2193	75		7488
10	3310	3267		60	3544	192	606	2103	72		6577
11	2502	2689		56	2642	160	411	1871	51		5191
12	1926	2159		40	1920	172	312	1602	39		4085
13	1				1						1
Invalid		7			5		1	1			7
TOTAL	49711	47985		1104	55101	3175	9241	28023	1052		97696

Total Active Detached..... 77 (Included above) Total Suburban Transfers—5507

Total Inactive..... 1267 (Not included above)

Brown Deer	174	Greendale	261	New Berlin	200	St. Francis	128
Cudahy	223	Greenfield	320	Nicolet	83	Wauwatosa	817
Elmbrook	177	Hamilton	38	Oak Creek	153	West Allis	459
Fox Point	137	Maple Dale-Indian Hills	82	Shorewood	322	Whitefish Bay	347
Franklin	284	Menomonee Falls	277	South Milwaukee	287	Whitnall	277
Germantown	26	Mequon-Thiensville			313		
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	1527	80.2	113.0	5.0	North Division	1146	75.2	102.0	6.0
Custer	1076	77.1	84.0	5.0	Pulaski	1517	75.5	111.0	5.0
Hamilton	1643	81.8	114.0	5.0	Riverside	1410	85.3	111.0	5.0
Juneau	783	81.2	63.0	3.0	South Division	1661	73.1	133.0	5.0
King	1184	89.3	74.0	3.0	Vincent	1339	79.7	103.0	5.0
Madison	1413	77.2	107.0	5.0	Washington	1548	77.9	121.0	5.0
Marshall	1164	77.2	86.0	4.0	HS of the Arts	709	94.7	56.0	3.0
Milwaukee Tech	1859	90.2	130.0	4.0	TOTAL	19979	80.6	1508.0	68.0
MIDDLE SCHOOLS									
Audubon	960	88.1	66.0	3.0	Parkman	608	84.9	54.0	3.0
Bell	962	88.0	67.0	3.0	Robinson	499	94.0	40.0	2.0
Burroughs	940	90.5	63.0	3.0	Roosevelt	640	92.6	45.0	2.0
Edison	912	87.2	67.0	3.0	Sholes	855	85.9	60.0	3.0
Eighth St.	333	91.6	27.0	2.0	Steuben	913	90.1	61.0	3.0
Fritsche	965	89.8	69.5	3.0	Walker	819	85.4	59.0	3.0
Fulton	640	86.3	56.0	3.0	Webster	958	90.4	64.0	3.0
Kosciuszko	736	86.4	64.0	3.0	Wright	841	89.6	63.0	3.0
Morse	1050	94.7	68.0	3.0					
Muir	938	87.0	68.5	3.0	TOTAL	14569	89.0	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	425	92.9	17.2	1.0	Hopkins	800	91.3	46.0	2.0
Allen Field	1017	93.1	53.5	2.0	Humboldt Park	577	93.6	30.0	1.5
Auer	635	93.3	36.8	1.5	Irving	704	93.8	39.0	2.0
Barton	592	93.2	27.0	1.5	Kagel	390	93.9	24.0	1.0
Berger	537	91.2	32.1	1.5	Keefe Av.	640	91.3	39.3	2.0
Brown St.	617	92.7	36.0	2.0	Kilbourn	379	91.5	22.5	1.0
Browning	451	93.1	22.3	1.0	Kluge	598	91.7	33.0	1.5
Bruce	534	92.5	28.1	1.5	LaFollette	651	93.1	39.8	2.5
Bryant	589	91.0	30.0	1.5	Lancaster	575	93.5	29.5	1.5
Burbank	574	91.8	23.8	1.5	Lee	628	92.2	37.3	2.0
Burdick	525	87.9	31.0	2.0	Lincoln Av.	645	90.5	30.5	1.5
Carleton	528	92.9	24.6	1.0	Lloyd St.	585	92.6	30.5	1.5
Cass	594	91.5	39.3	2.0	Longfellow	643	92.8	30.8	1.5
Clarke	491	94.3	28.3	1.5	Lowell	294	92.7	12.9	1.0
Clemens	455	89.2	22.2	1.0	MacDowell	543	93.1	27.0	1.5
Clement	473	91.4	21.0	2.0	Manitoba	381	93.9	32.5	2.0
Congress	533	92.3	23.9	1.5	Maple Tree	532	92.2	22.0	1.5
Cooper	411	92.2	21.5	1.0	Maryland Av.	340	92.3	20.2	1.0
Curtain	368	92.5	18.2	1.0	Mitchell	794	90.9	34.0	2.0
Doerfler	690	90.7	30.0	1.5	Morgandale	571	93.8	26.1	1.5
Douglass	309	96.0	16.7	1.0	Neeskara	422	94.5	30.5	1.0
Dover	638	92.7	27.1	1.5	Ninety-fifth	348	93.0	17.6	1.0
Eighty-eighth	383	92.9	18.5	1.0	Palmer	593	91.0	41.8	2.0
Eighty-first	490	91.8	20.8	1.0	Parkview	376	92.7	19.0	1.0
Eighty-second	455	94.2	21.5	1.0	Phillip	341	90.9	19.2	1.0
Elm	365	95.9	20.0	1.0	Pierce	571	92.0	33.0	2.0
Emerson	289	93.4	16.9	1.0	Riley	613	94.4	31.0	1.5
Engleburg	508	93.1	28.1	2.0	Seventy-eighth	590	91.3	33.0	1.5
Fairview	539	92.3	30.0	1.0	Sherman	609	94.1	27.7	1.5
Fernwood	477	88.4	29.0	1.5	Siefert	582	91.4	37.0	1.5
Fifth-fifth	480	94.1	22.5	1.0	Silver Spring	381	91.0	20.2	1.0
Fifty-third	402	94.1	18.7	1.0	Sixty-fifth	364	91.5	20.0	1.0
Forest Home	972	96.0	48.0	2.0	Sixty-seventh	340	92.4	15.9	1.0
Franklin	595	94.6	40.3	2.0	Story	561	94.6	35.9	2.0
Fratney	360	92.9	20.7	1.0	Stuart	333	92.5	18.0	1.0
Gaenslen	667	89.2	59.0	2.0	Thirty-eighth	567	96.0	26.9	1.5
Garden Homes	546	92.7	30.1	1.5	Thirty-fifth	332	93.7	15.4	1.0
Garfield	434	96.3	27.0	1.0	Thirty-first	494	94.2	28.8	1.5
Garland	376	90.3	15.4	1.0	Thirty-seventh	618	90.8	31.1	2.0
Golda Meir	251	96.2	13.8	1.0	Thoreau	694	92.8	31.0	1.5
Goodrich	435	94.3	22.5	1.0	Tippecanoe	241	91.9	12.5	1.0
Grandview	328	92.4	17.5	1.0	Townsend	512	94.5	21.5	1.0
Grant	594	92.5	27.3	1.5	Trowbridge	329	90.6	17.2	1.0
Grantosa	602	92.9	35.0	2.0	Twentieth	702	90.5	39.3	2.0
Granville	504	93.0	24.5	1.0	Twenty-first	622	93.8	38.0	2.0
Green Bay Av.	597	91.2	30.6	1.5	Twenty-fourth	322	90.6	21.0	1.0
Greenfield	404	94.3	18.0	1.0	Twenty-seventh	683	92.7	38.0	2.0
Hampton	611	91.4	30.0	1.5	Victory	513	95.4	29.0	2.0
Happy Hill	521	92.5	24.3	1.5	Vieau	612	93.6	37.1	2.0
Hartford	601	93.5	33.2	2.0	Whitman	455	91.3	24.8	1.0
Hawley	334	93.9	16.4	1.0	Whittier	204	94.1	8.4	1.0
Hawthorne	401	92.8	18.0	1.0	Wisconsin Av.	701	91.3	31.0	2.0
Hi-Mount	463	93.4	24.5	1.0	Zablocki	671	90.7	31.0	2.0
Holmes	728	90.0	46.3	2.0	TOTAL	55264	92.6	2947.8	153.5

OTHER SCHOOLS

Craig	83	72.8	11.0	1.0	Lincoln Alt. HS	117	73.4	7.0	1.0
Demmer	73	71.6	8.0	1.0	Lincoln Voc.Lab.	60	90.8	18.0	1.0
Hayes	73	74.7	12.0	1.0	Manitoba Ortho.	109	88.6	.0	.0
Kilmer	238	81.2	16.5	1.0	Pleasant View	213	91.3	30.5	1.0
Lady Pitts	174	64.4	15.0	1.0	Sixty-eighth	223	72.8	10.0	1.0
Lapham Park	228	84.4	10.0	1.0	Commun. Based	786		21.0	1.0
					TOTAL	2377	78.8	159.0	11.0
					MPS TOTAL	92189	89.0	5676.8	283.5

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

System Totals	Amer. Indian Prim	Sec	Black Prim	Sec	Asian Prim	Sec	Hispanic Prim	Sec	White Prim	Sec	Other Prim	Sec	Total Prim	Sec	Program Total
Learning Disab.	44	1	1870	13	19	0	295	1	917	12	28	0	3173	27	3200
Emotion. Dist.	20	0	1314	43	2	0	105	3	509	26	28	2	1978	74	2052
Autistic	0	0	69	11	3	0	4	0	50	4	1	1	127	16	143
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	1	38	35	2	0	5	6	18	35	0	1	64	78	142
Physically Hdcp.	5	0	228	112	10	5	53	7	169	130	9	5	474	259	733
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	1	0	76	24	12	2	16	2	87	15	10	0	202	43	245
Mentally Ret.	11	3	1187	205	15	6	127	28	394	105	9	6	1744	353	2097
Speech/Languag	38	20	1732	1197	44	30	232	197	1063	647	37	33	3146	2124	5270
e	0	0	0	0	0	0	0	0	0	0	0\	0	0	0	0
School Age Par. Disability Total	121	25	6514	1640	107	43	837	244	3207	974	122	48	10908	2974	13882
Ethnic Totals	146		8154		150		1081		4181		170		13882		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 18, 1991

Regular meeting of the Board of School Directors called to order by President Mitchell at 8:05 PM.

Present—Directors Bills, Johnson, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—7.

Absent and excused—Director Mallory—1.

Vacancy on Board—1.

SECRETARY-BUSINESS MANAGERS' COMMUNICATIONS

April 18, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

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

> Notice of Claim and Claim for Damages from Mr. Jeffrey S. Schuster, attorney, filed against the Milwaukee School Board on behalf of Clyde L. Burgess, Jr. who allegedly sustained injuries at 37th Street School on January 14, 1991.
>
> Claim is made in the sum of $50,000.

The CNA Insurance Company which carries the Board's 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 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 Bills moved to disallow the claim.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—7.

Noes—None.

April 18, 1991

TO THE BOARD OF SCHOOL DIRECTORS:

On January 14, 1991, the law firm of Hogan and Hartson issued a legal opinion with respect to two resolutions introduced by Director Pajewski. at its meeting of February 27, 1991, the Board requested that the City Attorney's Office also provide an opinion on these two resolutions.

The City Attorney's opinion supports that of Hogan and Hartson and further concludes" . . .MPS has not in fact been adjudged unitary. Therefore, any student assignment decision which would simply reduce the number of black students in certain schools, without assuring those students are reassigned to another integrated school, would violate the Board's affirmative integration duties and therefore likely be invalidated by the courts."

I have attached copies of both legal opinions and the original resolutions. The Board must determine what action it wishes to take with respect to this matter.

Respectfully Submitted,

JOHN J. PETERBURS
Secretary-Business Manager

Director Pajewski moved the legal opinion be placed on file.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Connell, Pajewski, Stacy, President Mitchell—6.

Noes—Director O'Neil—1.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of March 1, 1991 through March 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. 19061 to 26645, inc.

Payrolls (net withholdings).....	$24,219,078.84
Accounts	45,494,768.67
	$67,713,847.51

CONSTRUCTION FUND

Accounts, Voucher nos. 729 to 820, inc.	$ 2,939,847.40

EXTENSION FUND

Payrolls and Accounts, Voucher nos. 1103 to 1271, inc.

Payrolls (net withholdings)	$ 344,344.47	
Accounts	499,213.38	
		$ 843,557.85
TOTAL		$ 73,497,252.76

The accounts were allowed, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—7.

Noes—None.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

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

April 18, 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 employes, the Superintendent and the Secretary-Business Manager presented a joint report to your Committee recommending the following appointments, a promotion, and changes in status, effective as of the dates indicated:

APPOINTMENTS

Name and Assignment	Date	Position and Salary	Increment Date
M. Beyekan-Crawford Fac. & Main. Serv.	03-04-91	Office Equipment Technician $27,877.72/yr. (Replacement for retirement)	03-04
Jack Burns School Safety	03-18-91	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	03-18
Deborah Cook Bell	03-04-91	School Secretary I $15,648.00/yr. (Replacement for retirement)	03-04
James Cooley Fac. & Main. Serv.	03-04-91	Electrician $19.30/hr.($38,600.00/yr.) (Replacement for promotion)	03-04

Charles Hill, Jr. School Safety	03-04-91	School Safety Aide $7.45/hr.($10,966.40/yr.) (Replacement for resignation)	03-04
Pamela Kuspa SDA VI	03-04-91	Clerk Typist I $14,697.54/yr. (Replacement for transfer)	03-04
Maryann McDonald Milwaukee Tech.	03-04-91	School Secretary I $20,215.26/yr. (Replacement for leave)	03-11
Laureitha Pringle Ex. Ed./Supp. Serv.	03-04-91	School Secretary I $17,484.22/yr. (Replacement for promotion)	03-04
Maria Restivo School Safety	03-04-91	School Safety Aide $7.45/hr.($10,966.40/yr.) (New position)	03-04
Kelly Ricks Alt. & Voc. Ed.	03-04-91	School Secretary I $16,801.72/yr. (New position)	03-04
Patricia Samudio Human Resource Serv.	03-18-91	School Secretary I $17,484.22/yr. (Replacement for transfer)	03-18
Darlene Sicilia Comm. Rec. & Ed. Serv.	03-18-91	School Secretary I $20,215.00/yr. (Replacement for transfer)	03-18
Kevin Simmons School Safety	03-18-91	School Safety Aide $7.45/hr.($10,966.40/yr.) (Replacement for resignation)	03-18
Cynthia Tuczyncki Sholes	03-11-91	Clerk Typist I $12,185.78/yr. (Replacement for leave)	03-11

PROMOTION

Edith Brunson Meir	01-30-91	Food Service Mgr. I $11,462.76/yr.	01-30

CHANGES IN STATUS

Susan Beresford ¢ Comm. Rec. & Ed. Serv.	03-05-91	School Secretary I $20,984.08/yr.	01-22
Diane Christian * Zablocki	03-19-91	Clerk Typist I $12,657.53/yr.	08-22
Barbara Ford-Jackson ¢ Parkman	03-11-91	School Secretary I $15,243.54/yr.	08-24
Tammie Maldonado #	03-11-91	Clerk Typist I	03-11

Lloyd	$12,185.78/yr.

Selina Owens # C & I	03-11-91	Clerk Typist I $14,697.54/yr.	03-11
Darrell Thompson # Pleasant View	03-18-91	Handicapped Children's Asst. $10,218.50/yr.	03-18
Annette Williams # Roosevelt	03-18-91	Clerk Typist I $12,185.78/yr.	03-18

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

Your Committee recommends approval of the joint recommendations and report 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 October 9. 1990, and October 19, 1990, inclusive under suspension of Section. 3.1214) of the Board's rules:

(r)(b)	Elizabeth A. Nee Reading	B	34,119	9.0	10-09-90

Effective between January 4, 1991 and January 16, 1991, inclusive under suspension of Section. 3 .12 (4) of the Board' s rules:

(r)	Julie A. Polasky General Music	B	22, 012	0	01-16-91

Effective between January 17, 1991, and January 29, 1991, inclusive under suspension of Section 3.12(4) of the Board's rules:

(r)	Paul I . Dang Math	B	22, 012	0	01-28-91
(r)	Janaan D.Everett Science	B	25, 314	3	01-28-91
(r)	Kristi A. Tarantino M.R.	B	28, 616	6	01-28-91
(r)	Julie A. Trump Art	B	23,113	1	01-28-91
(r)	John F. Wamser P.E.	B	22, 012	0	01-29-91

Effective between January 30, 1991, and February 11, 1991, inclusive under suspension of Section 3.12(4) of the Board's rules:

(r) (b)	Stephanie L. Lichtig	C	29, 849	4.8	02-11-91

EC:EEN

Effective between February 12, 1991, and February 22, 1991, inclusive under suspension of Section 3.12 (4) of the Board's rules:

(r)	Rita J. Czukas Physical Handicap	B	22, 012	0	02-15-91

Effective between February 12, 1991, and February 22, 1991, inclusive under suspension of Section 3.12(4) of the Board's rules:

(r)(a)	Patricia M. Stotmeister Spanish	C	16,168	5.5	02-19-91

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

(r)	Karen R. Buquet Elementary	B	22,012	0	03-07-91
(r)	Cynthia L. Clay Speech Pathologist	C	24,874	0	03-04-91
(r)	Julie L. Erdmann Speech Pathologist	C	27,361	2	03-04-91
(nr)	Kristie D. Julien Math/Computers	B	22,012	0	02-25-91
(nr)	Rebekah M. Kratz L.D.	B	22,012	0	03-01-91
(nr)	Susan M. Kwass Speech Pathologist	C	27,361	2	03-04-91

Effective between March 8, 1991, and March 20, 1991, inclusive:

(r)	Wendy A. Gudeman Music	B	22,012	0	03-12-91
(nr)	Grace C. Newson Upper Elementary	B	22,012	0	03-18-91

Effective between January 30, 1991, and February 11, 1991, inclusive under suspension of Section 3.12 (4) of the Board's rules:

(r)	Lynn A. Greb		23,113	1	02-04-91

Effective between February 12, 1991, and February 22, 1991, inclusive under suspension of Section 3.12(4) of the Board's rules:

(nr)	William R. Molbeck		27,515	5	02-18-91

Effective between April 3, 1991, and April 15. 1991, inclusive under suspension of Section 3.12(4) of the Board's rules:

(nr)	Kenneth L. Maddox	26,415	4	04-08-91

(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 assignment, following approval by the Board:

ADMINISTRATIVE APPOINTMENTS AND PROMOTIONS

(r)	Joyce Taylor	Principal Site 154	Schedule III, Range 13D $51, 559
(r)	Hector Perez-Laboy	Principal Lincoln Center Middle School of the Arts	Schedule III, Range 13D S43,773
(r)	Willie Jude Jr.	Principal Madison High School	Schedule III, Range 15C $63,639
(r)	Cheryl Kennis	Assistant Principal Madison High School	Schedule III, Range 12C $41,323
(r)	Goldie Hall	Assistant Principal Morse Middle School	Schedule III, Range 11D $49,105

(r) Resident

(ITEM 4) Your Committee further recommends the following principal reassignments to the locations indicated:

	From	To
Josephine Mosey	Berger Elementary	African-American Immersion Elementary
Dorothy St. Charles	LaFollette Elementary	Urban Waldorf Elementary
Mary Wacholz-Hickey	Lloyd Elementary	Grand Avenue Middle
Martha Wheeler-Fair	20th Street School	Early Childhood Center

* * * * * *

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

LEAVES OF ABSENCE

Maternity leave, to June, 1991:

Susan Ayvazzadeh	Forest Home	April 15, 1991

Lisa Krickeberg	Webster	March 4, 1991

Maternity leave, to January, 1992:

Laureen Sherman	2nd Street	April 8, 1991

Sabbatical leave, to June, 1992:

Cynthia Dill	Dtn. Reg. Office	August, 1991
Juanita Welch	North Division	August, 1991

Extension of leave for maternity, to June, 1992:

Laurie Laz	On leave	August, 1991

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

Cynthia M. Kane	On leave	August, 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 leave of absence granted to the following individual has been curtailed:

CURTAILMENT OF LEAVE:

Kathryn L. Seynhoven -- Was granted a child rearing leave from January 28, 1991 to June, 1991.
Leave curtailed as of March 11, 1991.

* * * * * *

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

Jean A. Barkow	Riverside	06-17-91
Clarajean Barth	Forest Home Reg	06-17-91
Susan Behnke	Burbank	02-21-91
Ethel Brunner	Comm Recreation	06-17-91
Clarence W. Conrad	Pulaski	06-17-91
Laurie B. Evans	20th St.	03-01-91
Dessie R. Fisher	Townsend	06-17-91
Elaine B. Friedman	Hopkins	06-17-91
Paul Gallagher	Milw Tech	06-17-91
Robert Genova	Vincent	06-17-91
Gilbert A. Gjere	Webster	07-27-91
Nancy Goetzman	Allen Field	06-17-91
Fred J.Green	Longfellow	03-28-91
Dale Hagan	Madison	06-17-91
Joan J. Henderson	Comm Recreation	05-01-91
Edith Kahn	Hawley	06-15-92
George Komlodi	Milw Tech	06-17-91
James F. Lawton	Forest Home Reg	03-28-91
Philip Mentink	Juneau	07-01-91
Fernando Perez	Auer Ave	02-22-91
Neal H. Rathjen	Elem & Sec.	07-05-91
Carol B. Rouiller	Lancaster	06-17-91

Mary C. Schwartzburg	Lincoln Avenue	06-17-91
Donald Sommer	Lincoln Downtown	06-17-91
Ruth M. Stark	On Leave	02-04-91
Sara Tyson	Walker	03-08-91
Kimberly J. Whiteaker	Wright	03-28-91
Alan Zachek	Parkman	06-21-91

* * * * * *

(ITEM 8) Your Committee reports having received an informational report from the Superintendent and Secretary-Business Manager on the following matter; this report has been made a part of the minutes of your Committee's meeting of April 8, 1991:

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

* * * * * *

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

Ayes—Directors Bills, Johnson, O'Connell, O'Neil, Pajewski, Stacy, President Mitchell—7.

Noes—None.

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

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

Ayes—7; Noes—0.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

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

April 18, 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 was 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 task force has decided that it is necessary to ascertain parent interest before going further with plans to start an American Indian specialty school.

B *Establish two* American *Indian resource centers.* The administration will develop a recommended list of resources on the American Indian and will work jointly with school libraries and the public libraries to increase the number of resources. Increasing resources at public libraries (e.g. Forest Home library) would facilitate evening use by parents and students.

C. *Establish an* American *Indian advisory committee.* The administration supports the formation of an advisory committee by the various Indian groups. The Associate Superintendent or his designee will attend meetings when invited.

D. *Conduct an independent review of the Title V program.* The administration would support an internal examination of the Title V program.

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 aide, teachers, and administrators.* Milwaukee Public Schools makes a conscious effort to look widely for minority applicants. However, staff is not hired, no matter how highly qualified, unless positions are open in their areas of certification.

B. *Provide inservices* regarding *the culture of American Indians.* The administration recommends that members of the American Indian Advisory committee serve as resources to each community superintendent for inservicing staff members on American Indian culture**.** Inservice can also be provided through the Leadership Academy. A timetable course on multicultural populations is presently offered by staff development. The administration will request DPI to provide access to available videotapes, and/or to prepare videos for use by schools in accordance with Act 31.

CURRICULUM:

A. *Provide inservices on Act 31.*
(See response above.)

B. *Involve American Indians in the development of curriculum.*
All groups are represented and involved in the K-12 curriculum development process through the teacher/principal delegate process. Local curriculum projects are often developed by teachers. The administration welcomes assistance from the American Indian groups in identifying American Indians with expertise to serve as resources.

In response to Act 31, a committee has been formed to develop curriculum on the American Indian for grade 4, and two American Indians are on the committee. The 7th grade social studies curriculum is being extensively revised, and, while originally considered as the area for meeting the Act 31 requirements, it now appears that grade 8 may be more appropriate. Grade 11 American history already contains considerable material on American Indians and the westward movement, and we are anticipating further recommendations from DPI for this area. American Indian culture will also be included where appropriate at grade 7, and in all other grades and areas as appropriate, as the district develops and implements a multicultural curriculum.

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 textbook adoption process is established by the Board and includes opportunities for interested persons to review books and speak to the Board. The administration welcomes the assistance of the American Indian groups in identifying people who are willing to volunteer their service on review committees.

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 will be provided to schools, and schools will be encouraged to allocate some of their resources to obtaining these materials. For example, the new Rand McNally map shows both Wisconsin and national Indian tribes and their historical locations, and the administration is working with the publisher to get a "large-volume" price for our schools.

E. *Encourage Indian Summer Educational Day and field trips*.
The administration supports the inclusion of Indian Summer Educational Day as an approved field trip. However, because there is an admission fee for Indian Summer Educational Day, this activity does not meet the criteria for the grade level, board-funded field trips with transportation provided.

COMMUNICATION

A. *Communication must be improved between MPS and the American Indian community*.
The administration supports the recommendation to encourage each department to contact the include American Indian agencies 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.

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.

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. state, and local Resources.* Grant opportunity notices are published on a weekly basis in the Principals' Bulletin. The grant "hotline" is 475-8867

Your Committee recommends that the administration bring back a response to the report at the May meeting of the Instruction and Community Relations Committee.

* * * * * *

(ITEM 2) The Superintendent advised your Committee that:

1. At the Instruction and Community Relations Committee meeting of April 11, 1990 a Task Force was established to conduct an in-depth study of the arts in our high schools. The task force was asked to address the following issues:

- Current status of arts programs in the high schools;
- Reasons contributing to current status of programs;
- Accessibility of arts programs for gifted students;
- Accessibility of arts programs for students with EEN;
- Miscellaneous items which might arise as a result of the study;
- Recommended solutions to address identified issues.

2. The task force was formed in October of 1990 and held meetings on a monthly basis through February, 1991. Membership on the task force included representation from the community at large, teachers, parents, the business community, the arts community, the Department of Public Instruction, higher education, all Service Delivery Areas, the High Schools, ASC and the MTEA.

3. The task force is submitting its report and recommendations to the Board for consideration. The report includes a summary of the analysis conducted by the task force, a statement regarding the importance of the arts for our students, and a listing of recommendations that represent a plan for the improvement of high school education through the arts.

Your Committee reports having given hearing to interested parties.

Your Committee recommends that:

1. The Board accept the report of the Task Force on the Arts in the High Schools with appreciation extended to the members of the task force for

2. The administration respond to the recommendations at the May 1991 Instruction and Community Relations Committee meeting.

* * * * * *

(ITEM 3) The Superintendent advised your Committee that:

1. At its meeting in September, 1989, the Board approved the resolution to initiate a committee to plan six ungraded kindergarten-primary pilot sites, one per Service Delivery Area.

2. A committee composed of representatives of the pilot schools, SDAs, parents, exceptional education, and the community, met five times in 1989. In May, 1989, the committee reached consensus regarding the following items:

   a. Gradual implementation of staff identified components in 1990-1991, with full implementation in 1991-1992.

   b. Initial and ongoing inservice for complete staff and parents regarding the organization and philosophy of the Ungraded Kindergarten/Primary Pilot Program.

   c. Curriculum and Instructional inservices, such as:
      -- Whole Language,
      -- Cooperative Learning,
      -- Math Their Way,
      -- Learning Styles,
      -- Developmentally Appropriate Practices,
      -- Grouping Strategies, and
      -- Holistic Assessment.

   d. Membership/representation on the city-wide Ungraded Kindergarten/Primary Pilot Program Council.

   e. A time designated for planning and sharing implementation strategies/approaches.

f. An ungraded progress report issued four times per year that reflects continuous pupil progress and each school's unique program.

3. The Ungraded Primary Pilot Committee developed the following working definition of the Ungraded primary program:

The ungraded primary is an educational design for young children that is organized in a creative, flexible manner based on each individual's developmental needs and learning styles. The learning environment will include developmentally appropriate practices and instructional materials to encourage active learning and appreciation of multicultural diversity. No grade level designations will be attached to placement. Children will progress at their own pace through an integrated, child-centered curriculum.

4. The council developed a philosophy for the ungraded primary program that is rooted in the following five research-based principles:

a. We *match* early *childhood education practices to the way children learn .*
b. We create a classroom environment that encourages exploration and
c. We view the developmental range from approximately three to nine years old as a continuum of development rather than as discrete grade levels.
d. We consider parent involvement as a critical and essential element in the early childhood curriculum.
e. We are early childhood researchers an we use our data for decision making and curriculum development.

5. The Ungraded Primary Council received a total allocation of $100,000 in 1990-1991 to study and develop the ungraded primary concepts in the pilot classrooms. The council is requesting a total of $1,176,200 for the six pilot schools to implement the ungraded primary concept in the 1991-1992 school year.

Of this total, $56,500 would be used for the following city-wide purposes:

$ 13,800	Released time for council meetings
4,000	Evaluation of the ungraded primary program
4,000	Professional materials and duplicating
15,000	Summer curriculum writing
19,700	Inservice and consultant services.

The remaining $1,119,700 would be used for specific pilot schools for additional staff members, additional paid planning time during the school day, furniture and equipment (see attached list).

Your Committee reports having given hearing to interested parties.

Your Committee recommends that:

1. Appreciation be extended to the members of the Ungraded Primary Pilot Committee for their work on the ungraded primary program, and that the committee continue to meet during the 1991-1992 school year.

2. The working definition and the statement of philosophy for the ungraded primary program be accepted by the Board.

3. Permission to given to issue report cards four times per year.

4. The implementation be supported to the extent possible by funds from existing monies in local school, SDA, and central budgets.

* * * * * *

(ITEM 4) The Superintendent advised your Committee that:

1. School districts are required to have a materials selection policy by Administrative Rule PI 9.03(e) for Section 118.13 of the Wisconsin Statutes.

2. The administration and K-12 library media specialists have reviewed and updated the policy.

Your Committee recommends that the Board approve the policy.

* * * * * *

(ITEM 5) 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. The following information is provided in order to describe the process and involvement utilized in the evaluation of text materials for possible adoption.

   -- Staff members are appointed to serve on textbook evaluation committees following the submission of forms by teachers used to express their interest in serving on textbook evaluation committees and/or to nominate others for service on textbook evaluation committees.

   -- General criteria for textbook evaluation are provided to the textbook evaluation committees:

   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.

      In addition, each textbook evaluation committee develops its own specific criteria applicable to the subject area under consideration.

-- 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 **i**n the evaluation process.

4. The attached report/recommendations regarding textbook adoptions is submitted with the understanding that the recommendations 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.

* * * * * *

(ITEM 6) The Superintendent advised your Committee that:

At its meeting on March 27, 1991 (Proc., p. 568), the Board referred the following resolution, which was introduced by President Mitchell and Director Mallory, to the Instruction and Community Relations Committee:

Whereas, The number of students being expelled from the Milwaukee Public Schools for weapons offenses has increased; and
Whereas, There have been a number of recent incidents in our schools involving guns; and
Whereas, There is a fear that potentially dangerous incidents could occur; and
Whereas, It is the responsibility of the Board to take strong action to insure the safety of students and staff; therefore, be it
Resolved, That the administration, in cooperation with the Milwaukee Police Department, Sheriff's Office, and other organizations within the community, develop a comprehensive security plan for the district; and be it
Further Resolved, That each local school develop a security plan and that these plans include security devices such as metal detectors, cameras, and other security systems.

Your Committee recommends that the resolution be adopted and that the model safety plan center on four essential factors figuring in the safety of a school:

l. personal characteristics of the school's population
2. the physical environment
3. the social environment
4. the cultural setting

* * * * * *

(ITEM 7) The Superintendent advised your Committee that:

At its meeting on March 27, 1991 (Proc., p. 547-548), the Board referred a communication from the chairs of the Community Advisory Councils of SDAs II, IV, V, and VI to the Instruction and Community Relations Committee.

The chairs are requesting a hearing so that they may discuss their suggestions related to the composition of the CAC and the election of CAC members.

Your Committee reports having given hearing to the CAC chairs and other interested parties.

* * * * * *

(ITEM 8) Your Committee reports having received informational reports from the Superintendent on the following matters; these reports have been made a part of the minutes of your Committee's meeting of April 10, 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. UPDATE ON THE COLLEGE BOARD EQUITY PROJECT

C. PROGRESS REPORT WITH RESPECT TO THE FLAG COMMITTEE

D. THE PLEASANT VIEW CAREER ADVANCEMENT PROGRAM (CAP)

* * * * * *

The report was adopted, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—7.

Noes—None.

COMMITTEE ON FINANCE AND FACILITIES

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

April 18, 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:

CONSTRUCT POST FRAME BUILDING

Pulaski Clairmont

WEST/BEND/AMERICAN BUILDING SYSTEMS low bidder .....$ 43,032.00

ASBESTOS ABATEMENT AND RELATED WORK

McNair School (Island l)

H.S.A. Contractors, Inc. low bidder $126,981.25

Burdick School (Island 2)

J.E.M. Mechanical Services, Inc. low bidder $119,800.00

Bay View High School (Island 3)

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

Grantosa School (Island 3)

J.E.M. Mechanical Services, Inc. low bidder.....$ 69,600.00

Eighty-Second Street School (Island 4)

J.E.M. Mechanical Services, Inc. low bidder $60,750.00

Wright Middle School (Island 4)

J.E.M. Mechanical Services, Inc. low bidder.....$ 60,100.00

Eighty-First Street School (Island 5)

H.S.A. Contractors, Inc. low bidder.....$78,464.00

SPRAY FIREPROOFING

Grantosa School (Island 3)
Bids received for this contract were under S25,000 and will be awarded on a service order.

ACOUSTICAL TREATMENT
Burdick School (Island 2)
Ver Halen, Inc. low bidder $27,918.00

Grantosa School (Island 3)

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

Eighty Second Street School (Island 4)

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

Wright Middle School (Island 4)

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

SPRAY-ON ACOUSTICAL TREATMENT

McNair School (Island l)
Cedar Creek Services, Inc. low bidder $44,679.00

Bay View High School (Island 2)

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

Eighty-First Street School (Island 5)

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

INSULATION WORK (Island 4)

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

ELECTRICAL WORK

Burdick School (Island 2)
Bids received for this contract were under $25,000 and will be awarded on a service order.

RESILIENT FLOORING
McNair School (Island 2)
Bids received for this contract were under $25, 000 and will be awarded on a service order.

Burdick School (Island 2)

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

Eighty-First Street School (Island 2)

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

BITUMINOUS PAVING WORK - RESURFACE PLAYGROUND
Kluge School
Stark Asphalt Service, Inc. low bidder.....$ 49,400.00

Wisconsin Ave. School

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

Fairview School

Stark Asphalt Service, Inc. low bidder .....$ 47,855.00

INSTALL PARKING LOT
Thirty-First Street School
Payne & Dolan, Inc. low bidder .....$ 42,800.00

Holmes School

Stark Asphalt Service, Inc. low bidder .....$ 33,740.00

Twenty-Seventh Street School

Stark Asphalt Service, Inc. low bidder .....$ 42,730.00

EXTERIOR PAINTING WORK

Hayes School

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

SITE DEVELOPMENT

Fifty-Fifth Street School

PAVING

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

FENCING

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

Bluemel's Maintenance Service, Inc. low bidder $44,618.00

SITE DEVELOPMENT

Project Pluto Elementary School

PAVING

Voss-Jorgensen-Schueler Co., Inc. low bidder $113,322.00

FENCING

Century Fence Company low bidder $37,764.00

ELEMENTARY SCHOOL SITE 154

Masonry

Hopkins & Hopkins, Inc. low bidder .....$ 74,391.00

Gypsum Board Systems

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

Alltech Elevator, Inc. low bidder .....$ 27,250.00

Food Service Equipment

D.A. Berther, Inc. low bidder .....$ 73,972.00

* * * * * *

(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:

LIBRARY AND LOUNGE FURNITURE:
- BECKLEY CARDY; 543 chairs ..... $ 23,240.30
- DEMING ASSOCIATES; Wood shelving and other furniture. 130,313.00
- DEMING ASSOCIATES; Library chairs 9,100.00
- DEMING ASSOCIATES: Lounge furniture 25,163.00

BENZ MICROSCOPE OPTICS CENTER; 120 microscopes 31,860.00
CASCIO/INTERSTATE MUSIC CO.; 23 electronic pianos 33,741.00
OFFICE FURNITURE (New School Sites):
- WINKLER OFFICE SUPPLIES, HON brand; 425 files 47,932.59
- M & M FURNITURE; 181 Steel desks 60,446.59
- WEAVER'S INC; Tennsco Deluxe brand; 275 storage cabinets 50,090.30
- C & J, Tennsco brand; 400 steel bookcases 22,244.00
- ATD AMERICAN CO.; 267 science tables 27,364.83
- BIG FOOT WOOD PRODUCTS; 42 art tables 10,059.00
- WEAVER'S INC.; 275 Bookcases 23,795.75

ESCH-ECONOMY; 4 Tractors with grass cutters and snow blowers 40,752.00
WENGER CORPORATION; Musical instrument cabinets, risers, and stands 97,210.90
R.E. CRAIG AND ASSOCIATES, INC.; Home Economics storage cabinets
- less 1% - 10 days 42,422.00

* * * * * *

(ITEM 3) Your Committee recommends that a sole source purchase of VM/XRM operating system software be authorized based upon proposals received pursuant to advertisement and specifications on file:

SOFTWARE PURSUITS, VM/XRM Operating System Software $28,800.00

* * * * * *

(ITEM 4) Your Committee further recommends that contracts be awarded for the following request for proposals pursuant to advertisement and specifications:

EMC2; Four Year Lease of Direct Access Storage Devices (DASD) - Information Systems low bidder, 48 month
- period $404,540.00

CUISENAIRE COMPANY; Math Manipulatives, 2922 Complete Kits, Grade K-8 total cost ... $517,690.00

* * * * * *

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

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	VALUE	GIFT OR PURPOSE
Bay View	School fund	$14,574	Replacement of Auditorium Sound System
Congress	School fund	$4,433	Copier, Stand and Supplies
Custer	School fund	$449	Automatic Folding Machine

Elm	Marquette Electronics	$2,500	Stained Glass Project Foundation
Grant Cadet	PTO	$51	Bus Transportation for Field Trip
Grantosa	PTA	$200	School Use
Grantosa	PTA	$1,200	Laminating Machine
Humboldt Park	School fund	$2,969	Laser Writer Printer
Kosciuszko	David Zach, Innovative Futures	$300	School Use
Lloyd	PTA	$2,630	8 Laser Computers
Maryland Avenue	PTA	$440	Portable Sound System
Morse	PTO	$8,500	Awards Programs, Books, Trip, Computer, Eighth Grade Departments
Grants to Various MPS	South Shore Coin Club	$474	53 copies "A Guide to US Coins" for School Media Centers
MPS	Milwaukee Insurance	$1,000	SBM Conference
MPS	David Zach, Innovative Futures	$2,000	Waiver of Speaker's Fee for SBM Conference
Parkman	Team True Value Home Center	$60	15 Tape Measures
Pulaski	South Shore Branch YMCA	$1,500	Weight Machine/Weight Bench
Silver Spring	School fund	$575	Anti-Drug Campaign T-shirts & Balloons
Silver Spring	School fund	$720	Videodisc Player
Sixty-fifth St.	School fund	$321	3 Megaphones
Tippecanoe	PTA	$600	Chorus, Awards, Graduation
Vincent	C. H. Daniel	$1,425	1984 Chrysler Laser for Training
Washington	J.C. Penny Company	$5,000	Computer Specialty Trust
Washington	A.O. Smith Foundation, Inc.	$3,000	Computer Specialty Trust
Washington	Northwestern Mutual Life	$5,000	Computer Specialty Trust
Washington.	Northwestern Mutual Life	$20,000	Student Tutor Trust
Zablocki	PTO	$ 490	Teaching Aids
	TOTAL	$80,411	

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

* * * * * *

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

1. On March 27,1991 (Proc. p. 567), the Board received a communication from Mr. Everett W. Finley, Pastor of Arlington Assembly of God. The purpose of the communication is to request the use of a Milwaukee Public Schools facility to enable the church to offer an evening of athletic activities to their young members and a Bible study session for their adult members**.**

2. Upon approval by the Board, a building usage permit will be issued authorizing the activities to be held in a school facility. The period will be issued to covers period of one year. Extension of the time of usage of the permit may be granted after review of the first year usage.

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.

Your Committee recommends that should the Committee decide that the request has merit, the Rules be suspended to allow a building use permit to be issued, with the understanding that the organization pay all expenses incurred by the Board in opening the school for this event.

* * * * * *

(ITEM 7) The Superintendent advised your Committee that:

1. The parents, staff, and members of the Twentieth Street school community are requesting that the name of the school be changed to the Phyllis Wheatley School.

2. Over 400 persons were involved in the balloting through which the new name of the school was chosen. After an initial ballot supported a change in the name of the school to that of an African American Female, a number of names were submitted to the school community. Correspondence from the school detailing the selection process in attached.

3. Phyllis Wheatley came to America from Senegal, West Africa when she was seven years old. She was purchased by a wealthy merchant tailor named John Wheatley for his wife Susannah. Phyllis was taught to read and write by the Wheatley's son and daughter. Within 16 months Phyllis had learned the English language. By the time Phyllis was 14 years old she was writing poetry. Phyllis traveled to Europe and was introduced to members of nobility. The Countess of Huntington arranged to have a volume of Phyllis' poems published in 1773, thus creating the first book of poetry by an American black woman. Phyllis died in 1784.

Your Committee recommends that the name of Twentieth Street School be changed to the Phyllis Wheatley School.

* * * * *

(ITEM 8) The Superintendent advised your Committee that:

SDA II has a need to provide additional funds to provide registration fees for teachers, parents, school administrators, and SDA staff to attend professional development seminars. A transfer is being requested from the part-time certificated staff development account, since not all of the funds in that account will be needed.

Your Committee recommends that:

1. $3,000 be transferred from the SDA II part-time certificated staff development account to the principals' travel account.

2. $3,000 be transferred from the SDA II part-time certificated staff development account to the travel account for SDA II office staff.

3. $1,500 be transferred from the SDA II part-time certificated staff development -account to the travel account for teachers, pupils, and parents.

* * * * * *

(ITEM 9) The Superintendent advised your Committee that:

1. During the 1989-90 and 1990-91 school years the SDA V Instructional Support Team has provided inservice training for SDA V school staff.

2. The inservice training has focused on providing assistance to staff relative to the implementation of the respective school effectiveness plans.

3. This successful effort is supported by school staff and should be continued**.** Subsequently, it becomes necessary to provide substitute teacher coverage for the teacher participants.

Your Committee recommends that the sum of $12,300 be transferred from the SDA V Part-time Certificated Account to the Substitute Teacher Account in order to defray substitute teacher expenses for staff assigned to SDA V schools.

* * * * * *

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

1. Recruitment of a qualified systems programmer to fill a critical computer support function for MPS has taken longer than anticipated.

2. While the position has been vacant, Information and Technology Services has contracted for part-time services. Recruitment interviews, even though forthcoming, will necessitate continuation of contract services support through June 1991 at a cost of approximately $43,000.

Your Committee recommends that $43,000 be transferred from the computer operations salary account to the contracted services account.

* * * * * *

(ITEM 11) Your Committee reports having received informational reports from the Superintendent and the Secretary-Business Manager on the following matters; these reports have been made a part of the minutes of your Committee's meeting of April 11, 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	$ 7,194,317	$ 523,710,643	$ 389,149,880	$ 134,560,763	74.3%
Categorically Aided	29,682,019	18,811,919	48,493,938	22,857,473	25,636,465	47.1%
School Nutrition	20,019,325	372,117	20,391,442	13,395,407	6,996,035	65.7%
Construction	7,389,000	21,478,029	28,867,029	20,287,905	8,579,124	70.3%
Extension	6,254,018	94,115	6.348,133	5,035,945	1,312,188	79.3%

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	$ 352,959,257	$ 170,751,386	67.4%
Categorically Aided	29,682,019	18,811,919	48,493,938	28,736,764	19,757,174	59.3%
School Nutrition	20,010,674	380,768	20,391,442	15,218,579	5,172,863	74.6%
Construction	7,389,000	21,478,029	28,867,029	26,909,964	1,957,065	93.2%
Extension	6,254,018	94,115	6,348,133	4,353,865	1,994,268	68.6%

(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 March 31,1991 and payrolls through March 29,1991.

D. Monthly Expenditure Control Report

* * * * * *

Separate consideration having been requested for Item 6, the remainder of the report was adopted, the votes being as follows:

Ayes—Directors Bills, Johnson, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—7.

Noes—None.

Item 6 of the report relating to issuance of a building use permit for religious activities, having been set aside for separate consideration, Director Pajewski moved for suspension of Board Rules and adoption of the report.

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

Ayes—7; Noes—0.

SPECIAL COMMITTEES

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

Director O'Connell moved for concurrence of all the recommendations.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Connell, O'Neil, Pajewski, Stacy, and President Mitchell—7.

Noes—None.

RESOLUTIONS

By President Mitchell on Behalf of the Board of School Directors

WHEREAS, Thomas Pajewski was elected to the Milwaukee Board of School Directors in 1987; and

WHEREAS, Director Pajewski, in addition to his committee assignments, served as Chairman of the MPS Building Task Force, and Chairman of the Finance and Facilities Committee; and

WHEREAS, Director Pajewski is now completing 4 years of service as a member of the Board, having served in 1987-1988, 1998-1989, 1989-1990, and 1990-1991; and

WHEREAS, Director Pajewski introduced numerous resolutions to benefit the children of Milwaukee and served as a dedicated and committee member of the Board, therefore, be it

RESOLVED, That the Board of School Directors extend its sincere appreciation to Director Thomas Pajewski for his years of dedicated and loyal service to the Milwaukee Public Schools; and be it

FURTHER RESOLVED, That this resolution be spread upon the permanent minutes of the Board of School Directors; and be it

FURTHER RESOLVED, That the Board instruct the Secretary-Business Manager to have an engrossed copy of this document, suitably signed and sealed, prepared and delivered, to Director Pajewski 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 by unanimous consent.

President Mitchell ordered the resolution be printed, framed, and delivered to Director Pajewski.

The Secretary-Business Manager presented Director Pajewski on behalf of the school children of the City of Milwaukee, a framed piece of art work.

By President Mitchell on Behalf of the Board of School Directors

WHEREAS, Doris Stacy served as the Milwaukee Board of School Directors' at-large representative since 1972; and

WHEREAS, Director Stacy is now completing 19 years of service as a member of the Board, including 3 terms as Board President in 1982-1983, 1983-1984, and 1986-1987; and

WHEREAS, Director Stacy, in addition to her committee assignments, served as Chairperson of the Public Relations Committee, Superintendent Search Committee, Instruction Committee, Human Relations Committee, Legislation and Rules Committee, and Special Labor Policy Committee; and,

WHEREAS, Director Stacy championed many causes, such as peace education, affirmative action and women's rights, human relations programs, sex education, Montessori education, practices to accommodate children of single-parent families; improved teacher preparation programs; and the release of students' test scores by race; and

WHEREAS, Director Stacy was an active advocate for metropolitan desegregation; and

WHEREAS, Director Stacy introduced numerous resolutions to benefit the children of Milwaukee and served as a dedicated and committed member of the Board; therefore, be it

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 document, suitably signed and sealed, prepared and delivered, to Director Stacy in tribute to her record of dedicated public service to the citizens of Milwaukee and the boys and girls in the public schools.

The resolution was adopted by unanimous consent.

President Mitchell ordered the resolution be printed, framed, and delivered to Director Stacy.

The Secretary-Business Manager presented Director Stacy on behalf of the school children of the City of Milwaukee, a framed piece of art work.

President Mitchell, for the Board, presented Director Stacy a gift of appreciation for 19 years of service.

County Supervisor Dean presented a citation in recognition of Director Stacy's tenure on the Board.

A musical program, in honor of Directors Pajewski and Stacy was presented by students from Milwaukee High School of the Arts.

The Secretary-Business Manager thanked Sherry Kaminski for the outstanding job she had done in putting the evening together.

The Board adjourned at 8:58 PM.

JOHN J. PETERBURS
Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of April 30, 1991

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	356	326		9	547	7	54	59	6		682
K3	420	202		4	373	18	49	225	18		687
PK	68	45		1	98		4	10			113
K4	1832	1766		31	1778	131	332	1263	63		3598
K5	4307	4067		101	4644	307	784	2450	88		8374
01	4935	4560		107	5552	334	957	2443	102		9495
02	4230	4015		83	4740	315	809	2208	90		8245
03	4035	3922		92	4478	295	793	2203	96		7957
04	3969	3725		88	4439	273	755	2063	76		7694
05	4039	3838		102	4617	247	760	2064	87		7877
06	3525	3519		85	4230	201	692	1766	70		7044
07	3352	3157		87	3801	172	644	1748	57		6509
08	2994	3030		69	3481	153	561	1695	65		6024
09	3818	3625		97	4142	227	723	2179	75		7443
10	3241	3221		61	3471	190	597	2071	72		6462
11	2447	2630		57	2574	159	408	1829	50		5077
12	1899	2146		38	1892	169	306	1600	40		4045
13	2				1			1			2
Invalid		1						1			1
TOTAL	49469	47860		1112	54858	3798	9228	27878	1055		97329

Total Active Detached..... 82 (Included above) Total Suburban Transfers—5451

Total Inactive..... 1192 (Not included above)

Brown Deer	174	Greendale	261	New Berlin	82	St. Francis	127
Cudahy	223	Greenfield	317	Nicolet	153	Wauwatosa	813
Elmbrook	176	Hamilton	36	Oak Creek	317	West Allis	449
Fox Point	138	Maple Dale-Indian Hills	81	Shorewood	281	Whitefish Bay	341
Franklin	284	Menomonee Falls	270	South Milwaukee	305	Whitnall	276
Germantown	26	Mequon-Thiensville	199				
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	1508	79.8	113.0	5.0	North Division	1094	76.9	102.0	6.0
Custer	1073	76.1	84.0	5.0	Pulaski	1511	74.4	111.0	5.0
Hamilton	1583	81.5	114.0	5.0	Riverside	1398	85.0	111.0	5.0
Juneau	773	81.4	63.0	3.0	South Division	1623	69.3	133.0	5.0
King	1181	88.9	74.0	3.0	Vincent	1340	76.1	103.0	5.0
Madison	1397	76.0	107.0	5.0	Washington	1513	77.5	121.0	5.0
Marshall	1135	76.4	86.0	4.0	HS of the Arts	705	93.5	56.0	3.0
Milwaukee Tech	1852	88.9	130.0	4.0	TOTAL	19686	79.7	1508.0	68.0
MIDDLE SCHOOLS									
Audubon	953	87.0	66.0	3.0	Parkman	606	80.6	54.0	3.0
Bell	956	86.6	67.0	3.0	Robinson	496	92.6	40.0	2.0
Burroughs	930	87.7	63.0	3.0	Roosevelt	642	92.4	45.0	2.0
Edison	903	86.2	67.0	3.0	Sholes	833	84.2	60.0	3.0
Eighth St.	333	91.4	27.0	2.0	Steuben	917	90.1	61.0	3.0
Fritsche	957	88.7	69.5	3.0	Walker	824	84.3	59.0	3.0
Fulton	640	83.4	56.0	3.0	Webster	964	89.9	64.0	3.0
Kosciuszko	736	85.7	64.0	3.0	Wright	834	87.9	63.0	3.0
Morse	1048	94.3	68.0	3.0					
Muir	937	85.9	68.5	3.0	TOTAL	14509	87.7	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	424	91.9	17.2	1.0	Hopkins	788	90.2	46.0	2.0
Allen Field	1017	92.6	53.5	2.0	Humboldt Park	579	92.1	30.0	1.5
Auer	623	92.4	36.8	1.5	Irving	705	94.1	39.0	2.0
Barton	583	93.8	27.0	1.5	Kagel	392	93.2	24.0	1.0
Berger	534	90.2	32.1	1.5	Keefe Av.	624	90.9	39.3	2.0
Brown St.	620	92.7	36.0	2.0	Kilbourn	384	90.8	22.5	1.0
Browning	449	91.0	22.3	1.0	Kluge	591	92.3	33.0	1.5
Bruce	535	92.4	28.1	1.5	LaFollette	652	91.6	39.8	2.5
Bryant	583	90.5	30.0	1.5	Lancaster	572	95.2	29.5	1.5
Burbank	577	92.5	23.8	1.5	Lee	627	90.9	37.3	2.0
Burdick	523	87.4	31.0	2.0	Lincoln Av.	641	91.6	30.5	1.5
Carleton	525	94.0	24.6	1.0	Lloyd St.	586	93.5	30.5	1.5
Cass	604	90.9	39.3	2.0	Longfellow	638	92.7	30.8	1.5
Clarke	491	96.3	28.3	1.5	Lowell	297	92.8	12.9	1.0
Clemens	454	89.9	22.2	1.0	MacDowell	538	93.8	27.0	1.5
Clement	477	91.3	21.0	2.0	Manitoba	381	95.3	32.5	2.0
Congress	538	91.5	23.9	1.5	Maple Tree	533	93.0	22.0	1.5
Cooper	414	91.7	21.5	1.0	Maryland Av.	340	91.6	20.2	1.0
Curtain	366	91.3	18.2	1.0	Mitchell	802	89.7	34.0	2.0
Doerfler	689	91.5	30.0	1.5	Morgandale	571	93.7	26.1	1.5
Douglass	315	96.4	16.7	1.0	Neeskara	422	95.2	30.5	1.0
Dover	636	91.6	27.1	1.5	Ninety-fifth	347	93.4	17.6	1.0
Eighty-eighth	384	95.2	18.5	1.0	Palmer	595	90.2	41.8	2.0
Eighty-first	491	92.3	20.8	1.0	Parkview	373	93.1	19.0	1.0
Eighty-second	466	95.2	21.5	1.0	Phillip	334	90.5	19.2	1.0
Elm	362	96.0	20.0	1.0	Pierce	569	90.9	33.0	2.0
Emerson	293	94.1	16.9	1.0	Riley	618	95.1	31.0	1.5
Engleburg	504	94.0	28.1	2.0	Seventy-eighth	588	89.7	33.0	1.5
Fairview	531	91.1	30.0	1.0	Sherman	611	96.5	27.7	1.5
Fernwood	476	87.0	29.0	1.5	Siefert	582	92.2	37.0	1.5
Fifth-fifth	482	94.7	22.5	1.0	Silver Spring	382	88.7	20.2	1.0
Fifty-third	400	94.8	18.7	1.0	Sixty-fifth	365	92.8	20.0	1.0
Forest Home	974	95.2	48.0	2.0	Sixty-seventh	342	92.2	15.9	1.0
Franklin	600	94.8	40.3	2.0	Story	578	93.0	35.9	2.0
Fratney	357	93.0	20.7	1.0	Stuart	331	94.5	18.0	1.0
Gaenslen	670	88.8	59.0	2.0	Thirty-eighth	520	95.7	26.9	1.5
Garden Homes	540	90.1	30.1	1.5	Thirty-fifth	329	92.4	15.4	1.0
Garfield	420	95.1	27.0	1.0	Thirty-first	494	94.2	28.8	1.5
Garland	366	88.0	15.4	1.0	Thirty-seventh	620	93.6	31.1	2.0
Golda Meir	267	96.6	13.8	1.0	Thoreau	703	92.7	31.0	1.5
Goodrich	435	94.2	22.5	1.0	Tippecanoe	243	92.7	12.5	1.0
Grandview	322	91.0	17.5	1.0	Townsend	511	96.1	21.5	1.0
Grant	596	92.4	27.3	1.5	Trowbridge	341	89.0	17.2	1.0
Grantosa	609	91.6	35.0	2.0	Twentieth	695	90.0	39.3	2.0
Granville	494	91.5	24.5	1.0	Twenty-first	630	94.2	38.0	2.0
Green Bay Av.	605	91.7	30.6	1.5	Twenty-fourth	326	90.7	21.0	1.0
Greenfield	404	95.1	18.0	1.0	Twenty-seventh	684	93.2	38.0	2.0
Hampton	609	90.9	30.0	1.5	Victory	514	94.9	29.0	2.0
Happy Hill	524	91.2	24.3	1.5	Vieau	609	93.9	37.1	2.0
Hartford	595	94.1	33.2	2.0	Whitman	461	92.0	24.8	1.0
Hawley	334	93.4	16.4	1.0	Whittier	207	95.9	8.4	1.0
Hawthorne	401	93.2	18.0	1.0	Wisconsin Av.	696	93.2	31.0	2.0
Hi-Mount	465	93.0	24.5	1.0	Zablocki	670	88.2	31.0	2.0
Holmes	741	91.0	46.3	2.0	TOTAL	55272	92.5	2947.8	153.5

OTHER SCHOOLS

Craig	94	69.2	11.0	1.0	Lincoln Alt. HS	111	71.9	7.0	1.0
Demmer	95	59.4	8.0	1.0	Lincoln Voc.Lab.	65	71.2	18.0	1.0
Hayes	78	72.7	12.0	1.0	Manitoba Ortho.	110	92.5	.0	.0
Kilmer	243	80.9	16.5	1.0	Pleasant View	212	80.8	30.5	1.0
Lady Pitts	174	58.1	15.0	1.0	Sixty-eighth	173	75.4	10.0	1.0
Lapham Park	253	82.2	10.0	1.0	Commun. Based	803		21.0	1.0
					TOTAL	2411	74.8	159.0	11.0
					MPS TOTAL	91878	88.5	5676.8	283.5

SUPERINTENDENT'S MONTHLY REPORT as of April 30, 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	1889	14	19	0	299	1	929	12	30	0	3210	28	3238
Emotion. Dist.	19	0	1312	55	2	0	104	3	512	28	28	2	1977	88	2065
Autistic	0	0	77	11	3	0	4	0	50	4	1	1	135	16	151
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	1	1	36	35	2	0	5	6	15	35	0	1	59	78	137
Physically Hdcp.	5	0	277	113	10	5	54	8	167	126	9	5	472	257	729
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	2	0	74	25	13	2	16	2	88	15	10	0	203	44	247
Mentally Ret.	11	3	1193	203	15	6	127	28	393	105	9	6	1749	351	2100
Speech/Languag	38	20	1746	1203	44	31	229	198	1060	647	37	33	3154	2132	5286
e	0	0	0	0	0	0	0	0	0	0	0\	0	0	0	0
School Age Par. Disability Total	121	25	6554	1659	108	44	838	246	3214	972	124	48	10959	2994	13953
Ethnic Totals	146		8213		152		1084		4186		172		13953		