BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 24, 1989

Annual organizational meeting of the Board of School Directors called to order by the Secretary-Business Manager at 8:45 PM.

The following members responded to roll call:

Present—Directors Bills, Cullen, Johnson, Mallory, Mitchell, O'Connell, O'Neil, and Pajewski—8.

Absent and excused—Director Stacy—1.

Director Pajewski was elected temporary chairman, the vote being as follows:

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

Noes—None.

Abstaining from voting—Director Pajewski—1.

ELECTION OF BOARD PRESIDENT

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

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

Director Bills .....Director Cullen
Director Cullen .....Present
Director Johnson.....Director Cullen
Director Mallory .....Director Cullen
Director Mitchell.....Director Cullen
Director O'Connell.....Director Cullen
Director O'Neil.....Director Cullen
Director Pajewski.....Director Cullen

Director Cullen—7.

Director Cullen having been duly elected President of the Board of School Directors for the ensuing year, was escorted to the chair by Directors Mallory and O’Connell.

ELECTION OF BOARD VICE-PRESIDENT

The Chair announced that the next order of business was the election of a Vice-President to serve for the ensuing year.

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

Director Bills .....Director Mallory
Director Cullen .....Director Mallory
Director Johnson.....Director Mitchell
Director Mallory.....Director Mallory
Director Mitchell .....Director Mallory
Director O'Connell.....Director Mallory
Director O'Neil .....Director Mitchell
Director Pajewski .....Director Mallory

Director Mallory—6.
Director Mitchell—2.

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

APPOINTMENT OF REPRESENTATIVE TO THE LIBRARY BOARD

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

UNFINISHED BUSINESS

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

PERSONNEL AND NEGOTIATIONS COMMITTEE

Resolution by Director Mallory relative to the implementation of an in-house suspension plan (Proc., 1-27-88; 4-25-88; 4-24-89).

Resolution by Director O'Neil regarding four and five year old children's school assignments (Proc., 4-25-88; 4-24-89).

Resolution by Director Bills regarding central office administrators being required to teach one semester every three years in their area of certification (Proc., 6-29-88; 4-24-89).

Resolution by Directors Bills and Pajewski regarding a movement of elementary and middle school generalists to K-6 and K-8 schools to assist the school principals in their curriculum and administrative duties (Proc., 6-29-88; 4-24-89).

Resolution by Director Mallory regarding the establishing of a Teacher and Principal of the Year recognition program (Proc., 1-25-89; 4-24-89).

Resolution by Director Bills pertaining to discontinuing use of administrative transfers (Proc., 2-22-89; 4-20-89; 4-24-89).

INSTRUCTION AND COMMUNITY RELATIONS COMMITTEE

Communication from the Department of the Army regarding current practices of military recruiting within the schools (Proc., 3-22-89; 4-24-89).

FINANCE AND FACILITIES COMMITTEE

Resolution by Director Bills relative to the reopening of Lincoln High School as a regular educational facility (Proc., 6-29-88; 4-24-89).

Resolution by Director Bills relative to the Milwaukee Public Schools discontinuing its participating and withdrawing from CESA #1 effective with the 1989-1990 contract year (Proc., 10-26-88; 4-24-89).

Item regarding Facility use of the Lincoln Downtown Educational Center (Proc., 3-22-89; 4-24-89).

Communication from the City of Milwaukee, Department of Police, requesting the use of Milwaukee Public Schools facilities in case of either a major disaster or disorder (Proc., 3-22-89; 4-24-89).

BUDGET COMMITTEE

Communication from the MTEA relative to budget for parking lots at certain schools (Proc., 2-22-89; 4-24-89).

Communication from Ms. Deborah Neas, Chairperson of CHPCC regarding the position of coordinators to assist students with drug and alcohol abuse problems (Proc., 4-20-89; 4-24-89).

LEGISLATION AND RULES COMMITTEE

Resolution by Director O'Neil relative to requesting the Board to consider legislative enactment of a property tax freeze for owner occupied residential property for the elderly in the City of Milwaukee (Proc., 6-29-88; 4-24-89).

Resolution by Director Mallory pertaining to the Code of Ethics of the Board of School Directors specifying that no solicitation of vendors doing business with the Board be allowed (Proc., 8-31-88; 4-24-89).

HELD AT BOARD LEVEL

Report of the Committee on Finance and Facilities pertaining to Building Task Force Plan (Item 5), (Proc., 10-26-88; 4-24-89).

There being no objection, the various items were so referred.

RESOLUTIONS

By Director Mallory:

WHEREAS a large number of sixth grade students have been moved to the middle schools causing the middle schools to become overcrowded due to the increased student enrollment, and

WHEREAS the increased enrollment in select schools, i.e., Edison, Kosciuszko, Steuben, and Walker has placed these schools, in some instances, approximately 100 students over their designated building capacity; and

WHEREAS Edison receives a large number of non-attendance area non-black students who must select an alternate school where they enhance racial balance; schools with available seats where they enhance racial balance are Fulton, Parkman, and Edison (the other alternate school is Steuben which is always over capacity); and

WHEREAS because of the overcrowdedness at Kosciuszko and Edison, the bilingual programs should be evaluated because of space needed; and

WHEREAS there will be nine additional exceptional education classes at middle schools for the 1989-1990 school year where additional classrooms will be needed with some middle schools having as many as nine exceptional education classes; and

WHEREAS middle schools need adequate space to implement the middle school concept as it relates to unit size and unit organization where teachers can be grouped together with their unit for interdisciplinary instruction to promote the family concept and minimize student movement; and

WHEREAS middle school age students need space to implement a developmental program in all skill and content areas with opportunities for remediation as well as the integration of intellectual and social skills in the programs; and

WHEREAS the middle school organization was first implemented in 1980-1981 and a task force study was done in 1982-1983 which emphasized the organization structure; therefore, we need to evaluate all aspects of the middle school program: organization, curriculum, instructional strategies, and learning styles, discipline strategies, measuring student progress, and student transitional adjustment, and student/staff orientation to middle schools to recent research to find out what is working and what needs to be improved; especially as it relates to student achievement; therefore, be it

RESOLVED that the administration conduct a comprehensive study of middle schools as to space, structure, curriculum, learning styles, instructional strategies, measuring student progress, student transitional adjustment, discipline strategies and space needs, and evaluation of the bilingual education program in order to assure that we are meeting the developmental needs as well as the academic needs of middle school students: The administration needs to report back to the appropriate committee a short term policy to relieve overcrowdedness at Edison, Walker, Kosciuszko and Steuben for the 1989-1990 school year until a long term policy is established by the sites and building commission to adequately supply the needed space to relieve overcrowdedness in all middle schools.

Referred to the Committee on Finance and Facilities.

By Director O'Connell:

WHEREAS the Milwaukee Public School budget and budget process have a lack of credibility among some city hall officials; therefore, be it

RESOLVED that David Riemer, of city administration, be invited to address a MPS Budget Committee to express his concerns and questions.

Referred to the Budget Committee

By Director Mitchell:

WHEREAS, The topic of just employee discipline is a concern of the Board, the Superintendent, the unions, the employees, and the public; and

WHEREAS, Board employees have a responsibility to faithfully discharge their responsibilities in compliance with Board policy and applicable statutes; and

WHEREAS, The responsibility of Board employees includes the care and protection of school-age children and public property; and

WHEREAS, The school system and its employees are under increasingly closer scrutiny; and

WHEREAS, Successful employee discipline procedures require consistency in application to survive challenges in arbitration and in the courts; and

WHEREAS, The Department of Pupil Personnel has established uniform guidelines for student discipline and state and federal courts have established minimum sentence guidelines in criminal cases; therefore, be it

RESOLVED, That the administration explore the advantages and disadvantages of employee discipline guidelines and report for the Board.

Referred to the Committee on Personnel and Negotiations.

The Board adjourned at 8:55 PM.

JOHN J. PETERBURS
Secretary-Business Manager

STANDING COMMITTEES

Personnel and Negotiations Committee

Directors Mitchell, Chair; O'Neil, Vice-Chair; Mallory, Pajewski

Instruction and Community Relations Committee

Directors Bills, Chair; Cullen, Vice-Chair; Mallory, Stacy

Finance and Facilities Committee

Directors Pajewski, Chair; O'Connell, Vice-Chair; Bills, Johnson

Budget Committee

Directors Mallory, Chair; Pajewski, Vice-Chair; Bills, Cullen, Johnson, Mitchell, O'Connell, O'Neil, Stacy

Legislation and Rules Committee

Directors Cullen, Chair; Bills, Mallory, Mitchell, Pajewski

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 26, 1989

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

Present—Directors Bills, Johnson, Mallory, Pajewski, and President Cullen—5.

Absent and excused—Directors Mitchell, O'Connell, O'Neil, and Stacy—4.

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

April 4, 1989

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President David Cullen, a special meeting of the Board of School Directors will be held at 7:00 PM, Wednesday, April 26, 1989, 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 of the contract between the Board of School Directors and the Milwaukee Teachers Education Association (Teachers).

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.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, Pajewski, and President Cullen—5.

Noes—None.

The Board resolved itsaelf into a Committee of the Whole at 7:14 PM.

The Committee of the Whole retired to executive session from 9:54 PM to 10:05 PM.

The Committee of the Whole rose and the Board reconvened in open session at 10:05 PM.

President Cullen, who chaired the Committee of the Whole, reported that the Committee had given hearing in the matter of an appeal of disciplinary action under Part

IV, Section N of the contract between the Board of School Directors and the Milwaukee Teachers Education Association (Teachers).

Director Bills moved the following resolution:

WHEREAS, After hearing the evidence and arguments made, that it was determined by the Board that there existed cause to discharge Michael Heidrich based on the following: Intentional use of a derogatory Black racial slur directed at Black students in the presence of other students in his classroom; therefore, be it

RESOLVED, That Michael Heidrich be terminated as a teacher in the Milwaukee Public Schools effective immediately.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, Pajewski, and President Cullen—5.

Noes—None.

The Board adjourned at 10:10 PM.

ROLAND OLENCHEK
Assistant Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 15, 1989

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

Present—Directors Johnson, Mallory, Mitchell (6:45 PM), O'Connell, Pajewski, and President Cullen—6.

Absent and excused—Directors Bills, O'Neil, and Stacy—3.

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

April 5, 1989

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President David Cullen, a special meeting of the Board of School Directors will be held in executive session at 6:30 PM, Monday, May 15, 1989, in the Board Conference Room of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering negotiation matters.

This meeting immediately precedes the special meeting of the Board of School Directors scheduled at 7:15 PM this same evening.

JOHN J. PETERBURS
Secretary-Business Manager

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

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Mallory, Mitchell, O'Connell, Pajewski, and President Cullen—6.

Noes—None.

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

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

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 15, 1989

Special meeting of the Board of School Directors called to order by President Cullen at 7:35 PM.

Present—Directors Johnson, Mallory, Mitchell (temporarily absent), O'Connell, Pajewski, and President Cullen—6.

Absent and excused—Directors Bills, O'Neil, and Stacy—3.

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

May 5, 1989

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President David Cullen, a special meeting of the Board of School Directors will be held at 7:15 PM, Monday, May 15, 1989, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering a communication from the Secretary-Business Manager recommending, in concurrence with the Office of City Attorney, settlement of a Department of Industry, Labor, and Human Relations Claim designated as Tamsett v. City of Milwaukee, ERD Case No. 8831209.

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

This meeting immediately precedes the meeting of the Committee on Personnel and Negotiations scheduled at 8:00 PM this same evening.

JOHN J. PETERBURS
Secretary-Business Manager

Director O'Connell moved that the Board retire to executive session for the purpose of considering a communication from the Secretary-Business Manager recommending, in concurrence with the Office of City Attorney, settlement of a Department of Industry, Labor, and Human Relations Claim designated as Tamsett v. City of Milwaukee, ERD Case No. 8831209.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Mallory, O'Connell, Pajewski, and President Cullen—5.

Noes—None.

The Board retired to executive session at 7:37 PM.

The Board reconvened in open session at 7:48 PM.

Director Mallory moved that the Board settle with Mr. Tamsett in the amount set forth.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Mallory, Mitchell, O'Connell, Pajewski, and President Cullen—6.

Noes—None.

The Board adjourned at 7:50 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 31, 1989

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

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

Absent—None.

APPROVAL OF MINUTES

The minutes of the special Board meetings of January 5, 1988, January 14, 1988, January 19, 1988, January 27, 1988, and the regular Board meeting of January 27, 1988 were approved as printed.

COMMUNICATIONS FROM THE SUPERINTENDENT AND THE SECRETARY-BUSINESS MANAGER

(Item 1)

May 31, 1989

T0 THE MILWAUKEE BOARD OF SCHOOL DIRECTORS

Negotiations have occurred during the past year between the administration and the Administrators and Supervisors Council with respect to the contract for the 1989-1990 fiscal year.

Agreement was reached to establish a series of joint study topics along with time tables so that areas of mutual concern can be addressed prior to the expiration of the agreement. In addition, agreement was reached on a four percent general increase.

Attached is a copy of the agreed upon items. We are recommending that the Board approve the 1989-1990 agreement along with the understandings contained in the attached document.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

JOHN PETERBURS
Secretary-Business Manager

Attachment

Director O'Connell moved concurrence with the recommendation.

The motion prevailed, the vote being as follows:

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

Noes—None.

(Item 2)

May 31, 1989

TO THE BOARD OF SCHOOL DIRECTORS

Attached are copies of the contract between the Board of School Directors and the Milwaukee Teachers' Education Association (Accountants) and the contract between the Milwaukee Board of School Directors and District Council 48 AFSCME for employees in the 888J category.

Highlights of the proposals are also included as an attachment. Both contracts have been negotiated within the parameters authorized by the Board in the executive sessions. We are recommending their approval this evening.

Respectfully Submitted,

ROBERT S. PETERKIN
Superintendent of Schools

JOHN PETERBURS
Secretary-Business Manager

Attachment

Director Stacy moved concurrence with the recommendation.

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

Ayes—9; Noes—0.

SUPERINTENDENT'S COMMUNICATION

May 31, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

Before the Board for consideration this evening are recommendations to fill five of the six positions of Community Superintendent (Report of the Personnel and Negotiations Committee, Item 4, page 4). It was not possible to submit a recommendation for the Community Superintendent for Service Delivery Area IV by the time of the Committee meeting.

I concluded negotiations yesterday evening with Dr. Belkis Santos for this position. Dr. Santos is the overwhelming choice of Service Delivery Area IV's Community Advisory Council, the Superintendent's interview panel and myself. Biographical data on Dr. Santos is attached and you have previously received her resume.

I am therefore submitting the following appointment for the Board's approval this evening:

(4) (nr) Belkis Santos Community Superintendent Range 16A
Service Delivery Area IV $68,000

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Ordered held for consideration later in the meeting.

SECRETARY-BUSINESS MANAGER'S COMMUNICATIONS

(Item 1)

May 31, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Notice of Claim against the Milwaukee School Board, served by Thomas C. Wilkoski, attorney, on behalf of Ms. Pearlie Currin who allegedly sustained personal injuries at the Clarke Street School on February 27, 1989.

   Claim is made in the sum of $25,000.

2. Notice of Injury and Claim For Damages against the City of Milwaukee, Board of School Directors of the City of Milwaukee, Dr. Robert S. Peterkin, Mr. Gregory Lott, and Mr. Anthony Sartin, served by Emmanuel L. Muwonge, attorney, on behalf of Marshall Fox, a minor, and his parents, Ms. Linda Fox and Mr. Marshall McDaory, for injuries allegedly sustained by Marshall Fox at the Happy Hill School on November 17, 1988.

   Claim is made in the sum of $50,353.50.

The CNA Insurance Company which carries the Board's general comprehensive liability insurance 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) and 893.80 of the Wisconsin Statutes, this disallowance will permit the claimants a period of six months in which to bring suit, if they so desire.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

(above-mentioned documents attached)

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

Ayes—9; Noes—0.

(Item 2)

May 31, 1989

T0 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 ordered placed on file.

(Item 3)

May 31, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

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

The representative will be elected to serve a one year term commencing on July 1, 1989.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

Received and ordered placed on file.

(Item 4)

May 31, 1989

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
   John Peterburs
   Robert Jasna
   Andrew Douglas
   Michael Turza
   Raymond Williams
   Fermin Burgos
   Janie Hatton
   Theresa Liu, Alternate
   Luis Lopez, Alternate
   Deborah McGriff, Alternate

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

   John Peterburs
   Robert Jasna
   Janie Hatton

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; 1 alternate

b. MERO - 1 Board Member

c. Ombudsperson Oversight Committee - 1 Board Member

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

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

Director Mallory moved concurrence with the recommendation and that the Milwaukee Board delegation continue to be the same with Director Pajewski serving as an alternate.

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

Ayes—9; Noes—0.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of April 5, 1989, through April 28, 1989, 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. 22146 to 25264, inclusive

Payrolls (net of withholdings)	$14,067,282.91	
Accounts	$29,997,249.26	
		$44,064,532.17

CONSTRUCTION FUND

Accounts, Voucher Nos. 695 to 719, inclusive

Accounts	$266,209.21

EXTENSION FUND

Payrolls and Accounts, Voucher Nos. 1851 to 2097, inclusive

Payrolls (net of withholdings)	$207,248.09	
Accounts	$411,259.45	
		$618,507.54

TOTAL $44,949,248.92

THOMAS PAJEWSKI
Chair

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

Ayes—9; Noes—0.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

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

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 employees, the Superintendent and the Secretary-Business Manager presented a joint report to your Committee recommending the following appointments, promotions, and a return from leave, effective as of the dates indicated:

APPOINTMENTS

Name and Assignment	Date	Position and Salary	Increment Date
Kelvin Dentmond Administrative Services	05-01-89	School Safety Aide $7.02/hr.($10,333.84/yr.) (Replacement for resignation)	05-01
Boris Groce Administrative Services	04-19-89	School Safety Aide $7.02/hr.($10,333.84/yr.) (Replacement for resignation)	04-19
Arlyn Clark Internal Audit	05-16-89	Audit Manager - Financial/Operational $40,500.00/yr. (Replacement for promotion)	05-16
Mary Jo Wolf Green Bay	05-02-89	Clerk Typist I $11,486.22/yr. (Replacement for transfer)	05-07.
Dorothy Pruitt-Smith Transportation	06-01-89	Transportation Assistant $30,000.00/yr. (Replacement for promotion)	06-01

PROMOTIONS

Sharlene Stiller 20th	01-07-89	Food Service Mgr. IV $12,706.59/yr.	08-26
Dale Chapman Keefe	01-20-89	Food Service Mgr. IV $12,681.12/yr.	08-26
Helen O'Connor Superintendent Office	05-01-89	School Secretary III $23,157.94/yr.	05-01
Lula Hernes	04-03-89	Food Service Mgr. I	04-03

Berger	$10,235.90/yr.

RETURN FROM LEAVE

Thomas Hanyard Administrative Services	04-11-89	School Safety Aide $7.67/hr.($11,290.24/yr.)	02-12

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

* * * * *

(ITEM 2) Your Committee recommends 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 November 4, 1988, and November 16, 1988, inclusive, under suspension of Section 3.12(4) of the Board's rules:					
(r)	Tommy D. Wicker Social Studies	B	$22,174	2	October, 1989
Effective between February 1, 1989, and February 13, 1989, inclusive, under suspension of Section 3.12(4) of the Board's rules:					
(r)(a)	Estherly Allen Art (.4 contract)	E	$10,979	6.1	January, 1990
(r)(a)	Janice L. Makurat Elementary	B	$23,686	4	February, 1990
(r)	Sherry A. Siebers Elementary	B	$20,158	0	February, 1990
Effective between February 14, 1989, and February 27, 1989, inclusive, under suspension of Section 3.12(4) of the Board's rules:					
(r)	Barbara A. Prodehl Physical Education	B	$20,158	0	February, 1990
Effective between February 28, 1989, and March 10, 1989, inclusive, under suspension of Section 3.12(4) of the Board's rules:					
(r)	Miodrag Rajkovic Elementary	B	$24,694	5	February, 1990

Effective September, 1989 payroll:

(nr)(b)	Guadalupe M. Camacho Bilingual Elementary	G	$34,578	9.0	September, 1990
(r)	Laura C. Herold Elementary	B	$22,012	1	September, 1990
(r)	Christine L. Knoespel Elementary	B	$22,012	1	September, 1990
(r)	Brenda L. Kosobucki Mentally Retarded	B	$24,632	4	September, 1990
(r)	Mary L. Kushner Elementary	B	$25,680	5	September, 1990
(nr)	Jean K. Listinsky Emotionally Disturbed	B	$20,964	0	September, 1990
(r)	Adrienne J. Morales Elementary	B	$23,060	2	September, 1990
(r)	Laurie A. Placek Elementary	B	$22,012	1	September, 1990
(r)	Marcia L. Plagens Elementary	B	$23,060	2	September, 1990
(r)	Charla R. Reetz Elementary	B	$22,012	1	September, 1990
(r)	Lynda C. Shereck Learning Disabilities	B	$23,060	2	September, 1990
(nr)	Merry L. Stardust Elementary	B	$25,680	5	September, 1990
(r)	Heidi M. Szewczuga Elementary	B	$22,012	1	September, 1990
(nr)	Mary M. Taylor Elementary	B	$25,680	5	September, 1990
(r)	Heidi S. Timm Mentally Retarded	B	$22,012	1	September, 1990
(nr)	Patricia M. Walczak Elementary	B	$22,012	1	September, 1990
(r)	Connie J. Weber Elementary	B	$22,012	1	September, 1990
(r)	Nanette D. White Learning Disabilities	B	$20,964	0	September, 1990
(r)	Joy D. Wilds Elementary	B	$22,012	1	September, 1990
(r)	Renee Zinda Elementary	B	$22,012	1	September, 1990

Physical Therapists - Schedule 04

Effective between April 3, 1989, and April 13, 1989, inclusive:

(r)	Gregory C. Ergen	$33,044	5	March, 1990

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

PROMOTIONS

(r)	Timothy Lichtenwald	School Psychologist	Schedule 05, Range lC $34,936.55
(r)	Cheryl Spitzer	School Psychologist	Schedule 05, Range lC $34,936.55

(r) Resident

* * * * *

(ITEM 4) Your Committee further recommends that the following individuals be, and they hereby are, appointed/promoted to the following classifications, following approval of the Board:

APPOINTMENTS

(nr)	Daniel D. Drake	Community Superintendent Service Delivery Area III	Range 16A $70,000
(nr)	Raymond D. Waier	Community Superintendent Service Delivery Area VI	Range 16A $70,000

PROMOTIONS

(r)	Clarence Lawrence	Community Superintendent, Service Delivery Area I	Range 16A $70,000
(r)	Janie R. Hatton	Community Superintendent Service Delivery Area II	Range 16A $65,000
(r)	Fermin Burgos Service Delivery Area V	Community Superintendent $65,000	Range 16A
(r)	Robert Jasna	Associate Superintendent	Range l5A

Educational Programs	$70,000

(r)	Angelous McKinnie	Assistant Secretary to the Superintendent	Range lA $23,332.92

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

* * * * *

(ITEM 5) Your Committee, upon recommendation of the Superintendent, nominates for reappointment the following probationary teachers, teacher-librarians, principals, assistant principals, and support staff, contingent upon proper Wisconsin certification:

TEACHER AND TEACHER LIBRARIANS
(Completing Six Semesters)

Allen, Tammie D. - Clarke Street
Andersen, Erik W. - Marshall
Anderson, Barbara J. - Maryland Avenue
Anderson, Dirk W. - Bay View
Anderson, Eugene - Custer

Anderson, Kjell E. - Day-to-Day
Anderson, Patricia J. - Sholes
Antelis, Stewart D. - Edison
Ausonio, Dominic - Hayes
Bahl, Doloris E. - Fritsche

Bain, Janice M. - Bay View
Barth, Allison L. - Greenfield
Beamon, Lucius - Vincent
Becker, Joseph M. - Clarke St.
Beine, John D. - Madison

Bernhardt, Patricia M. - Burbank
Bietz, Alicia M. - Hopkins Street
Biniewski, Daniel J. - Milwaukee Tech
Blahnik-Dugan, Lynn M. - 67th Street
Block, Yolanda R. - Riley

Boettcher, Neil R. - Webster
Bogan, Dianne M. - LaFollette
Boggs, Dawn I. - Townsend Street
Boone, Gladys R. - Longfellow
Botting, James J. - Doerfler

Boyd-Thomas, Frances - South Division
Brader, Diane A. - Sherman
Brunn, James A. - Secondary Zone
Buckholt, Julie E. - Robinson
Burgdorf, Deborah R. - Bay View

Burns, Lawrence J. - Milw HS of the Arts
Butkus, Mary B. - Franklin
Cannestra, Kirstin A. - Franklin
Cairney, Jane E. - Bell

Cassini, Leila M. - Wisconsin Avenue
Chaplock, John L. - Cooper
Clark, Thomas J. - North Division
Cmeyla, Donna M. - Keefe Avenue
Cohn, Richard A. - Elem. & Sec. Ed.

Colden, Cynthia A. - Garfield Avenue
Coleman, Karen M. - Custer
Collie, Raymond E. - Audubon
Colondro, Richard C. - Audubon
Colvin, Janet - Pierce

Conley, Kathleen A. - Audubon
Conley, Pamela M. - Congress
Cowling, Marciane - Morse
Croxton, Shivon J. - Manitoba
Davis, Anne C. - Franklin

Davis, James E. - Vincent
Dayen, Guy - Roosevelt
Deakin, Sharon K. - Bell
Deines, Dixie A. - Elem. & Sec. Ed.
Denk, Mary J. - Bryant

Dentmond, Teresa B. - Bell
Desing, Mary M. - Garfield Avenue
Dillon, Deborah L. - Kosciuszko
Domagalski, Kathleen J. - Zablocki
Dummer, Cheryl K. - Hi-Mount Blvd.

Duzinske, June A. - 8th Street
Dvorak, Carolyn J. - Clement Ave.
Eigner, Sigmund - Vieau
Eisenzimmer, Linda J. - Riverside
Emmerich, Amelia A. - Douglass

Ersler, Barbara J. - Holmes
Fangmann, Ardyce L. - Goodrich
Fast, Janelle M. - 37th Screet
Fecteau-Pelzek, Diane K. - 27th Street

Cashmer, Katherine A. - Burbank

Fenner, Sharon D. - Dover

Fitzgerald, Ann M. - Lee
Flynn, Brian O. - Palmer
Fowlkes, Mary C. - Robinson
Freimark, David C. - Madison
Galinowski, Mary Jane - Kosciuszko

Geil, Jeffrey A. - Juneau
Gilmore, Kristin L. - Edison
Ginal, Mary P. - 27th Street
Gondek, Donna J. - Clemens
Goode, Anne M. - Edison

Grasley, Ellen J. - Green Bay Ave.
Graziano, Susan C. - Happy Hill
Greenquist, Steven J. - Auer Avenue
Gremmer, Paul D. - Bay View
Grisar, Helen E. - Burroughs

Gronert, Donna L. - 20th Street
Gross, Theresa S. - Bruce
Guardalabene, Mark S. - Riverside
Guild, Leo B. - Hawthorne
Gustafson, Marguerite M. - Roosevelt

Gwiazdowski, Christine A. - 37th Street
Hale, Dura R. - Muir
Haley, Susan Ann - Webster
Hansen, Terry L. - Lee
Hansher, Sharon J. - 81st Street

Hanson, Scott A. - Riverside
Harrison-Menendez, Nancy - Burroughs
Hartnett-Weiner, Laura L. - Elementary Zone
Hatfield, Michael S. - Marshall
Henderson, Susan A. - Bryant

Henderson-Klancer, M. - Trowbridge
Herzich, Gail C. - Trowbridge Street
Hillman, Nancy L. - Cass Street
Hohle, Martha J. - Grantosa Drive
Holley, Glenda M. - Lapham Park

Holmi, Monica L. - Townsend Street
Horning, Michelle E. - LaFollette
Hotelling, Lynette S. - Curtin
Hunter, Catherine - Wright
Hurt, Monica A. - Hopkins Street

Huth, Rachel M. - 31st Street
Jancik, Steven A. - Washington
Jaquez, Olga I. - 55th Street
Johnson-Tschida, Kristen - Granville
Jung, Jennifer L. - Burbank

Kaczmarek, Maribeth - MacDowell
Kahn, Karen R. - Parkman
Kamps, John G. - Day-to-Day
Kane, Cynthia M. - 78th Street
Kasik, Sally - Keefe Avenue

Kasprzak, Patrice M. - Burroughs
Kasten, Suzanne E. - Meir
Kiefer, Barbara J. - Parkman
Kintis, Barbara J. - Audubon
Kleckley, Dana A. - Audubon

Klein, Debra A. - Thoreau
Klein, Dorothy M. - Walker
Knuettel, Jolene A. - Parkman
Koebernik, Jill S. - Milw HS of the Arts
Kooi, Kathryn R. - Congress

Koth, Julie A. - 53rd Street
Kotnik, Vincent - Walker
Kramer, Charles A. - North Division
Krawczyk, Patricia J. - 37th Street
Krawiecki, Beth A. - Secondary Zone

Kropp, Veronika - 88th Street
Krupka, Betty L. - Friesche
Kucej, Donald A. - Juneau
Kuhnen, Cynthia J. - Zablocki
Kurth, Patricia K. - Philipp

LaBonte, Donald R. - Hamilton
Laritson, Monique M. - 88th Street
Lau, Mary A. - Siefert
Lawton, Virginia H. - Webster
Lewis, Shirley E. - Franklin

Little, Lucy - Meir
Long, Peter A. - Lincoln Downtown
Lopeman, Jennifer A. - Engleburg
Mack, Diane J. - Douglass
MacLaughlin, Michael D. - Green Bay Ave.

Marquardt, Donna L. - South Division
Martin, Maria C. - Vieau
Martin, Martha H. - North Division
Martins, Brenda F. - Pierce
Marty, Susan E. - Maple Tree

Mason, Susan D. - Parkman
Matevek, Joanne P. - Franklin
McCarthy, Janet L. - Fritsche
McDonald, Barbara H. - Doerfler
McKeown, Donna O. - Pulaski

McNamara, Kimberly A. - Bell
Meagher-Springer, Patricia - Day-to-Day
Menzel, Mary E. - Stuart
Miller, Jean K. - Greenfield
Miller, Timothy C. - LaFollette

Mitchell, Kurt V. - Irving
Mitchell, Nancy J. - Hawley
Moe, Monica J. - Bell
Montoya, Stella - Kagel
Moreland, Hartley L. - Day-to-Day

Mork, Krista J. - Forest Home Avenue
Morrison, Mary A. - Webster
Murphy, Bonnie J. - Roosevelt
Murphy, Scott P. - Riverside
Myers-Faison, Karen - Lincoln Downtown

Myhra, Anna M. - Pulaski
Naimon, Susan J. - Humboldt Park
Neale, Kevin F. - Bay View
Neumann, Laurie J. - 67th Street
Neustifter, Richard J. - Fritsche

Newborn, Patricia N. - Lowell
Novak, Elizabeth L. - Pleasant View
O'Brien, Thomas F. - LaFollette
O'Connor, Karyn M. - Holmes
O'Connor, Maureen - Kosciuszko

Ogilvie, John R. - Bryant
O'Leary, Kristin M. - Lancaster
Olson, Jayne A. - Story
Ostopowicz, John F. - Marshall
Otero, Tulio M. - Secondary Zone

Owens-Taylor, Angela M. - Steuben
Palmer, Gloria J. - Sholes
Parcel, Nita R. - Riverside
Patterson, Cheryl J. - Audubon
Perlewitz, Jacqueline J. - Gaenslen

Perushek, Tamela L. - Stuart
Peterson, Kirk K. - Browning
Pflum, Michael G. - Palmer
Pinter, Ann R. - Elementary Zone
Planasch, Marlene D. - North Division

Plunkett, Annette M. - Robinson
Prendergast, John F. - Wright
Raasch, James P. - Holmes
Radloff, Kathleen K. - LaFollette
Reddeman, Laurie L. - Barton

Reichhardt, Roberta K. - Parkman
Resto-Rodriguez, Evelyn - Edison
Rice, Gary E. - Roosevelt
Richardson, Susan B. - Doerfler
Rieder, Ann M. - 82nd Street

Riemer, Jean R. - Happy Hill
Riley, Deborah A. - Wright
Ritger, Casilda M. - Wright
Roberts, Jennifer A. - Morgandale
Rockette Elesteen F. - Sholes

Rodriguez, Julio - Kosciuszko
Rodriguez, Yvette D. - Forest Home Ave.
Roehnsch, Nancy R. - Edison
Romero, Guadalupe - Congress
Rotello, Catherine A. - 37th Street

Rozman, Kevin M. - Roosevelt
Rubenzer, Carolyn L. - Fulton
Rusk, Mary C. - Keefe Avenue
Ryan, Maggie J. - Congress
St. George Patricia L. - Edison

Salituro, Laura F. - Elementary Zone
Sanchez, Virginia - Longfellow
Sandvig, Mary Beth - Bay View
Schaefer, Juanita M. - Cass St.
Scharrer-Erickson, Karen J. - Robinson

Schmidt, Bonnie A. - Franklin
Schmidt, Jacalyn J. - Muir
Schulz, Colleen A. - Forest Home Ave.
Seefeldt, Rita A. - Burdick
Serak, Peggy A. - Lloyd Street

Sherman, Laureen M. - 82nd Street
Siegman, Nadine G. - Elementary Zone
Sitter, Ruth M. - Hopkins Street
Skarich, Nancy G. - Palmer
Smith, Darrell C. - LaFollette

Smith, Karen L. - Elementary Zone
Smith, Sharlyn L. - Roosevelt
Smith, Tonia C. - Webster
Soleimani, Miriam J. - LaFollette
Spitzer, Cheryl L. - Secondary Zone

Stacy, David L. - 20th Street
Steil, Brenda C. - Elementary Zone
Stein, Connie L. - Lancaster
Stone, Sara L. - Wright
Storey, Catherine L. - 37th Street

Strzyzewski, Steven T. - Pulaski
Tauer, Jean M. - Mitchell
Thomas, Susan J. - Burroughs
Thompson, Mary T. - Marshall
Timm, Marianne - Silver Spring

Tobias, Kristen L. - Franklin
Toepper, Joyce N. - Wright
Tokarz, Rathleen M. - Auer Avenue
Tolbert, Jodi D. - Cass Street
VanGarsse, Raymond L. - Pulaski

VanWyhe, Kathy M. - 81st Street
Vollmer, Christine A. - Franklin
Wachholz, Gayle A. - Sholes
Wachs, Kathryn G. - Berger
Wagner, Marilyn R. - Carleton

Walbrink, Carol W. - Clarke Street
Weaver, Claudia A. - Gaenslen
Weier, Carolyn J. - Audubon
White, Jean M. - Parkman
White, Les H. - Pulaski

Wilcox, Dennis M. - Wright
Winterkorn, Susan M. - 65th Street
Wisniewski, Blaine W. - North Division
Witczak, Barbara A. - Audubon
Wohlrabe, Susan M. - MacDowell
Wojcik, Shari A. 20th Street
Worman, Matthew P. - Clarke Street
Wywialowski, Chesl:er N. - Bay View
Zeisloft, Jo Ann - Kagel
Zingler, Wayne W. - Browning
Zulanch, Wendy A. - Sholes
Zydzik, Mary A. - Whittier

PRINCIPALS

(Completing Six Semesters)

Rebecca Abraham
Thelma Bradford
LaBelle Calaway
Marie Campos
LaFayette Golden
Therese Heimann
Mary Heitman
Robert Helminiak
Kery Kafka
Robert Kreilkamp
Ray Mantilla
Thomas McGinnity
Douglas Roberts
Estell Sprewer
Carolyn Strutz

ASSISTANT PRINCIPALS

(Completing Six Semesters)

Terrill Balster
Jacquelyn Brimley
Jane Empey Theep
Gary Finch
Rosalie Greco
Richard Knapik
Frank Murphy
James Novak
Susan Ratka
Robert Reik
Carol Schmuhl
Ronald Wosoba

SUPPORT STAFF

(Completing Six Semesters)

Sharon Filipowicz
Dennis King
L. Lynn Krebs

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(ITEM 6) Your Committee recommends that the following leaves of absence be, and they hereby are, granted as follows:

LEAVES OF ABSENCE

Illness leave, to June, 1989:

		Beginning
Donald J. Barczak	Madison	January 27, 1989
Louis L. Bauer	Browning	April 7, 1989
Bessie L. Copeland	Burdick	April 3, 1989
Mary Ann Goetzman	Irving	April 5, 1989

Bernice Habeck	Barton	April 3, 1989
Harriet H. Korn	Cooper	April 3, 1989
Patrick J. McCarthy	Bryanc	April 17, 1989
Dianne Wicht	Whitman/Kagel	April 19, 1989

Maternity leave, to June, 1989:

Catherine A. Meloy	MacDowell	April 10, 1989

Sabbatical leave, to June, 1990:

Stephanie Elaine Carter	Madison	September 1, 1989
Kathleen M. Guagliardo	Pleasant View	January, 1990

Sabbatical leave, to January, 1991

Jerijayne W. Stillman	Dover	January, 1990

Extension of leave for illness, to June, 1989:

Nancy L. Meyer	On leave	January 27, 1989

Extension of leave for maternity, to June, 1989:

Susan J. Musche	On leave	January 27, 1989

Extension of leave for maternity, to January, 1990:

Eilene Lust	On leave	September 1, 1989

Extension of leave for maternity, to June, 1990:

Mary Lou DeFino	On leave	September 1, 1989
Catherine Dentice	On leave	September 1, 1989
Barbara J. Lund	On leave	September 1, 1989

* * * * *

(ITEM 7) Your Committee reports that the Superintendent advised your Committee in accordance with the provisions of Section 3.37 (1) ("Curtailment of Leave") of the Board's Rules, that the leave of absence granted to the following person was curtailed:

CURTAILMENT OF LEAVE

Elizabeth Zick —was granted a child rearing leave from January 3, 1989 to June, 1989. Leave curtailed as of May 1, 1989.

* * * * *

(ITEM 8) The following resignations have been received and accepted by the Superintendent, effective as of the dates indicated:

RESIGNATIONS

Jean A. Anderson	Berger	June 19, 1989
Anthony Arndt	Craig	March 23, 1989
Kenneth Arzarian	On leave	April 5, 1989
Robert E. Baer	Adminis. Services	July 1, 1989
Joseph M. Balistreri	Elem. Zone	July 1, 1989
Thomas D. Champion	Washington	July 1, 1989
Dorothy N. Cummins	Maple Tree	June 19, 1989
Karyl L. Damiano	Madison	June 19, 1989
Mary Jane Durr	Fritsche	June 19, 1989
Hawthorne Faison	Supt. Ofc.	April 18, 1989
Bernice A. Habeck	Barton	July 1, 1989
Athar R. Hall	Morse	July 1, 1989
Birthe M. Hansen	Wright	April 11, 1989
Jill J. Hewitt	On leave	April 17, 1989
Gloria A. Holland	Day-to-Day	April 14, 1989
Larry D. Hood	Unassigned	April 14, 1989
Mary Kremer	Fulton	March 23, 1989
Ida S. Maiman	Philipp	June 19, 1989
Ellen L. McNamara	Holmes	July 1, 1989
Terry Morgan	Day-to-Day	June 19, 1989
Karen A. Myers-Faison	Linc. Ctr.	May 5, 1989
Tulio M. Otero	Sec. Zone	June 26, 1989
Justine A. Reeves	Elem- Zone	April 14, 1989
Lyle B. Rhodes	95th	July 1, 1989
Douglas W. Roberts	Hawthorne	July 2, 1989
Dorie J. Sand	82nd	July 3, 1989
Allen J. Sweed	Madison	July 1, 1989
Edmund White	On leave	April 14, 1989
Ann M. Winiarski	On leave	March 23, 1989
Kathy S. Wirtz	Recreation	April 28, 1989

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(ITEM 9) 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:

Vincent Murphy — On May 19, 1988, Mr. Murphy wrote a letter asking for a personal unpaid leave for the 1988/1989 school year to travel and study. This request was denied by the Division of Human Resources in our May 31, 1988 letter. Mr. Murphy did not report to work as an appointed teacher at Riverside High School on September 1, 1988. On November 15, 1988, we sent him a 15 day conference letter, stating that he was absent for more than forty-five (45) days during the semester and asked him to explain the reason for such absence. He did not respond.

It is the recommendation of the Superintendent that the name of Vincent Murphy be removed from the list of appointed teachers.

Concurring in the Superintendent's recommendation, your Committee recommends that the name of Vincent Murphy be deleted from the list of appointed teachers.

* * * * *

(ITEM 10) The Superintendent advised your Committee that:

1. On July 1, 1988, Wisconsin Act 285, Revised Wisconsin Truancy Statute, went into effect. The statute required the Superintendent of the school district which contains the county seat (Milwaukee) convene a committee consisting of :

   -- A Representative of Each School District in the County
   -- A Representative of the Office of the District Attorney
   -- A Representative of the Sheriff's Department
   -- A Representative of the Milwaukee Police Department
   -- A Representative of the Circuit Court Designated by the Chief Judge
   -- A Representative of the County Department of Social Services
   -- A Representative of the Juvenile Court Intake Unit
   -- A Representative of the County Department of Human Services

2. The committee was required to make recommendations to the school boards of all districts in the county on items to be included in the district's truancy plans no later than February 1, 1989. In developing specific items to be included in the school board's truancy plan, the committee identified any state statutes, municipal ordinances, school or social services' policies that inhibited the response to truancy and developed specific recommendations to deal with the items. After reviewing this report, each school board must then adopt a comprehensive truancy plan no later than September 1, 1989.

3. A Milwaukee Public School committee, that had been working on the revision of our school attendance procedures, carefully reviewed the Milwaukee County Truancy Committee Report prior to finalizing their recommendations. The revised Part II "School Attendance" of Guideposts would be in compliance with the 1987 Wisconsin Act 285. The Guideposts section has been sent to Board members under separate cover and needs to be adopted by the Board so that it Can be included in Guideposts for the beginning of the 1989-1990 school year

4 The 1987 Wisconsin Act 285 also required the Board in adopting a truancy plan to a) develop a written description of the factors that contribute to truancy in the school district; b) identify and prepare a written description of any state statutes, municipal ordinances or school or social services policies that contribute to or inhibit the response to truancy in the school district; c) make recommendations to the appropriate state and local agencies and governing bodies for legislation and school or social services policies that the school board believes should be enacted or developed to assist in dealing with truancy The "Final Report of the Milwaukee County Truancy Committee" addressed these areas and provided recommendations for Core items to be included in a school district's truancy plans The administration has analyzed each of the recommendations contained in the Milwaukee County Truancy Report and has prepared responses as follows:

Milwaukee County Truancy Recommendations	Administrative Response
A. Truancy manifests itself primarily at the secondary level but its tendencies are often conceived at the elementary level. Therefore, increasing resources should be devoted to prevention and intervention programs at the earliest possible age and continue through the middle grades. Focus at these early grades should be on the improvement of self-image and development of family support of the child and his/her education efforts. All prolonged or frequent absences need to be carefully evaluated and followed up. Additionally, alternative programs should be implemented, if appropriate, at these grade levels.	A. Concur. (The "Urban Youth Task Force" is developing specific recommendations in these areas.)
B. At the secondary grade levels, school districts should create alternative programs first within the schools, and then outside of the schools, that will help keep students interested in school and attending school. For the same group of students it is important to enforce the truancy laws quickly to impress on them that there are, in fact, truancy laws with which they must comply.	B. Concur. (The "Urban Youth Task Force' is developing specific recommendations in these areas.)
C. Each Milwaukee County school district superintendent should appoint a staff member to a "continuation committee" to work with the factors contributing to truancy and possible in-school solutions for truancy that have proven to be effective. The committee should be charged with the responsibility to examine effective in-school solutions and to share these with all districts. A completion date of July 1, 1989, should be set.	C. Since each school board is presently developing its own truancy plan, formation of a "continuation committee" needs further study.
D. Each school board needs to become increasingly aware of and give increased attention to the present laws which allow them to create modified programs for students. The board should encourage the use of these laws to prevent truancy and encourage school attendance.	D. Concur. (The 'Urban Youth Task Force" is developing specific recommendations in these areas.

E. All school boards in Milwaukee County should adopt the following list as legal absences:
1. Personal illness
2. Funerals
3. Required legal appearances
4 Designated religious holidays
5. Medical or dental appointments
6. family emergencies
7. Driver's examinations
8. Approved school district sponsored activities
9. Prior approved absences which have been deemed educationally beneficial for the student by the school principal.

All other absences, excerpt those listed above, will be regarded as truancy.

E. Concur. While the administration agrees in the need for county-wide consistency in defining legal absence, minor modifications were made when this item was included in Guideposts for purposes of greater clarity in Milwaukee Public Schools.

"a. EXCUSED ABSENCE. An absence by a student becomes an EXCUSED ABSENCE when a statement. by the parent/ guardian is submitted to the school. Written excuses are encouraged. Normally, the excuse must be presented within 48 hours after the student returns to school or the absence may be considered a truancy. Following is a list of legal absences:*

1. Personal illnesses 2. Funerals 3. Required legal appearances 4. Designated religious holidays 5. Medical or dental appointments 6. Family emergencies-These are(student absences which contribute to the health. safety or financial well-being of the family. 7. Driver's examinations.

DOCUMENTATION MAY BE REQUIRED TO SUBSTANTIATE THESE LEGAL ABSENCES.

8. Suspensions up to three (3) school days or involvement in the expulsion process for seven (7) days. 9. Prior approved absences which have been deemed educationally beneficial for the student by the school principal. Principals should review the student's attendance record prior to approval.

*Principals can refer to employee contracts for examples as to what could be considered a legitimate absence for the specific area.

Students who are absent from class as a result of an approved district sponsored activity or in-school suspension are not to be marked absent.

All other absences, except those .listed above will be regarded as “truant."

F. School boards should define the time limits and methods required for the documentation of legal absences as defined above.

F. Concur. The revised school attendance in Guideposts indicates: "An absence by a student becomes an excused absence when the statement by the parent/guardian is submitted to the school. Written excuses are encouraged. Normally the excuses must be presented within 48 hours after the student returns to school or the absence may be considered a truancy"". . . ."All student absences are a truancy until an acceptable excuse is received by the school, normally within 48 hours after the

student returns to school. When excuses are received for truancy defined absence, they may be coded to reflect that an excuse was received but the absence is still a truancy" . . . ."Implementation procedures must include: a) Requiring written or other appropriate excuses from parent/guardian for all daily absences. An absence that is telephoned in and officially recorded by the elementary, middle or high school in a written manner is an acceptable written excuse.

G. All school districts should work with their municipal officials and create municipal truancy ordinances as recommended in 118.163. These ordinances need to be established in order to provide quick response and therefore more effective and timely enforcement for truancy violations.

G. Do not concur. At the present time the administration feels that the creation of any additional state statutes or municipal ordinances directed at students would need careful study before they could be recommended by the administration.

H. A "contributing to truancy" citation should be provided for as part of the municipal truancy ordinance violation. These truancy fines would be for any person who would be found guilty of contributing to the truancy of a student. The consequences for failure to pay the fine for violation of this part of the municipal ordinance would be the revocation of vehicle registration or a five dayjail term.

H. Concur. Municipal ordinances should be drafted and directed at adults who "contribute to truancy."

I. In order to improve services to truant students, truancy centers should be created within Milwaukee County serving the entire county. Personnel from various agencies, as well as school personnel at the center. would provide appropriate professional services to help facilitate student's return to his/her school. The use of a truancy center or centers should be considered by each board of education as an option based on the needs of individual districts.

I. Do not concur with county-wide truancy centers Truancy centers specified for Milwaukee Public Schools with an emphasis on providing assessment and diagnostic services should be considered. These canters should be included within the overall framework of the alternative school program. (The "Urban Youth Task Force" is developing recommendations in this area.)

J. In order to provide these truancy services quickly and effectively for truant students, all police officers should be allowed to transport truant students found in public places and transport them to school or the truancy center for professional services and counseling. Since truancy by itself is not a delinquent act, all police officers should be given the proper training related to police intervention with truant students.

J. Do not concur.

K. A large number of truant students are at home. Currently insufficient staff and resources are available to effectively deal with this problem. There is also a need to have some liaison staff to coordinate activities of various agencies and the local school. Therefore. to further provide services for truant students, TRUANT OFFICER positions should be created. Each district is encouraged to employ social workers and/or other supportive services personnel for the purpose of serving as

K. Concur. Milwaukee Public Schools needs to hire its own truant officers. A clearly identified job description would have to be developed for the truant officer position.

truant officers either for one school district or cooperatively with other districts. It is anticipated that these truant officers will be employed jointly by the local police department and the school district. In this way the truant officers will Communicate with both agencies and will become much more effective working with parents and students. Additionally,districts should consider the employment of paraprofessional staff to assist with specific truancy duties.

L. School boards should be encouraged to continue to work with the options available through the district attorney's office for the enforcement of truancy laws with parents.

L. Concur.

M. The legislature should make state financial aid available to school districts to assist the districts for the following purposes related to dealing with truancy: 1. The hiring of truant officers and paraprofessionals who would be employed jointly by the municipal police department and the local school district. 2. The creation of alternative school programs designed to keep students enrolled in school K-12. 3. The hiring of school personnel who would assist in the management of local school district truancy plans as required by 118.162. 4. The Creation and operation of truancy centers.

M. Concur. Appropriate funding from the state is imperative if Milwaukee Public Schools is to effectively address its truancy problems by implementing many of the recommendations contained in the Milwaukee County Truancy Committee Report.

N. The legislature should either change the current law to eliminate the requirement to send certified letters to parents due to cost and staff constraints or provide funds for such mailings. Additionally, school boards should be authorized to define the time limits, methods of parent notification. and methods necessary for the documentation of legal absences.

N. Concur. However until the 1987 Wisconsin Act 285 is amended, it will be necessary for Milwaukee Public Schools to send out certified letters for habitual truancy students ages 6-18. The revised attendance procedures indicate "after part or all of five (5) or more days out of ten (10) consecutive days or part or all of ten (10) or more days of truancy on which school is held during a school semester, high, middle and elementary schools will send to the parent/guardian and/or student a certified letter." It will be necessary to allocate approximately $77,500 in the 1989-1990 budget for certified letters.

0. The legislature should review and revise the laws of confidentiality which now limits the ability of agencies to act on truancy. Any legislation should clearly allow schools and agencies to share relevant information regarding truant students.

0. Concur. The statutes need to be carefully drafted to insure that only necessary information will be distributed to agencies.

P. The Milwaukee County government should discourage the use of public facilities for activities that may lure youth out of school during school time. An example would be a rock concert at county stadium on a regular school day. Such activities should be scheduled at times when it is convenient for youth to attend and not increase the likelihood of truancy.

P. Concur.

5. The Milwaukee County Truancy Committee identified 16 common contributing factors which varied from district to district.

Administrators representing 15 Milwaukee area school districts rated the following six factors as contributing most to school truancy in Milwaukee County.

a. Low self esteem/lack of success in school (rated as one of the top five by MPS)
b. Lack of family support/involvement (rated as one of the top five by MPS)
c. Failure to recognize relevance of an education or high school diploma
d. Alcoholism
e. Drugs f. Lack of availability of alternative educational programs

The next five most important factors contributing to school truancy were:

g. Ineffectiveness of truancy laws (rated as one of the top five by MPS)
h. Other, such as: Negative peer involvement, apathy, student focus on present dead-end jobs, general lack of interest, single parent families, jobs held by both parents, failure to assimilate, excessive pressure from peers, disorganized parenting overprotective parenting, illness (malingering).
i. Juvenile delinquency
j. Reaching the age of majority
k Educational expectations of certain cultural groups

Factors rated as only somewhat contributing to school truancy were:

1. Adolescent pregnancy/parenthood
m. Violence in the home
n. Parent unemployment/underemployment (rated as one of the top five by MPS)
o. Poverty (rated as one of the top five by MPS)
p. Gang problems

It must be noted that the seemingly low ranked factors of parent unemployment/underemployment and poverty were rated significantly higher by MPS and must be considered extremely important factors contributing to truancy for students attending the Milwaukee Public Schools.

Your Committee recommends that:

1. The administration's response to the Milwaukee County Truancy Committee as found above in No. 4, in A through P and the revised Part II School Attendance of Guideposts be adopted as the Milwaukee Public School Comprehensive Truancy Plan in compliance with 1987 Wisconsin Act 285, Section 27, 118.162.

2. The Board adopt as the factors that contribute to truancy within the Milwaukee Public Schools those factors contained in No. 5 above.

* * * * *

(ITEM 11) The Superintendent advised your Committee that at its meeting on April 24, 1989 (Proc., p. 5), the Board referred the following resolution which was introduced by Director Mitchell, to the Personnel and Negotiations Committee.

WHEREAS, The topic of just employee discipline is a concern of the Board, the Superintendent, the Unions, the employees, and the public; and

Whereas, Board employees have a responsibility to faithfully discharge their responsibilities in compliance with Board policy and applicable statutes; and

WHEREAS, The responsibility of Board employees included the care and protection of school-age children and public property; and

WHEREAS, The school system and its employees are under increasingly closer scrutiny; and

WHEREAS, Successful employee discipline procedures require consistency in application to survive challenges in arbitration and in the courts; and

WHEREAS, The Department of Pupil Personnel has established uniform guidelines for student discipline and state and federal courts have established minimum sentence guidelines in criminal cases; therefore, be it

RESOLVED, That the administration explore the advantages and disadvantages of employee discipline guidelines and report to the Board.

Your Committee recommends that the resolution be adopted with all bargaining units being included and that the administration report back to the Board by September, 1989.

* * * * *

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

1. The Drug-Free Workplace Act of 1988 signed by President Ronald Reagan on November 18, 1988, is designed to prohibit the unlawful manufacture, distribution, possession, or use of a "controlled substance" by an employee in any workplace involved in the performance of government work or work involving a government grant. This law took effect March 18, 1989. Any school district, applying or receiving a grant directly from a federal agency on or after that date, is required to comply with the requirements of the act.

   The act requires three basic components:

   a. The signing of a certification of a drug-free workplace as a condition of eligibility to obtain a new government contract/grant or continue an existing one.

   b. Providing a written notice to employees who work on the government contract as to: the company's drug-free workplace policy, the obligations under the policy, and penalties that would result from violation of that policy.

   c. Establishment of a drug-free awareness program.

2. A copy of a drug-free workplace policy which has been formulated and discussed with each of the employee unions has been made a part of the minutes of your Committee's meeting of May 15, 1989. This policy, as stated, goes beyond the requirements of the law, in that it covers all employees. Otherwise, the policy complies strictly with the mandates of the law. It is important that this policy be adopted as quickly as possible to bring the Board in compliance with the federal law.

Your Committee recommends that the Board adopt the drug-free workplace policy and that the administration investigate the possibility of creating drug-free zones around all schools by City Ordinance with a report back to the Board on this matter in June, 1989.

* * * * *

(ITEM 13) Your Committee reports having received informational reports from the Superintendent on the following matters; these reports have been made a part of the minutes of your Committee's meeting of May 15, 1989:

A. Affirmative Action Personnel Transaction Report for the Month of April, 1989

B. Savings Generated from Administrative Reassignments as a Result of the Superintendent's Reorganization Plan

C. Report on Early Retirement Law

Separate consideration having been requested of Items 2, 4, 5, 11, and 13-B, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—9; Noes—0.

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

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

Ayes—9; Noes—0.

Item 4 of the report, relating to administrative appointments and promotions, having been set aside for separate consideration, Director Mallory moved adoption of the report and of the Superintendent’s communication nominating Belkis Santos to the position of Community Superintendent.

The motion prevailed, the vote being as follows:

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

Noes—Director Stacy—1.

Item 5 of the report, relating to re-appointment of probationary personnel, Director Pajewski moved adoption of the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, O'Connell, Pajewski, Stacy, and President Cullen—5.

Noes—None.

Voting "Present"—Directors Bills, Mallory, Mitchell, and O'Neil—4.

Item 11 of the report, relating to a resolution regarding employee discipline guidelines, having been set aside for separate consideration, Director Mitchell moved adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Item 13-B of the report, relating to an informational report on savings resulting from administrative reassignments, having been set aside for separate consideration, Director Mallory moved to receive the report.

The motion prevailed, the vote being as follows:

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

Noes—Directors Johnson and Stacy—2.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM l) The Superintendent advised your Committee that:

1. At its meeting on March 22, 1989 (Proc., p. 863), the Board referred a communication from the Department of the Army to the Instruction and Community Relations Committee.

2. The communication requests the opportunity to address the Committee regarding the current practices regarding military recruiting within the schools, including the failure to release the lists of current senior classes and the infrequent utilization of the Armed Services Vocational Aptitude Battery tests.

Your Committee reports having given hearing to representatives of the Department of the Army and other interested parties.

* * * * *

(ITEM 2) The Superintendent advised your Committee that in a proposal submitted last month, South Division High School requested permission to present a grading by proficiency proposal for ninth grade students to the Superintendent and the Committee.

A copy of the proposal has been made a part of the minutes of your Committee's meeting of May 17, 1989.

Your Committee recommends that:

1. The Board approve the South Division High School grading proposal as a pilot program for one year with the program to be evaluated and the results of the evaluation being reported to the Board.

2. The administration review the proposal for costs, rationale, training plans, etc. with a report to the Committee presented in June, 1989.

* * * * *

(ITEM 3) The Superintendent advised your Committee that:

1. At its meeting of January 12, 1989 (Proc., pp. 657-660), the Board approved the "Facility Plan to Meet Enrollment Growth 1989-1993." This plan had been presented to the Board at its October 26, 1988, meeting by the Superintendent and held at the Board level. Contained in the plan were projects totaling $27.5 million for additions and alterations at 55th Street and 82nd Street School, replacement of the 8th Street School, and new elementary schools to be located at the former 9th Street School site and Site #76.

2. In accordance with established Board procedures for involvement in the Capital Improvement Program, the administration bas been working with the school/community committees at 82nd Street, 55th Street, and 8th Street Schools over the past several months, meeting on a weekly basis. The planning process has been completed at each school and the educational specifications documents written. These documents are presented for review and approval by the Board in accordance with established policy under separate cover.

3. The documents for 82nd Street and 55th Street Schools detail requirements for additions and alterations to accommodate their respective language immersion programs at the optimum size. Proposed modifications are similar to those provided at Clemens, Clement Avenue, Bruce, and 53rd Street Schools with other changes included to accommodate the unique needs of the language immersion programs. Spaces include additional classrooms, special use facilities such as art and music, a new Instructional Resource Center and space for supportive services personnel. The modifications will provide adequate space to support an expanded population which will ultimately support the middle school immersion program located at Wilbur Wright.

   The document for the 8th Street School details the space needs for a modern middle school based upon the elements in the Board approved middle school program, the needs for the specialty program of Individually Guided Education, and program elements from other nationally recognized middle schools. Spaces provided would also accommodate any anticipated needs that may arise as a result of the partnership agreements with Marquette University and Mt. Sinai Hospital. Additional needed seats to accommodate an expanding middle school population would be provided.

4. The respective principals and school/community members will be present to provide additional information for committee members. Additionally, appropriate staff members will also be available to answer questions.

Your Committee recommends that the program aspects contained in the educational specification documents for 82nd Street, 55th Street, and 8th Street Schools be approved.

* * * * *

(ITEM 4) The Superintendent advised your Committee that:

1. The Minority Achievement Committee was established in response to the local and national concerns over the academic performance of minority students. In general, minority student achievement has declined. Even where there have been increases in the academic performance of minority students, the

gap between the academic achievement of minority and white students has widened. The need for

enhancement of academic achievement in minority students is extensive. Poor academic performance in school is associated with truancy, behavior problems, and dropping out. In addition, a high school diploma has become the minimal educational requirement for most jobs in this society. This country has a fast growing minority population and it is projected that, in the near future, young adult minorities will be sorely needed for the work force. However, it will be imperative that they be educated. The alternative will be an ever-increasing underclass of permanent "have-nots." Thus, improvements in academic achievement are needed both for minority attainment and for the society at large.

2. The Minority Achievement Committee was asked to identify strategies which would enhance the district's efforts to close the achievement gap between minority and majority students and to make suggestions for policies and programs enhancing effective education for minorities. The committee consisted of representatives from various educational agencies and community organizations.

3. The committee held nine meetings between April, 1988, and February, 1989. It reviewed data from other school districts and governmental agencies, examined programs established by the Milwaukee Public Schools, and interviewed selected district personnel who were involved with programs focusing on enhancing the academic achievement of minority students.

4. As the committee progressed, two general themes evolved and guided the formulation of the recommendations. The first theme was the recognition that the academic achievement of minority students should be the concern of a variety of groups both inside and outside of the immediate school setting. Furthermore, the various constituencies concerned with this issue need both to cooperate with each other and develop specific strategies relevant to their role with students. As a result, the Committee developed specific recommendations aimed at the various categories of adults who could influence minority students. The second them recognized that the enhancement of minority student achievement requires two types of strategies: prevention strategies aimed at broad populations, and intervention strategies, aimed at those students in need of academic rehabilitation.

5. The general consensus of this committee was optimistic. There are a number of ways in which the achievement of minority students can be enhanced in the Milwaukee Public Schools. Many of these involve expanding already existing programs. Others involve new initiatives. We have carefully worked to develop recommendations which are realistic and which can be implemented with relative ease. For example, the recommendations have been structured to accommodate the transition from a centralized to a decentralized service delivery system. The recommendations for building staff and community superintendents may be implemented in a proactive manner without heavy reliance on central office assistance. Additionally, the recommendations reflect a comprehensive array of strategies that facilitate the type of collaboration between schools, community, and business needed to accelerate minority student achievement.

6. These recommendations are shared with the Superintendent and the Board with the recognition that these individuals can make the difference in determining whether they are implemented. The committee looks forward to seeing its recommendations in policy and practice.

Your Committee recommends that:

1. The report be accepted.

2. The administration present to the Board, within one year, an update related to the extent to which this report has been implemented with a progress report to the Board in December, 1989.

* * * * *

(ITEM 5) The Superintendent advised your Committee that:

1. At its meeting of April 20,1989, the Board authorized three textbook evaluation committees to review the recommendations which they had made to the Superintendent and reduce the number of textbooks recommended to no more than three.

2. These three areas are:

   SCIENCE - Biology 1
   SOCIAL STUDIES - World Geography
   SOCIAL STUDIES - World History

3. The textbook evaluation committees for these areas have reviewed their recommendations and have reduced the number of textbooks recommended for adoption to no more than three.

Your Committee recommends that appreciation be extended to the members of the Biology, World Geography, and World History textbook evaluation committees.

Your Committee recommends that approval be given to the recommendations for textbook adoptions in the following subject areas:

SCIENCE

Biology 1:

It is recommended, in concurrence with the Biology Textbook Evaluation Committee, that:

1. The following texts, including teacher's edition or manual be approved for Biology 1:

   BIOLOGY
   Harcourt Brace Jovanovich, 1989

   MODERN BIOLOGY
   Holt Rinehart and Winston, 1989

   HEATH BIOLOGY
   D.C. Heath and Company, 1989

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

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

SOCIAL STUDIES

World Geography:

It is recommended, in concurrence with the World Geography Textbook Evaluation Committee, that:

1. The following texts, including teacher's edition or manual, be approved for World Geography:

   WORLD GEOGRAPHY
   Richard C. Boehm, Ph.D. - James L. Swanson
   Glencoe Publishing Company, 1989

WORLD GEOGRAPHY TODAY
Dr. Robert J. Sager - Dr. David M. Helgren - Dr. Saul Israel
Holt, Rinehart and Winston, 1989

2. To meet the needs of the students in the Gifted and Talented and Program for the Academically Talented courses, the following textbook be approved:

   WORLD GEOGRAPHY: THE EARTH AND ITS PEOPLE
   Harcourt Brace Jovanovich, 1989

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

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

SOCIAL STUDIES

World History:

It is recommended, in concurrence with the World History Textbook Evaluation Committee, that:

1. The following texts, including teacher's edition or manual, be approved as a single adoption for World History:

   PATTERNS OF CIVILIZATION
   Prentice-Hall, 1988

   HISTORY AND LIFE: THE WORLD AND ITS PEOPLE
   Scott, Foresman and Company, 1990

2. To meet the needs of the students in the Gifted and Talented Program for the Academically Talented courses, the following textbook be approved:

   CIVILIZATION PAST AND PRESENT
   Scott, Foresman and Company, 1987

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

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

* * * * *

(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 May 17, 1989:

A. John Marshall High School Communications Media Specialty

B. Chapter I Concentrated Math and Language Skills Program Award

C. Informational Item Regarding the Implementation of Strategies That Can Be Utilized by Elementary, Middle and High Schools as Alternatives to Out-of-School Suspensions

D. Informational Report on the Recommendations of the Whole Language Council Which Were Not Included in the Report on Textbook Adoptions

E. Informational Report with Respect to the Recent Audit of Programs for Retarded Students

F. Informational Report on Collaborative Alcohol and Drug Abuse Initiatives by the Milwaukee Public Schools and Milwaukee County

G. Informational Report on Chapter I ECIA Program

H. Informational Report on Even Start Program

I. Participation of Morse Middle School in the Science Olympiad National Championships

J. 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
g) Learnfare

Separate consideration having been requested of Item 6F, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Item 6F of the report, relating to an informational report on Collaborative Alcohol and Drug Abuse Initiatives, having been set aside for separate consideration, Director O'Connell moved to accept the report.

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

Ayes—9; Noes—0.

COMMITTEE ON FINANCE AND FACILITIES

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM l) Your Committee recommends that contracts be, and they hereby are, awarded as follows for approximately 105,000 gross gallons of gasoline to be delivered by tank wagon in various amounts to certain buildings during the period from September 1, 1989 to August 31, 1990, based upon proposals received pursuant to advertisement and specifications on file:

LAKESIDE OIL COMPANY; approximately 82,000 gross gallons regular gasoline $75,743.40*

LAKESIDE OIL COMPANY; approximately 23,000 gross gallons unleaded gasoline 20,750.60*
*less 2% cash discount - 20 days

* * * * *

(ITEM 2) Your Committee recommends that contracts be, and they hereby are, awarded as follows for approximately 291,000 gallons of fuel oil to be delivered in various amounts to certain buildings during the period from September 1, 1989 to August 31, 1990, based upon proposals received pursuant to advertisement and specifications on file:

HOMETOWN INC.; approximately 91,000 gallons Grade 2 Fuel Oil,
delivered by transport truck $53,015.69*

HOMETOWN INC.; approximately 200,000 gallons Grade 2 Fuel Oil,
delivered by tank wagon 124,936.00*
*less 2% cash discount - 20 days

* * * * *

(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:

BUBRICKS OFFICE SUPPLY; 360,000 File Folders .....$ 11,944.00

WEAVER'S INC.; 200 Microcomputer Work Stations/Computer Carts 24,000.00

* * * * *

(ITEM 4) Your Committee also recommends the purchase of instructional materials for the Greenfield School Montessori Program Expansion from:

NIENHUIS MONTESSORI INTERNATIONAL COMPANY .....$ 28,289.12

* * * * *

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

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	ESTIMATED VALUE	GIFT/PURPOSE
Allen Field	School Fund	$ 131.00	15 sets of flatware (service for 8) and 1 plastic tote-carry case
	Wisconsin Bell	150.00	Bus transportation for cadets to Wisconsin Dells
Auer	Dr. Lester Carter	100.00 (annually)	Four $25.00 bonds for the best science fair

exhibits

	James Frisch	99.33	Reading is Fundamental balloon launch
	Dr. Lester Carter	300.00	Basketball uniforms
Berger	P.T.A.	414.41	Binding machine and supplies
Bryant	P.T.O.	1,490.00	Risers and cordless telephone
Custer	P.T.S.A.	1,100.00	To support school activities
Doerfler	P.T.O.	593.95	36" wide blade paper cutter with stand
	P.T.O.	732.50	A. B. Dick duplicating machine
	P.T.O.	108.00	Open front wood bookcase
Elm	P.T.O.	300.00	Panasonic recorder
	P.T.O.	4,600.00	2 VCR, 4 used violins, network for computer printer, camcorder, 35mm camera. cash for classroom use
Fairview	P.T.A.	1,600.00	P. A. system in gym, equipment and installation
Fernwood	P.T.A.	675.66	Holmes air fans on stands
55th	M/M Louis Long	50.00	Puerto Rican flag
Fratney	Parent Group	1,190.74	Field trips
Grantosa	P.T.A.	231.00	Two 6xl0' rubber mats
	P.T.A.	400.00	Flip-A-Matic machine and cutter
	Milwaukee Jaycees	250.00	Exceptional education student field trip to zoo
Granville	School Funds	1,846.00	Books, programs
Greenfield	Staff and P.T.A.	500.00	Refrigerator
Hamilton	School Fund	176.94	Book truck

School Fund	585.00	Map case

Hawley	School Fund	825.98	Field trips, awards, and school projects
Juneau	UWM School of Ed Alumni Association	600.00	Awards and recognition for YES students and advisors
Keefe	School Fund	800.00	Apple computer
King	Advance Stamping Co.	4,000.00	Four scholarships for students to participate in Earthwatch Science Expedition
	School Fund	245.00	Apple Imagewriter printer with IIe cable and card
	Band Parents Booster Club	241.50	Apple Imagewriter printer with IIe cable and card
Longfellow	P.T.A.	130.00	5'x5' wood frame bulletin board
Lowell	School Fund	718.68	World Book encyclopedia and 23 student dictionaries
	P.T.O.	1,000.00	Ditto machine
Milwaukee Tech	School Fund	1,650.00	Kodak data show
	Apple Computer	1,919.00	Apple scanner
	A. O. Smith	605.00	Metal cutoffs - 3 tons
	School Fund	70.00	Bulletin board
Morse	P.T.O.	160.00	Two French textbooks and teacher manual
	P.T.O.	140.00	Spain and Portugal Map and video tape
	Allan Stawicki	1,050.00	Panasonic camcorder, tripod and case
	Allan Stawicki	758.00	Two 26" table top remote control TV's
Muir	School Fund	694.60	Two two-way/two channel walkie talkie radios
Parkview	P.T.O.	1,875.00	Class field trips, teacher prepared materials, games, school

programs

Riley	P.T.A.	1,401.00	Periodicals and field trips
Roosevelt	Estate of Linda Nice	5,000.00	Sculpture on lawn
67th	P.T.A.	4,316.00	Mita DC2585 dry copier, stand, sorter, reverse feeder
Stuart	P.T.C.	465.50	Walkie talkies
Walker	Milwaukee North Sunrise Rotary Club	500.00	100 All-star classic tickets for basketball game at Bradley Center April 8
Washington	J. C. Penney	5,000.00	Trust for computer specialty
	Northwestern Mutual Life Insurance Co.	5,000.00	Trust for computer specialty
Zablocki	P.T.O.	1,600.00	Heavy duty mimeo machine
		$58,389.79	

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) Before the Board at this meeting is a report from the Committee on Instruction and Community Relations (ITEM 3) regarding educational specifications for 82nd Street, 55th Street, and 8th Street Schools.

Your Committee recommends that authorization be given to proceed with planning for additional alterations at 82nd Street and 55th Street Schools, and the replacement of 8th Street School.

* * * * *

(ITEM 7) The Superintendent advised your Committee that at its meeting on April 24, 1989 (Proc., pp. 3-4), the Board referred the following resolution, which was introduced by Director Mallory, to the Finance and Facilities Committee:

WHEREAS, A large number of sixth grade students have been moved to the middle schools causing the middle schools to become overcrowded due to the increased student enrollment, and

WHEREAS, The increased enrollment in select schools, i.e., Edison, Kosciuszko, Steuben, and Walker has placed these schools, in some instances, approximately 100 students over their designated building capacity, and

WHEREAS, Edison receives a large number of non-attendance area non-black students who must select an alternate school where they enhance racial balance; schools with available seats where they enhance racial balance are Fulton, Parkman, and Edison (the other alternate school is Steuben which is always over capacity), and

WHEREAS, Because of the overcrowdedness at Kosciuszko and Edison, the bilingual programs should be evaluated because of space needed, and

WHEREAS, There will be nine additional exceptional education classes at middle schools for the 1989-90 school year where additional classrooms will be needed with some middle schools having as many as nine exceptional education classes, and

WHEREAS, Middle schools need adequate space to implement the middle school concept as it relates to unit size and unit organization where teachers can be grouped together with their unit for interdisciplinary instruction to promote the family concept and minimize student movement, and

WHEREAS, Middle school age students need space to implement a developmental program in all skill and content areas with opportunities for remediation as well as the integration of intellectual and social skills in the programs, and

WHEREAS, The middle school organization was first implemented in 198081 and a task force study was done in 1982-83 which emphasized the organization structure; therefore, we need to evaluate all aspects of the middle school program: organization, curriculum, instructional strategies, and learning styles, discipline strategies, measuring student progress, and student transitional adjustment, and student/staff orientation to middle schools to recent research to find out what is working and what needs to be improved; especially as it relates to student achievement; therefore

BE IT RESOLVED that the administration conduct a comprehensive study of middle schools as to space, structure, curriculum, learning styles, instructional strategies, measuring student progress, student transitional adjustment, discipline strategies and space needs, and evaluation of the bilingual education program in order to assure that we are meeting the developmental needs as well as the academic needs of middle school students: The administration needs to report back to the appropriate committee a short term policy to relieve overcrowdedness at Edison, Walker, Kosciuszko and Steuben for the 1989-90 school year until a long term policy is established by the sites and building commission to adequately supply the needed space to relieve overcrowdedness in all middle schools.

Your Committee recommends that the resolution be adopted, with the short term policy recommendations to be submitted for the Committee's consideration at its regular June meeting.

* * * * *

(ITEM 8) The Superintendent advised your Committee that:

1. At its meeting of December 14, 1988, the Instruction and Community Relations Committee considered recommendations brought forth by the Administration relative to the utilization of the Lincoln Downtown Educational Center. The discussion centered on the relocation of existing programs currently located in the facility including the Lincoln Center For the Arts. The committee recommended that the item be held in committee pending discussions with the affected parties.

2. At a special meeting on August 1, 1978 (Proc., pp. 105-108), the Board voted to close the Lincoln High School as an attendance area school at the close of the 1978-1979 school year. On January 9, 1979 (Proc., pp. 449, 454-455), the Board took action to retain the facility as the MPS Downtown Educational Center to house programs which are located in other MPS Schools and to attach the Lincoln High School attendance area to Riverside High School and West Division High School.

3. At its meeting of November 27, 1979 (Proc., pp. 653-654), the Board referred the report to the committee to explore the establishment of a Center for the Arts at Lincoln High School to the appropriate committees in conjunction with the 1980-1981 School Plans. On January 16, 1980 (Proc., pp.795-797), the Board approved the Lincoln Center for the Arts program as part of the plans for the 1980-1981 school year.

4. On January 4, 1983 (Proc., pp. 515-526), the Board approved the plans for the 1983-1984 school year. A part of these plans contained a recommendation to close the Lady Pitts building and relocate the program to the Lincoln Downtown Educational Center.

5. There are currently five (5) programs providing direct instruction to children at Lincoln Downtown Educational Center. These programs and the number of students being served are as follows:

Lady Pitts	250
Vocational Assessment Center	485
Project S.T.A.Y	90
4 yr. Alternate High School	90
Day Care Center (Lady Pitts)	--
TOTAL	915

In addition, there are six (6) other activities located at Lincoln Downtown Educational Center. These include:

Staff Development Center
Times Center
Project Second Chance
Lincoln Center For the Arts
Chapter 1 Community Center
Human Relations Staff

The location of each program is identified on the room listing and floor plan.

6. During the past year, there have been many suggested uses for the Lincoln facility. These include:

   a. Relocation of 8th Street and/or Juneau to Lincoln
   b. Relocation of West Division and/or Roosevelt to Lincoln
   c. Reopening of Lincoln as a Middle School.

A common element in each of the proposals is the required relocation of all of the existing programs, including all of the 915 students. Each program has its own unique set of requirements, both from a program and facility standpoint. This element presents the single biggest issue which would have to be resolved. Other common issues include the need for modifications at both sending and receiving locations, and the lack of sufficient space to house multiple regular programs as some of the proposals contain.

7. In reviewing the space needs for the existing programs, a likely scenario was developed on a rough cost basis to ascertain general costs. Additional, more detailed cost estimates can be made if the Board should wish to pursue any of the individual proposals. The scenario used contained the assumptions that:

   a. All alternative programs could be relocated to one location. This would involve Project STAY, Project Second Chance, and the 4 year Alternative High School. The new location was assumed to be an available parochial school such as St. Agnes.

   b. All other programs would require leased space or be housed in existing MPS facilities if possible. For example, the Chapter 1 Community Center could be housed at any of the Chapter 1 schools.

The other programs directly serving students—Lady Pitts and the Vocational Assessment Center--would definitely require separate leased space.

8. In the calculation of costs, it was determined that approximately 150,000 sq. ft. of leased space would be required for housing the Lady Pitts, the Day Care Center, Staff Development and Vocational Assessment Lab programs. The cost for relocation would then be as follows:

Leased space		150,000 sq. ft.
	X $20/sq. ft.*	X 20
Total Lease Cost =		$3,000,000/year
St. Agnes (Acquisition & Modifications)		$1,500,000
Total Relocation Cost - First Year		$4,500,000

* If modified leased space cannot be found at $20/sq. ft., additional costs will be incurred for modifications.

It must be pointed out that any lease agreement(s) will likely be at least 5 years in length so that owners' costs can be recovered. The total cost for the life of the leases would be at least $15,000,000.

9. In addition to the lease costs for the relocation of the programs, each different use of Lincoln Downtown Educational Center would require extensive modifications to implement, since the facility has been modified over the years to meet the needs of the current individual programs. For example, conversion of the school to a regular middle school would be the least expensive alternative of those listed in Pertinent Facts #5 above. Expenditures to convert the facility would likely exceed $2.5 million including costs to remove modifications created for the individual program.

10. At its meeting of October 26, 1988 (Proc., pp. 470-474), the Board approved the Superintendent's Transition Plan. An element of this plan called for the creation of six (6) service delivery areas by community superintendents with the appropriate instructional support staff to assist him/her. The location of these offices has not been identified pending identification of the service delivery areas. An item relative to the proposed location of the service delivery area offices will be considered by the Finance and Facilities Committee meeting. The location of these offices within existing MPS space will provide many benefits, including reduced costs for their creation. Because of the unique nature of the building, as well as its location, it is felt that the Lincoln Downtown Educational Center is an ideal site for one such office.

11. The Lincoln Center For the Arts program is one where professional artists are given free studio space for their operations in exchange for providing services to the students in the Milwaukee Public Schools. These services may be in the form of instruction in the schools, or attendance at rehearsals or other performances. All services to be performed are negotiated with each artist at the beginning of each school year. Since the inception of the program, numerous changes have been made relative to the operation of the Lincoln Center For the Arts program. Most notable of these changes were the formalizing of the lease process and requiring that all artists' activities were coordinated by an umbrella group known as the Milwaukee Artists Foundation.

12. During the past several years, the Board has required that all programs be evaluated to determine whether it continues to meet the needs of the students, conforms to the goals of the Board, or should be changed or discontinued. Most of these programs are listed under the current sunset policy of the Board. Since the Lincoln Center For the Arts program has never been evaluated, it would seem appropriate that the program be added to the list of sunset programs.

    During the discussions in December it was indicated that the program would likely be displaced due to the new service delivery office area. Further refinements to the service delivery areas office needs have resulted in the space requirements being reduced. As a result, it appears no major changes in the Lincoln Center For the Arts program will be required. This will assist in the evaluation of the program as a whole.

13. The Administration has indicated to the Board that based upon the preliminary studies completed to date, that it would appear that it is most cost-effective to retain the current organization at Lincoln Downtown Educational Center and to construct new or replacement middle school space, due to the high cost of relocating the existing students.

    At its meeting of March 22, 1989 (Proc., pp. 827-831; 838), the Board considered the retention of the building using the current organization. At that meeting the Administration recommended the following relative to the Lincoln Center.

    a. That the Lincoln Downtown Educational Center retain its current organization and student population.

    b. That the Lincoln Downtown Educational Center be identified as a location for one of the new service delivery area offices.

    c. That the Lincoln Center For the Arts program be added to the list of sunset programs to be considered by the Board during the 1990-1991 budget year.

    At the same meeting a motion by Director Bills would have required that a small middle school program for 350 students be placed in the school for the 1990-1991 school year. Based upon the discussion by the Board, the item was referred to the Finance and Facilities Committee for hearing by the affected parties.

Your Committee reports having given hearing to interested parties relative to the change in organization at Lincoln Downtown Educational Center.

* * * * *

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

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

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

3. To date, the Milwaukee Public Schools has not participated in this program, either as a sponsor or a provider of actual meal service.

4. The Food Services Division is interested in participating in this program on a limited basis this summer with the expectation of future expansion should the program be successful.

5. Since the meal patterns and recordkeeping requirements are consistent with the National School Lunch Program and Breakfast Program, implementation of the Summer Food Service Program should not cause significant problems for the Milwaukee Public Schools district.

6. Reimbursement rates for this program are designed to cover cost of the preparation and delivery of the meals, as well as administration of the program.

7. The lunches will be cold bag lunches and will consist of a meat, cheese, or peanut butter sandwich; fresh vegetable relish; fresh fruit; cookie; and milk. Lunches will bggge prepared at a central Kitchen and delivered to the select sites on a daily basis.

8. The schools being considered are those which will have summer school classes in the morning and the Recreation Division's summer school activity programs in the afternoon. These schools are:

Allen-Field	Cass	LaFollette	Palmer
Auer	Green Bay	Lincoln Ave.	Pierce
Berger	Hopkins	Longfellow	20th St.

In addition, there will be two exceptional education sites:

Gaenslen	Pleasant View

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

* * * * *

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

1. The Food Services Division has been evaluating the feasibility of establishing salad bars at the secondary school level to provide students with an alternative to the hot meal or the day.

2. A decision has been made to pilot the program in five senior high schools in order to assess student acceptance of the alternative and to evaluate students' preferred salad bar items.

3. Available salad bar equipment has been evaluated according to: appropriate design, flexibility, ease or cleaning, sturdiness, mobility and cost. Three different styles of salad bars would be purchased to enable the Division to assess the best design for student use.

4. The Food Services Division's additional equipment line is not adequate to cover the cost of this purchase. Consequently, a transfer of funds within the budget is being recommended.

Your Committee recommends that $5,000 be transferred from Food Services - School Lunch Purchased Services - Commodity Processing account to the Food Services - School Lunch Additional Equipment account.

* * * * *

(ITEM 11) The Superintendent advised your Committee that:

1. The Department of Purchasing recommends that Language Arts books should all be ordered in May to allow purchases to be drawn against the stock of books now at the publisher's warehouse and prior to the peak selling season of July and August.

2. This will enable schools to receive their textbooks and teacher editions prior to the summer break and will allow staff to prepare their lesson plans, have necessary materials for inservice sessions and ensure an adequate supply of textbooks at the opening of school in September.

3. Sufficient surplus funds will be available in the 1988-1989 budget to cover-this expenditure.

Your Committee recommends that authorization be granted to expend $1,000,000 to purchase adopted language arts textbooks.

* * * * *

(ITEM 12) The Superintendent advised your Committee that there are 6 middle schools scheduled to use the German textbook in September 1989, which was approved at the April 1989, Board meeting. Since the books must be purchased directly from Germany we need to order them now in order to ensure delivery to the schools by September.

Sufficient surplus funds will be available in the 1988-1989 budget to cover this expenditure.

Your Committee recommends that authorization be granted to expend $6,000 to purchase adopted middle school German textbooks.

* * * * *

(ITEM 13) The Superintendent advised your Committee that:

1. The General Services account provides funds for all accident deductibles (a) $500, license plates, Certificates of Registration, installation and removal of dual control brakes, signs, mirrors, service on 60 to 80 cars, garage rents and all miscellaneous damages not covered by insurance nor the deductible.

2. The number of losses and repairs on fleet of 60 to 80 cars is difficult to estimate over one year in advance. Unfortunately, this year 8 cars were severely vandalized which increased our losses beyond the estimate for this fiscal year.

3. An estimate has been made of the amount needed in the General Services account to cover the expenses for the remainder of the year. Twelve thousand dollars is estimated as the amount necessary to cover projected costs.

4. The amount would be subtracted from the part-time salary account ($6,000) and equipment rental ($6,000) for a total of $12,000.

Your Committee recommends that $12,000 be transferred from the above identified accounts in the Driver Education budget to the Driver Education General Services Account.

* * * * *

(ITEM 14) The Superintendent advised your Committee that:

1. The Greater Milwaukee Education Trust was established as a civic partnership by the Greater Milwaukee Committee and the Metropolitan Milwaukee Association of Commerce. The Education Trust will facilitate and coordinate the establishment of partnerships between all sectors of the community and the public schools.

2. The primary goal of the Education Trust will be the continuous improvement of the economic climate and the quality of life for all Milwaukee area citizens by supporting school systems and community efforts.

3. The Education Trust will be responsible for the ongoing operations of four programs initiated by the Greater Milwaukee Committee and the Metropolitan Milwaukee Association of Commerce. They are:

    a. Teacher Awards Program
    b. Education Partnership Program
    c. Management Partners Program
    d. One on One - Milwaukee's Teen Initiative

4. The Education Trust has asked the Milwaukee Public Schools to support the programs of the Trust with a $20.000 contribution for services.

5. Prior to the establishment of the Education Trust, the Milwaukee Public Schools contracted with the Metropolitan Milwaukee Association of Commerce for participation in the business/education partnership program. MPS budgeted $11,000 in the Contracted Educational Services account for partnership activities. The Superintendent's Program Fund is the source of funding for the balance of MPS' contribution.

6. The City Attorney issued an opinion on the appropriateness of providing public funds to support the programs of the Education Trust. A copy of the opinion and the agreement with the GMC Trust have been made a part of the minutes of your Committee's meeting of May 18, 1989.

7. The Education Trust represents an opportunity for MPS to enjoy the fruits of the combined strengths of the public and private sectors in support of our students.

Your Committee recommends that:

1. $9,000 be transferred from the Superintendent's Program Fund account into the Contracted Educational Services account to implement an agreement with the Greater Milwaukee Education Trust.

2. The agreement be modified as recommended by the Office of City Attorney.

* * * * *

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

1. Starting May 1, 1989, and running through the remainder of the school year MPS will be participating in the Private Industry Council's (PIC) Middle School Pre-Summer Youth Employment Program.

2. The pre-summer youth employment program is designed to give job readiness skills to middle school students 14 to 16 years of age, who do not possess strong, academic, attendance or other job related skills needed for summer employment.

3. MPS will supply transportation services. Transportation for 17 middle schools (Morse Middle School will not participate) would cost approximately $18,000.00.

4. In order to provide this service, a transfer of $18,000 from the Contingent Fund Account to the Transportation Operations - Alternative Programs Account is necessary.

Your Committee recommends that authorization be given to transfer $18,000 from the Contingent Fund Account to the Transportation Operations - Alternative Programs Account.

* * * * *

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

1. Federal and State law requires that a systematic safe disposal of hazardous waste such as lab chemicals, industrial solvents, and other materials be accomplished by the schools on an ongoing and regular basis. Failure to comply may result in substantial fines against the district.

2. The State of Wisconsin is sponsoring a Clean Sweep on June 4, 1989, in order to assist schools statewide in the disposal of hazardous waste. Participation in the State Clean Sweep will result in

substantial cost savings as compared to estimated MPS costs for commercial disposal unilaterally at some later date.

3. Presently, high and middle schools are in the process of identifying the hazardous materials to be disposed of in the Clean Sweep. Arrangements will then be made to pack the materials for pick-up on the Clean Sweep date.

Your Committee recommends that $50,000 be transferred from the Contingent Fund to the Division of Physical Plant, Department of Environmental Health and Safety Account.

* * * * *

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

1. Pursuant to Section 2.12 (2) of the Board Rules, all of the Board's books and accounts shall be audited annually by a certified public accountant.

2. Proposals for an audit of the records and accounts covering fiscal years ended June 30, 1989, 1990, 1991, and 1992 were solicited from the seven major certified public accounting firms; all seven firms responded to the RFP.

3. The proposals were evaluated on the basis of cumulative four year costs, cumulative manager-partner hours and weighted average hourly rates.

Your Committee recommends that a contract be awarded for auditing services for 1989, 1990, 1991, and 1992 to Touche Ross & Co. as follows:

Average Hourly Cost	Total Four Year Cost
$24.48	$l99,000

* * * * *

(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:

1989 Summer School Session		1989-1990 School Year	
Grades 1-12	$660.00	Grades K-12	$5,130.00

* * * * *

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

1. On April 17, 1989, the Office of the Secretary-Business Manager received a communication from the Community Relations-Social Development Commission regarding the second quarter billing of $34,730 and the expenditure report for the quarter ending March 31, 1989.

2. As of the month ending April 30, 1989, 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) Your Committee reports having received informational reports from .he 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 18, 1989:

A. New Construction and Building Modification and the Progress Report on the Capital Improvement Program

B. Statement of Operating Revenues

The Secretary-Business Manager submitted the following Statement of Operating Revenues for the month ending April 30, 1989, showing the following totals for the School Operations, Food Services, Extension, and Construction Funds:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$451,889,073	$500,799	$452,389,872	$351,587,697	$100,802,175	77.7%
Food Services	17,749,742	31,000	17,780,742	13,834,906	3,945,836	77.8%
Extension	8,982,158	63,300	9,045,458	8,978,976	66,482	99.3%
Construction	7,681,332	0	7,681,332	7,684,862	(3,530)	100.0%

C. Statement of Expenses

The Secretary-Business Manager submitted the following Statement of Expenses for the month ending April 30, 1989, showing the following totals for the School Operations, Food Services, Extension, and Construction Funds:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year to Date Expenditures (2)	Unexpended Balance	Percent Expended
School Operations	$451,889,073	$500,799	$452,389,872	$353,922,232	$98,467,640	78.2%
Food Services	17,749,742	31,000	17,780,742	14,543,401	3,237,341	81.8%
Extension	8,982,158	63,300	9,045,458	6,750,069	2,295,389	74.6%
Construction	7,681,332	0	7,681,332	8,653,201	(971,869)	112.7%

(1) Represents 1987-1988 appropriations carried over to the 1988-1989 fiscal year and board approved transfers during the 1988 - 1989 fiscal year.

(2) Expenditures included through April 28, 1989, and payrolls through April 28, 1989.

D. Report on Expenditure Control

E. Item on the Nutrition Education Efforts of the Division of Food Services

F. 1988-1989 Third Quarter Report on Minority & Women's Business Enterprise Program

* * * * *

Separate consideration having been requested of Items 6, 8, 14, 15 and 16, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—9; Noes—0.

Item 6 of the report, relating to site designation for the Eighth Street Middle School replacement, having been set aside for separate consideration, Director Pajewski moved adoption of the report.

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

Ayes—9; Noes—0.

Item 8 of the report, relating to future use of the Lincoln Downtown Education Center, having been set aside for separate consideration, Director Bills moved that all programs housed in Lincoln be evaluated.

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

Ayes—Directors Bills—1.

Noes—Directors Johnson, Mitchell, O'Connell, O'Neil, Pajewski, Stacy, and President Cullen—7.

Voting "Present"—Director Mallory—1.

Item 14 of the report, relating to funds for the Greater Milwaukee Committee Education Trust, having been set aside for separate consideration, Director Mallory moved adoption of the report.

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

Ayes—Directors Bills, Mallory, Pajewski, and President Cullen—4.

Noes—Directors Johnson, Mitchell, O'Neil and Stacy—4.

Voting "Present"—Director O'Connell—1.

Item 15 of the report, relating to a contingent fund transfer for student transportation, having been set aside for separate consideration, Director Mallory moved adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Item 16 of the report, relating to a contingent fund transfer for hazardous waste disposal, having been set aside for separate consideration, Director Mallory moved adoption of the report.

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

Ayes—9; Noes—0.

SPECIAL COMMITTEES

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

Director Mallory moved to accept the report of the Independent Hearing Panel of May 15, 1989 at 11:00 AM.

The motion prevailed, the vote being as follows:

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

Noes—None.

Director Mallory moved to accept the report of the Independent Hearing Panel of May 15, 1989 at 2:00 PM.

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

Ayes—9; Noes—0.

Director Mitchell moved to accept the report of the Independent Hearing Panel of May 15, 1989 at 2:45 PM.

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

Ayes—9; Noes—0.

NEW BUSINESS

The Secretary-Business Manager advised the Board that it must elect its representative to serve a one-year term with the new CESA #1 beginning July 1, 1989.

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

Director Bills .....Present
Director Johnson.....Director Bills
Director Mallory .....Director Bills
Director Mitchell.....Director Bills
Director O'Connell.....Director Bills
Director O'Neil.....Director Bills
Director Pajewski.....Director Bills
Director Stacy .....Director Bills
President Cullen.....Director Bills

Director Bills—8.

Director Bills having received a majority of the vote, the Chair declared her duly elected to serve as the Board's representative to CESA #1.

COMMUNICATIONS AND PETITIONS

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

Communication from the Community Baptist Church requesting the use of Washington High School for a worship service.

Referred to the Committee on Finance and Facilites.

Communication from the Order of Eastern Star requesting the use of Gaenslen School auditorium for a program of Gospel music.

Referred to the Committee on Finance and Facilites.

Communication from the Milwaukee Building and Construction Trades Council regarding an increase in wage rates for a skilled trade.

Referred to the Committee on Finance and Facilites.

Communication from Elmbrook Church requesting the use of 95th Street School for religious services.

Referred to the Committee on Finance and Facilites.

Communication from St. Mark A.M.E. Church requesting the use of Custer High School Auditorium for a religious service.

Referred to the Committee on Finance and Facilites.

RESOLUTIONS

By Director Bills:

WHEREAS, Locally, as well as nationally, schools are experiencing an increase in racial tension between students, staff and students, and staff; and

WHEREAS, Safety and a positive multi-cultural environment are essential for learning to take place; and

WHEREAS, New teachers are too often unable to make the transition to successful teachers in urban school systems because of lack of professional support in their first few years; therefore, be it

RESOLVED, That one-half of the 1989-1990 Staff Development budget be allocated to provide support to first and second year teachers, and one-half be allocated to provide staff development in order to create safe, positive, multi-cultural learning environment in all our schools; and, be it

FURTHER RESOLVED, That a comprehensive Staff Development plan be developed for the entire system for consideration by the Board of School Directors before next year's budget deliberations.

Referred to the Committee on Instruction and Community Relations

By Director Bills:

WHEREAS An educational goal should be to guide young people in developing values through discussion, dialogue and simulations;

WHEREAS, Students can develop honesty, self-discipline, loyalty, restraint, delayed gratification, responsibility, hard work, kindness and compassion, courage, and respect for the rights of others through stories, historical events and famous lives; and

WHEREAS, The family and religious institutions can no longer be depended upon to convey traditional values alone; therefore, be it

RESOLVED, That the administration develop, as part of its curriculum, character development and moral literacy for implementation in September, 1990.

Referred to the Committee on Instruction and Community Relations

By Director Bills:

WHEREAS, The current organization of elementary schools does not offer alternative programs for retained pupils, but rather a repetition of the previous year, and

WHEREAS, The National Association of School Psychologists (NASP) has stated that retention can negatively affect achievement and social/ emotional adjustment, and

WHEREAS, The National Association for the Education of Young Children (NAEYC) position statement on developmentally appropriate practices supports heterogeneous age and ability groups; therefore, be it

RESOLVED, That the Milwaukee Public Schools initiate an ungraded kindergarten primary beginning September, 1990.

(Attachments)

Referred to the Committee on Instruction and Community Relations

By Director Bills:

WHEREAS, The 1989-1990 Budget for the Compact created by the Settlement Agreement has been set at $600,000, with $300,000 being the Milwaukee Public Schools share of the budget; and

WHEREAS, Recently, some public concern was expressed as to whether or not the cost of funding the Compact was an effective use of public dollars to achieve the goals of the Settlement; and

WHEREAS, Recent studies have raised the concern regarding academic achievement of students participating in the voluntary transfer programs; and

WHEREAS, The human relations training needs of Milwaukee and Suburban participating districts are largely unmet; and

WHEREAS, Current housing patterns continue to be a major deterrent to integration in both Milwaukee and Suburban communities; and

WHEREAS, The Settlement Agreement expires after the 1991-1992 school year and consideration should be given now to the future of integration efforts in greater Milwaukee; and

WHEREAS, The districts participating in the Settlement Agreement and the Compact should find a vehicle to provide the needed services to the districts beyond the terms of the Settlement; therefore, be it

RESOLVED, That the Milwaukee Board of School Directors request that the Compact consider using the money allocated to the Compact for the purpose of creating a Metropolitan Professional Development Academy for the purpose of providing city and suburban teachers, principals, and administrators with instructional strategies designed to create positive multi-cultural learning environments; and, be it

FURTHER RESOLVED, That the Compact be asked to consider its role in developing a long term housing plan for the metropolitan Milwaukee area; and, be it

FURTHER RESOLVED, That the Milwaukee delegates to the Compact report back to the Board of School Directors, the Compact's decisions by November, 1989.

Referred to the Committee on Instruction and Community Relations

By Director O'Connell

WHEREAS, There is a need to review the effectiveness of the present MPS eligibility policies for interscholastic competition; therefore, be it

RESOLVED, That the Board direct Superintendent Peterkin to appoint a task force of school and community representatives to investigate the impact of the present policies, and develop a set of recommendations for future MPS eligibility polices.

Referred to the Committee on Instruction and Community Relations

The Board adjourned at 10:35 PM.

JOHN J, PETERBURS
Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of May 31, 1989

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	316	302		5	503	24	30	51	5		618
K3	90	89		1	90	6	6	73	3		179
PK	647	305		5	577	4	49	305	11	1	952
K4	1533	1486		32	1377	106	277	1199	28		3019
K5	4278	3953		88	4282	286	711	2773	91		8231
01	4793	4556		104	5296	286	882	2687	94		9349
02	4139	3921		106	4515	269	698	2393	79		8060
03	4043	3879		100	4549	211	689	2288	85		7922
04	3858	3682		86	4367	198	680	2131	78		7540
05	3462	3261		95	3795	169	603	1995	66		6723
06	3232	3080		80	3625	136	537	1860	74		6312
07	3065	3003		65	3447	180	508	1806	62		6068
08	3148	2921		71	3483	165	557	1719	74		6069
09	3881	3763		108	4202	191	625	2462	56		7644
10	3475	3508		83	3769	165	543	2348	75		6983
11	2727	2786		67	2837	147	348	2064	50		5513
12	2033	2250		40	2020	118	263	1815	27		4283
13	51	39		2	38	2	6	42			90
Invalid	3	1			2	1		1			4
TOTAL	48774	46785		1138	52774	2664	8012	30012	958	1	95559

Total Active Detached..... 54 (Included above) Total Suburban Transfers—4124

Total Inactive..... 461 (Not included above)

Brown Deer	155	Glendale	126	New Berlin	34	Thiensville	112
Cudahy	168	Greendale	231	Nicolet	208	Wauwatosa	595
Elmbrook	52	Greenfield	233	Oak Creek	190	West Allis	307
Fox Point	128	Hamilton	3	Shorewood	255	Whitefish Bay	245
Franklin	199	Maple Dale-India Hills	84	South Milwaukee	240	Whitnall	266
Germantown	0	Menomonee Falls	198	St. Francis	95		

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1689	72.2	121.0	5.0	North Division	1155	67.3	104.0	6.0
Custer	1288	72.2	98.0	5.0	Pulaski	1746	74.3	120.0	5.0
Hamilton	1709	82.6	118.0	5.0	Riverside	1595	81.4	115.0	5.0
Juneau	830	76.4	68.0	3.0	South Division	1867	64.1	138.5	5.0
Rufus King	1156	94.0	71.0	3.0	Vincent	1658	79.5	117.5	5.0
Madison	1737	69.8	122.0	5.0	Washington	1458	77.5	122.0	5.0
Marshall	1256	77.3	97.0	4.0	HS of the Arts	681	92.4	55.0	3.0
Milwaukee Tech	1825	90.1	122.0	4.0	TOTAL	21650	77.3	1589.0	68.0
MIDDLE SCHOOLS									

Audubon	923	87.0	66.0	3.0	Muir	865	89.6	61.0	3.0
Bell	881	87.1	59.0	3.0	Parkman	495	82.0	46.0	3.0
Burroughs	916	88.9	60.0	3.0	Robinson	469	91.8	39.0	2.0
Edison	908	87.5	66.0	3.0	Roosevelt	605	92.2	42.0	2.0
Eighth	330	92.5	28.0	3.0	Sholes	803	84.5	58.0	3.0
Fritsche	962	87.1	65.5	3.0	Steuben	897	90.4	60.0	3.0
Fulton	641	80.8	56.0	3.0	Walker	890	83.3	59.9	3.0
Kosciuszko	725	82.1	60.0	3.0	Webster	957	86.9	60.0	4.0
Morse	942	93.2	61.5	3.0	Wright	783	89.1	56.0	3.0
					TOTAL	13992	87.5	1003.0	53.0

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS									
Alcott	418	93.2	50.0	2.0	Hopkins	789	90.4	42.2	2.0
Allen Field	979	91.8	17.0	1.0	Humboldt Park	561	91.2	26.1	1.0
Auer	595	94.2	30.0	2.0	Irving	741	93.7	34.9	2.0
Barton	581	92.0	27.5	2.0	Kagel	430	88.3	22.4	1.0
Berger	533	91.4	31.7	1.0	Keefe Av.	596	91.9	37.9	2.0
Browning	482	91.0	21.9	1.0	Kilbourn	379	92.3	20.9	1.0
Bruce	404	90.5	16.9	1.0	Kluge	549	92.2	27.0	1.0
Bryant	590	92.6	27.6	2.0	LaFollette	648	94.0	38.3	2.0
Burbank	576	92.6	24.0	1.0	Lancaster	593	93.4	26.5	1.0
Burdick	536	89.0	30.2	2.0	Lee	621	90.4	32.3	2.0
Carleton	562	91.5	23.2	1.0	Lincoln Av.	623	90.6	31.0	2.0
Cass	587	91.5	34.8	2.0	Lloyd St.	558	94.5	28.4	1.0
Clarke	504	93.2	29.4	1.0	Longfellow	626	92.0	27.5	2.0
Clemens	420	90.3	21.1	1.0	Lowell	288	92.0	12.6	1.0
Clement	485	92.2	21.0	1.0	MacDowell	575	92.8	25.9	1.0
Congress	522	92.6	23.2	1.0	Manitoba	370	94.0	31/5	2.0
Cooper	411	91.6	21.0	1.0	Maple Tree	517	93.4	21.8	1.0
Curtin	340	93.5	17.5	1.0	Maryland Av.	367	91.4	20.1	1.0
Doerfler	663	91.6	30.5	2.0	Mitchell	747	91.1	32.7	2.0
Douglass	345	94.1	14.9	1.0	Morgandale	606	92.5	25.3	2.0
Dover	654	92.8	26.5	2.0	Neeskara	444	93.2	25.4	1.0
Eighty-eighth	341	95.0	14.1	1.0	Ninety-fifth	350	91.6	16.6	1.0
Eighty-first	510	92.1	20.8	1.0	Palmer	596	87.0	38.8	2.0
Eighty-second	391	95.6	17.2	1.0	Parkview	401	92.0	17.8	1.0
Elm	380	95.5	20.0	1.0	Phillip	338	92.9	17.5	1.0
Emerson	336	90.7	14.6	1.0	Pierce	639	90.7	29.3	2.0
Engleburg	494	90.7	26.0	1.0	Riley	606	91.7	28.4	2.0
Fairview	480	93.3	26.0	2.0	Seventy-eighth	493	91.1	28.5	2.0
Fernwood	494	89.9	26.1	1.0	Sherman	599	94.9	27.0	1.0
Fifth-fifth	344	94.5	14.4	1.0	Siefert	587	90.9	33.5	2.0
Fifty-third	410	92.7	17.5	1.0	Silver Spring	377	92.6	19.4	1.0
Forest Home	820	92.9	35.2	2.0	Sixty-fifth	380	92.8	19.9	1.0
Franklin	606	93.9	39.3	2.0	Sixty-seventh	323	93.1	15.4	1.0
Fratney	289	88.4	18.2	1.0	Story	525	94.5	28.1	2.0
Gaenslen	625	88.8	30.0	3.0	Stuart	351	93.3	18.0	1.0
Garden Homes	517	90.3	28.0	1.0	Thirty-eighth	562	95.4	28.0	2.0
Garfield	418	94.1	24.3	1.0	Thirty-fifth	378	92.5	13.6	1.0
Garland	373	90.5	14.1	1.0	Thirty-first	534	94.0	28.5	2.0
Golda Meir	267	96.6	12.8	1.0	Thirty-seventh	623	93.3	29.5	3.0
Goodrich	429	92.8	22.4	1.0	Thoreau	610	93.7	29.1	2.0
Grandview	339	92.2	20.0	1.0	Townsend	503	96.1	19.9	1.0
Grant	567	93.0	25.8	2.0	Trowbridge	316	90.3	17.4	1.0
Grantosa	637	94.3	30.0	2.0	Twentieth	694	89.8	38.8	2.0
Granville	482	94.0	21.5	1.0	Twenty-first	619	93.4	34.2	2.0
Green Bay Av.	575	93.7	29.8	2.0	Twenty-fourth	357	91.5	20.5	1.0
Greenfield	395	95.4	16.6	1.0	Twenty-seventh	689	92.1	36.8	2.0
Hampton	595	92.8	24.3	2.0	Victory	555	87.8	28.5	2.0
Happy Hill	559	92.0	22.8	2.0	Vieau	624	93.2	33.3	2.0
Hartford	624	93.9	31.7	2.0	Whitman	427	92.8	24.3	1.0
Hawley	302	93.1	14.1	1.0	Whittier	226	94.4	8.6	1.0
Hawthorne	456	90.9	18.9	1.0	Wisconsin Av.	658	92.7	25.2	2.0
Hi-Mount	463	93.1	24.3	1.0	Zablocki	668	90.5	28.2	2.0
Holmes	729	89.9	41.6	2.0	TOTAL	53670	92.3	2656.0	153.0

OTHER SCHOOLS

Craig	76	73.3	11.5	1.0	Lincoln Alt,. HS	81	73.4	7.5	1.0
Demmer	29	63.1	2.0	0.0	Lincoln Voc.Lab.	63	77.8	21.0	1.0
Hayes	79	80.6	12.0	1.0	Manitoba Ortho.	114	89.7	0.0	0.0
Kilmer	182	74.8	17.5	1.0	Pleasant View	155	90.7	31.0	2.0
Lady Pitts	195	42.5	16.0	1.0	Sixty-eighth	169	67.6	10.0	1.0
Lapham Park	174	69.2	10.0	1.0	Commun. Based	806		10.0	1.0
					TOTAL	2123	71.8	148.5	11.0
					MPS TOTAL	91435	87.4	5396.0	285.0

SUPERINTENDENT'S MONTHLY REPORT as of May 31, 1989
EXCEPTIONAL EDUCATION PROGRAM
ETHNIC SUMMARY

	Amer. Indian		Black		Asian		Hispanic		White		Other		Total		Program Total
System Totals	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	
Learning Disab.	41	0	1758	16	16	0	269	2	891	16	27	1	3002	35	3037
Emotion. Dist.	15	0	1182	34	4	0	98	3	549	25	33	1	1881	63	1944
Autistic	0	0	52	6	3	0	3	0	37	1	1	0	96	7	103
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	2	2	32	24	3	0	4	3	23	30	0	1	64	60	124
Physically Hdcp.	3	1	204	104	8	4	36	13	172	154	7	3	430	279	709
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	2	0	73	21	13	0	13	1	100	16	6	0	207	38	245
Mentally Ret.	13	2	1104	148	11	2	104	21	401	103	9	6	1642	282	1924
Speech/Languag	32	19	1474	1099	36	23	178	183	1022	674	27	26	2769	2024	4793
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par. Disability Total	108	24	5879	1452	94	29	705	226	3195	1019	110	38	10091	2788	12879
Ethnic Totals	132		7331		123		931		4214		148		12879		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 8, 1989

Special meeting of the Board of School Directors called to order by Director Mallory at 7:15 PM.

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

Absent and excused—Director Stacy—1.

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

May 19, 1989

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

Pursuant to Board action of April 20, 1989, and Wisconsin Statute 119.16 (8), a special meeting of the Board of School Directors will be held at 7:00 PM, Thursday, June 8, 1989 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 1989-1990 School Operations, Extension, and Construction Fund Budgets.

JOHN J. PETERBURS
Secretary-Business Manager

Director O'Neil moved that the Board resolve itself into a Commitee of the Whole for the purpose of giving public hearing on the proposed 1989-1990 School Operations, Extension, and Construction Fund Budgets.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board resolved itself into a Committee of the Whole at 7:20 PM.

The Board rose from the Committee of the Whole at 10:05 PM.

Director Mallory, who chaired the Committee of the Whole, reported that the Committee had given public hearing on the proposed 1989-1990 School Operations, Extension and Construction fund budgets in accordance with the provisions of Wisconsin Statute 199.16 (8).

The Board adjourned at 10:07 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 28, 1989

Regular meeting of the Board of School Directors called to order by President Cullen at 8:16 PM.

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

Absent—None.

SPECIAL ORDER OF BUSINESS

The following resolution was introduced on behalf of the Board of School Directors:

By Director Mallory, on behalf of the Board of School Directors:

WHEREAS, Dr. William Malloy has been Assistant Superintendent for Exceptional Education and Support Services for Milwaukee Public Schools since 1977, and

WHEREAS, Dr. William Malloy has guided that program through a period of intense growth in the number of students served by his department, and

WHEREAS, Dr. William Malloy has been an outstanding advocate for children with special educational needs and has sought and procured services for those children, and

WHEREAS, Dr. William Malloy has accepted a new and challenging position as Deputy Superintendent of Schools in Durham, North Carolina, now therefore be it

RESOLVED, that the Board of School Directors of Milwaukee Public Schools extend deep appreciation and admiration for his years of excellent service to the children of Milwaukee Public Schools and wish Dr. William Malloy great success and happiness in his new position, 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 document, suitably signed and sealed, prepared and delivered to Dr. William Malloy in recognition of his work with pupils and parents, with teachers and principals, and with Board members and administrators during a professional career as one of the nation's outstanding educational practitioners.

The resolution was adopted by unanimous consent.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

June 28, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

Board Rule 3.02 designates the person in charge of the district in the absence of the superintendent. Since there will be no assistant superintendents when the new organizational structure becomes effective on July 1, it is necessary to amend the rule. The current rule and the proposed changes are as follows:

3.02 Absence of superintendent. In the absence of the superintendent the duties and powers of the office shall be performed and exercised first by the deputy superintendent, followed in order by ~~the assistant superintendent in charge of administrative and pupil personnel services, the assistant superintendent in charge of curriculum and instruction, the assistant superintendent in charge of recreation and community education, the assistant superintendent in charge of relationships, the assistant superintendent in charge of planning and long range development, the assistant superintendent in charge of personnel, and the assistant superintendent in charge of exceptional education and supportive services~~ the associate superintendent for educational programs. the community superintendent for service delivery area V. the community superintendent for service delivery area I, the community .superintendent for service delivery area II. the community superintendent for service delivery area VI. the community superintendent for service delivery area III. and the community superintendent for service delivery area IV.
The board president shall be advised if the superintendent and deputy superintendent plan to be absent from duty at the same time. In the event of the death of the superintendent while in the service of the board, the deputy or ~~assistant~~ associate or community superintendent in charge shall have the title of acting superintendent until a successor is elected by the board and takes office.

In determining the order of the community superintendents in charge, service delivery area V was chosen first, since it is located in the central office. The order of the remaining service delivery area was determined by experience within the system.

It is my recommendation that Board rule 3.02 be amended as indicated above.

Respectfully Submitted

ROBERT S. PETERKIN
Superintendent of Schools

Director Mallory moved to concur in the Superintendent's recommendation and amend Board Rule 3.02.

The motion prevailed, the vote being as follows:

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

Noes—None.

(Item 2)

June 28, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

I recommend the following promotions, effective upon assignment following approval by the Board:

(r)	(2)	Sally Brown	Elementary School Principal Schedule III, Range 12d (Trowbridge School)	$43,514

(r)	(5)	Jane Empey-Theep	Elementary School Principal Schedule III, Range 13d (Eighty-second St. School)	$56,348

(r)	(2)	Robert Miller	Elementary School Principal Schedule III, Range 13d (Fernwood School)	$54,658
(r)	(5)	Norman Mishelow	Elementary School Principal Schedule III, Range 13d (Barton School)	$52,426
(r)	(5)	Carol Schmuhl	Elementary School Principal Schedule III, Range 13d (Fratney Street School)	$43,753
(r)	(5)	Robert Kraiss	High School Principal Schedule III, Range l5c (Milw. Trade & Tech. H.S.)	$61,192
(r)	(5)	Nancy Weber	Middle Sch. Assistant Principal Schedule III, Range lld (Eighth Street School)	$42,184
(r)	(5)	Myra Vachon	Assistant to Community Superintendent Service Delivery Area I Schedule III, Range lOA	$56,515
(r)	(2)	Brenda Wood	Assistant to Community Superintendent Service Delivery Area II Schedule III, Range lOA	$58,909
(r)	(5)	Kathleen Bloom	Assistant to Community Superintendent Service Delivery Area III Schedule III, Range lOA	$57,707
(r)	(4)	Efrain Vila	Assistant to Community Superintendent Service Delivery Area IV Schedule III, Range lOA	$54,542
(r)	(2)	Estelle Sprewer	Assistant to Community Superintendent Service Delivery Area VI Schedule III, Range lOA	$56,284

Respectfully Submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Director Mallory moved to approve the Superintendent’s recommendations.

Director Johnson moved a substitute to hold the item at Board level until the July Board meeting.

Director O'Connell moved an amendment to the substitute, to approve the 12 month positions and hold the 10 month positions until the July Board meeting.

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

Ayes—Directors O'Connell and Stacy—2.

Noes—Directors Bills, Johnson, Mallory, Mitchell, O'Neil, Pajewski, and President Cullen—7.

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

Ayes—Directors Johnson and Stacy—2.

Noes—Directors Bills, Mallory, Mitchell, O'Connell, O'Neil, Pajewski, and President Cullen—7.

The question being on the original motion to approve the appointments, the motion prevailed, the vote being as follows:

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

Noes—Director Johnson—1.

(Item 3)

June 28, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

Before the Board for consideration this evening are recommendations for reassignments resulting from the reorganization (Report of the Personnel and Negotiations Committee, (Item 9). In the item there is a note indicating that several salary levels had not been determined yet, pending review by the Arthur Young Company. Some positions submitted to the Board in April of this year also were to be reviewed. The review of all but two of the positions has now been completed and the corrected reassignments are as follows (the entire item is being repeated for ease of reference):

NAME	FROM	LEVEL	TO	LEVEL
Camille Brown	Administrative Specialist Middle Schools	13A	Director, Alternative and Vocational Education	13A
Aquine Jackson	Administrative Specialist Elementary Schools	13A	Program Administrator, Summer and Evening Programs	11A
Azie Bonds	Coordinator, School/ Community Relations	l0A	Community Relations Specialist	10A*
Gwen Sullivan	Parent/Community Involvement Coordinator	4A	Parent Involvement Coordinator	4A
Jenelle Elder-Green	Mass Media Specialist	10A	Internal Communications Specialist	10A
Luis Lopez	Assistant Administrative Specialist	10A	Community Relations Specialist	10A*
Robert Lawrence	Administrative Assistant to Deputy Superintendent	8A	Executive Assistant to Deputy Superintendent	10A
Phil Haddix	Student Service Specialist	8A	Manager, Student Assignment	11A

Dorlee Rolfing	Student Service Specialist	8C	Student Assignment Specialist	8A

Robert Long	Assistant Superintendent School Services	16A	Senior Transitional Assistant, Office of the Deputy Supt.	14A*
William Hinsenkamp	Evaluation Assistant	7A	Planning Analyst	8A
Glenda Landon	Executive Director, Elem. and Sec. Education	14A	Coordinator, Curriculum and Funded Programs	12A
Willie Little	Assistant Administrative Specialist	10A	Director, Community Relations	12A

The position of Curriculum/Instruction Evaluation Specialist has been deleted from the 1989-90 budget. It is recommended that a currently vacant position of Curriculum Specialist in the Department of Alternative and Vocational Education be retitled Coordinator, Special Programs, reduced from level 11A to level 10A, and housed in the Office of the Associate Superintendent.

Deanna Housfeld	Curriculum/Instruction Evaluation Specialist	8A	Coordinator, Special Programs	10A

* To remain at this salary level pending final review.

Respectfully submitted

ROBERT S. PETERKIN
Superintendent of Schools

Ordered held for consideration later in the meeting.

(Item 4)

June 28, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

At the meeting of the Budget Committee on June 20, 1989, a number of questions were raised regarding the five year old state funded kindergarten, the use of the at risk incentive monies, and the use of state funds to provide for drug and alcohol abuse coordinators in the schools. The following information and recommendations are being submitted regarding these concerns. In addition, there is also a recommendation to provide funds for a training program in the area of special human relations for schools which are experiencing problems.

Five Year Old State Funded Kindergarten and First Grade

In anticipation of 1989-1990 State Funds for High/Scope All-Day Five-Year-Old Kindergarten and First Grade I am presenting the following recommendations:

1. Based on last year's law and the Board mandates, the entrance criteria, subject to change, will be

   -- ALL five-year-old kindergartens at each site will be all day programs (Board mandate);
   -- no more than 25 children in a classroom (Board mandate);
   -- no displacement of the four-year-old kindergarten in a site (Board mandate);
   -- children registered in the program must be eligible for free lunch (law);
   -- transportation provided to any student will have to be paid by the Board (law).

2. Based on probable funding of $3,242,000 fourteen new kindergarten rooms will be added. Requests for the State-Funded kindergarten have come from principals at the following sites: Auer, Clarke, Clemens, and Hampton. The 38 kindergarten classrooms opened this year will remain State-Funded

All-Day classes. They include four classrooms each at Berger, Franklin, Garden Homes, Green Bay, Keefe, Lee and Palmer; five classrooms each at LaFollette and Twentieth.

The key components in the kindergarten program will continue to include: High/Scope inservices, an assistant in every classroom, two paraprofessionals at every site, opportunities for high parental involvement and a focus on experiences that enhance children's language development and build their self esteem.

3. Eight High/Scope first grade classes will be opened in two of the sites that had the State-Funded All-Day Kindergartens during the 1988-1989 school year. These sites have not been selected yet. The first grade component will include High/Scope inservices, an assistant in every classroom, two paraprofessionals at every site, many opportunities for parental involvement and an emphasis on helping children learn to read by combining High/Scope curriculum and Milwaukee Public Schools curriculum.

Use of At Risk Incentive Monies

We anticipate receiving approximately $794,000 in state at risk incentive money this coming year. A portion of this money is used to pay for services from Community Based Organizations The costs for contracting with these organizations have risen considerably this year, and I am recommending that the Board amend the budget by adding $200,000 to cover these increased costs. This will free up more of the state at risk money to be returned to our high and middle schools. These funds will be returned to those schools that met two or more of their objectives in proportion to the number of objectives met. Last year $390,000 was returned to the schools. The smaller amount this year, $242,000, will be sufficient, since a number of schools met only one of their objectives, and thus will not receive any of the incentive money. A comparison of the 1989-90 budget with last year's expenditures is attached.

Use of Drug Free Schools Money for Student Assistance Coordinators

Communications have been opened with the State Department of Public Instruction regarding the proposal guidelines for using monies from the Drug Free Schools and Community Act to support release time for Student Assistance Coordinators (SACs). At this time it appears that some MPS schools may qualify for using this money and some may not. We are in the process of identifying the schools.

It is requested that $150,000 be added to the budget and be earmarked in the Special and Contingent Funds to offset any costs incurred during the 1989-1990 school year for maintenance of Student Assistance Coordinators (SACs) in schools that do not qualify for funding them with Drug Free Schools and Communities grant monies under the proposal guidelines. Plans developed for future years will address the proposal guidelines for funding SACs.

Special Human Relations Training

It is requested that $50,000 be added to the budget and placed in the Other Expenses account of the Staff Development budget to provide a training program in the area of special human relations for schools (i.e. Vincent, Bay View) which are experiencing problems in human relations, interpersonal relations, teacher expectations, multi-cultural education, etc. A statement of need will be submitted by schools desiring training to the Associate Superintendent, who will monitor the plans for training. An end-of-year report will be submitted to the Board of School Directors on how the funds were spent.

The budget amendments requested above total $400,000. As you are aware, it is not unusual to submit budget amendments developed between the Budget Committee meeting and the Board meeting based on needs identified by the Budget Committee and others. They represent a very small part of the total budget but I am convinced they are important for the achievement of the goals we have identified.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Ordered held for consideration later in the meeting.

SECRETARY-BUSINESS MANAGER'S COMMUNICATIONS

(Item 1)

June 28, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

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

Notice of Injury and Claim For Damages against the City of Milwaukee, Dr. Robert Peterkin, Mr. Steven Huffman and Ms. Diane Haldane filed by Mr. Emmanuel L. Muwonge, attorney, on behalf of Michelle Dalsbo, a minor, and her parents, Ms. Lois Dalsbo and Mr. Robert Dalsbo, for injuries allegedly sustained by Michelle Dalsbo at the Greenfield Elementary School on February 13, 1989.

Claim is made against the City of Milwaukee, Dr. Robert Peterkin, Mr. Steven Huffman and Ms. Diane Haldane in the sum of $50,000 for Michelle Dalsbo, $50,000 for Ms. Lois Dalsbo, and $50,000 for Mr. Robert Dalsbo.

CNA Insurance Company which carries the Board's comprehensive general 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)

On the motion of Director Mallory, the claim was disallowed, the vote being as follows:

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

Noes—None.

(Item 2)

June 28, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

The Office of City Comptroller has requested that the Board adopt the attached Resolution drafted by the Office of City Attorney. The Resolution authorizes interim funding of the Milwaukee Public Schools Operations Fund through the issuance of Revenue Anticipation Notes in an amount not to exceed $50,000,000 to cover regular Operations Fund expenses pending receipt of State educational aids.

It is recommended that the attached Resolution be adopted.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

(attachment)

Director Mallory moved adoption of the report.

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

Ayes—9; Noes—0.

(Item 3)

June 28, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

In order that projects included in the 1989-1990 Construction Fund budget can begin July 1, 1989, it is recommended that the Board adopt the following resolution which will permit an inter-fund borrow from the Operating Reserves for the Construction Fund until such time as taxes are collected.

WHEREAS, Projects included in the 1989-1990 Construction Fund budget need to be started and in some cases completed prior to the opening of school in September, 1989; and

WHEREAS, The Office of City Attorney advises that interdepartment fund (inter-fund) borrowing is permitted under Section 65.06 (4), Wisconsin Statutes; and

WHEREAS, The Office of City Attorney has advised that the Board should adopt a Resolution authorizing any necessary inter-fund borrowing; therefore, be it.

RESOLVED, That Board approval be given to inter-fund borrow $6,900.000 from the Operating Reserves to commence and complete necessary projects included in the 1989-1990 Construction Fund until such time as real estate taxes are collected and the Operating Reserves can be replenished.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

Director Pajewski moved adoption of the report.

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

Ayes—9; Noes—0.

(Item 4)

June 28, 1989

THE BOARD OF SCHOOL DIRECTORS:

Please be advised that the administration wishes to withdraw Item 6 of Report No. 1 of the Committee on Personnel and Negotiations (page 19) upon advice of the Office of City Attorney. The item dealing with the non-reappointment or a probationary employee need not be approved by the Board and did not need to be considered by the Committee on Personnel and Negotiations at its meeting of June 12, 1989. The act of non-reappointment by the Superintendent accomplishes non-renewal of a probationary employe without approval by the Board of School Directors.

Further, be advised that the attorney for the non-renewed probationary employee has submitted a request for a Liberty Hearing before the Board on the matter. The letter has been referred to the Office of City Attorney to review the legal status of the request for a Liberty Hearing.

The Board will be advised on the matter and will need to proceed accordingly.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

There being no objection, Item 6 of Report No. 1 of the Personnel and Negotiations Committee was withdrawn from consideration.

(Item 5)

June 28, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

Please be advised that Mr. Roland S. Olenchek, Assistant Secretary-Business Manager, has submitted to me his letter of resignation for the purpose of retirement effective September 10, 1989. Mr. Olenchek is leaving the school system with 36 years of meritorious service to the boys and girls in the Milwaukee Public Schools.

It is requested that approval be given to proceed with the process of filling the position of Assistant Secretary-Business Manager immediately.

As the process of filling the position begins, it is my plan to review the administrative duties and functions of the Office of the Secretary-Business Manager in order to determine if any restructuring would be beneficial. Any realignment of administrative duties and functions would be reviewed with Arthur Young & Co. in terms of any position classification issues being resolved prior to filling the position of Assistant Secretary-Business Manager.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

Director Bills moved to refer the item to committee for the usual procedure and review.

Director O'Connell moved a substitute to consider the item at the July meeting along with any realignment of duties submitted by the Secretary-Business Manager.

The substitute prevailed, the vote being as follows:

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

Noes—Directors Bills and Pajewski—2.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of May 3, 1989, through May 31, 1989, 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. 25265 to 29232, inclusive

Payrolls (net of withholdings)	$14,842,683.17	
Accounts	$28,257,008.69	
		$43,099,691.86

CONSTRUCTION FUND

Accounts, Voucher Nos. 720 to 741, inclusive

Accounts	$250,221.45

EXTENSION FUND

Payrolls and Accounts, Voucher Nos. 2098 to 2378, inclusive

Payrolls (net of withholdings)	$269,790.50	
Accounts	$650,783.55	
		$920,574.05
TOTAL		$44,270,487.36

THOMAS PAJEWSKI
Chair

The accounts were allowed, the vote being as follows:

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

Noes—None.

Voting "Present"—Director Johnson—1.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

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

REPORT NO. 1

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM 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 employees, the

Superintendent and the Secretary-Business Manager presented a joint report to your Committee recommending the following appointments, a promotion, changes in status, and a reinstatement, effective as of the dates indicated:

APPOINTMENTS

Name and Assignment	Date	Position and Salary	Increment Date
John Gustafson Physical Plant	04-17-89	Communication Technician $12.97/hr.($25,940.00/yr.) (Replacement for promotion)	04-17
Roger Jelinek Physical Plant	06-15-89	Steamfitter-Pneumatic Control $18.16/hr.($36,320.00/yr.) (Replacement for resignation)	06-15
Mary Popelier 81st Street	05-15-89	Clerk Typist I $11,486.22/yr. (Replacement for transfer)	05-15
Susan Fudurich Marshall	05-16-89	School Secretary I $16,480.88/yr. (Replacement for resignation)	05-16
Danny Hamilton Administrative Services	05-16-89	School Safety Aide $7.02/hr.($10,333.84/yr.) (New position)	05-16
Hollis Poppy Grant	05-19-89	School Secretary I $13,675.55/yr. (Replacement for transfer)	05-19
Edward Rekowski Physical Plant	06-05-89	Sheet Metal Worker $17.49/hr.($34,980.00/yr.) (Replacement for retirement)	06-05

PROMOTION

Deborah Damask Ex. Ed. - MIS	05-22-89	School Secretary II $20,552.48/yr.	05-22

CHANGES IN STATUS

Peggy Silkey @ Milwaukee Tech.	05-30-89	Sr. School Secretary I $22,307.74/yr.	07-01
Mary Willingham @ Milwaukee Tech.	05-23-89	School Secretary I $16,480.88/yr.	06-11

@ From a 10 month to a 12 month position

REINSTATEMENTS

Name and Assignment	Date	Position and Salary	Increment Date
Jesus Castillo Accounting	05-31-89	School Bookkeeper $20,610.16/hr.	05-31

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 February 1, 1989, and February 13, 1989, inclusive, under suspension of Section 3.12(4) of the Board's rules:					
(r)	Fred Aizen Emotionally Disturbed	C	$25,521	5	February, 1990
Effective between February 28, 1989, and March 10, 1989, inclusive, under suspension of Section 3.12(4) of the Board's rules:					
(r)(a)	Donald E. Krall Upper Elementary/Math	B	$25,589	6.5	September, 1989
Effective between April 3, 1989, and April 13, 1989, inclusive, under suspension of Section 3.12(4) of the Board's rules:					
(nr)	Michele J. Hren Elementary	B	$21,166	1	March, 1990
Effective between April 27, 1989, and May 9, 1989, inclusive:					
(r)	Robert T. Buss Physical Education	B	$21,166	1	May, 1990
Effective September, 1989 payroll:					
(r)	Jo Ella Adams Elementary	B	$20,964	0	September, 1990
(nr)	Elizabeth Barkow Elementary	B	$20,964	0	September, 1990
(r)	Lisa A. Bartnicki Elementary	B	$20,964	0	September, 1990
(r)	Deanna R. Biermann Elementary	B	$20,964	0	September, 1990
(nr)	Denise K. Billmann Mentally Retarded	B	$20,964	0	September, 1990
(nr)	Kathy M. Birdsall Elementary	B	$20,964	0	September, 1990
(nr)	Jane H. Carpenter	B	$20,964	0	September, 1990

Elementary

Teachers - Schedule I		Division	Salary	Years of Experience Credit	Increment Date
(nr)	Jeffrey A. Craig Elementary	B	$24,108	3	September, 1990
(r)	Sharon K. Cwiklowski Elementary	B	$20,964	0	September, 1990
(r)	Katherine H. Dummer Elementary	B	$25,680	5	September, 1990
(nr)	David J. French Elementary	B	$20,964	0	September, 1990
(r)(b)	Nancy E. Gilmore Elementary	B	$26,521	4.0	September, 1990
(r)	Daria Graves Elementary	B	$25,680	5	September, 1990
(r)	Shelley A. Grochowski Elementary	B	$20,964	0	September, 1990
(nr)	Celeste Gross Elementary	B	$20,964	0	September, 1990
(r)	Ijoister Harris Music	B	$20,964	0	September, 1990
(nr)	Sheryl E. Harrison Elementary	B	$20,964	0	September, 1990
(r)(b)	Mary P. Hoffmann Elementary	BB	$31,370	8.4	January, 1990
(nr)	Eddie J. Jones English	B	$20,964	0	September, 1990
(r)	Val A. Jostock Learning Disabilities	B	$20,964	0	September, 1990
(nr)	Debra L. Kabat-Silverstein Learning Disabilities	B	$25,680	5	September, 1990
(r)	Susan J. Kallies Mentally Retarded	B	$20,964	0	September, 1990
(nr)(x)	Ruth Kanning Reading	B	$23,060	2	September, 1990
(r)	Kristin G. LaRoque Elementary	B	$22,012	1	September, 1990
(r)	Mary M. Lieber Elementary	B	$24,108	3	September, 1990

Teachers - Schedule I		Division	Salary	Years of Experience Credit	Increment Date
(nr)	Michelle Lukacs Elementary	B	$22,012	1	September, 1990
(nr)	Christine M. Mahler Elementary	B	$23,060	2	September, 1990
(nr)	Beth J. Maniscalco Elementary	B	$20,964	0	September, 1990
(r)	Dana E. Marks Elementary	B	$24,632	4	September, 1990
(r)	Kelly A. McLean Elementary	B	$20,964	0	September, 1990
(nr)	Lisa M. Middleton Elementary	B	$20,964	0	September, 1990
(r)	Karen Miller Elementary	B	$20,964	0	September, 1990
(r)	Hazel R. Moore Elementary	B	$20,964	0	September, 1990
(nr)	Kay L. Moritz Elementary	B	$20,964	0	September, 1990
(nr)	Lisa M. Moschetz Elementary	B	$20,964	0	September, 1990
(r)	Kim M. Nelson Elementary	B	$22,012	1	September, 1990
(r)	Rosemarie J. Nicksic Elementary	B	$20,964	0	September, 1990
(r)	Diane L. Oliker Elementary	B	$20,964	0	September, 1990
(r)	Claire A. Pankratz Elementary	B	$20,964	0	September, 1990
(r)	Cornelia V. Purefoy Elementary	B	$20,964	0	September, 1990
(r)	Elizabeth L. Richard Emotionally Disturbed	B	$20,964	0	September, 1990
(r)	Cathy Rondinelli Emotionally Disturbed	B	$20,964	0	September, 1990
(r)	Mary E. Russell Elementary	B	$22,012	1	September, 1990

Teachers - Schedule I		Division	Salary	Years of Experience Credit	Increment Date
(nr)	Clara A. Schulte Elementary	B	$25,680	5	September, 1990
(r)	Selena 5. Seibt Elementary	B	$20,964	0	September, 1990
(nr)	Robin 5. Shepich Elementary	B	$20,964	0	September, 1990
(r)	Teresa A. Steinacker Learning Disabilities	B	$20,964	0	September, 1990
(r)(a)	Abdullah Sujud BF Science/Chemistry/Biology	D	$26,142	4.0	September, 1990
(nr)	Margetrie Watts Elementary	C	$21,824	0	September, 1990
(nr)	Deborah R. Weber Elementary	B	$20,964	0	September, 1990
(r)	Evelyn M. Williams Elementary	B	$25,680	5	September, 1990
(r)	Donald E. Wojczulis Elementary	B	$20,964	0	September, 1990

(a) Reappointment without tenure
(b) Reappointment with tenure
(nr) Non-resident who must become a resident
(r) Resident who must remain a resident
(x) Non-resident exempt from residency requirement

* * * * *

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

(r)	Mary E. Kelly	Director of Food Services	Schedule III, Range 13a $61,375.98
(r)	John Hays	High School Principal	Schedule III, Range 15c $51,615

(r) resident

* * * * *

(ITEM 4) Your Committee recommends that the following individuals be, and they hereby are, assigned to the school locations as indicated:

Evelyn Hoffman will be the principal of Brown Street School.

Patricia Holmes will be the principal of Tippecanoe School.

Since Ms. Hoffman and Ms. Holmes have previously been appointed to the principalships, formal Board approval is unnecessary.

John Hays will be principal of South Division High School.

* * * * *

(ITEM 5) Your Committee, upon recommendation of the Superintendent, nominates for reappointment the following probationary teachers, teacher-librarians, principals, assistant principals, and support staff, contingent upon proper Wisconsin certification:

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Allen, Estherly - Day-to-Day
Audi, Joanne - Steuben
Aumann, Amy S. - 21st Street
Balzer, Jody - Day-to-Day
Barlow, Linda R. - Elem & Sec Ed

Barrera, Elizabeth G. - Wright
Baumgardner, Charles P. - Sholes
Bauter, Susan M. - Washington
Bearskin, Benjamin - Elem & Sec Ed
Belton, Sam E. - Mitchell

Berkey, Lesley - Fulton
Bishop, Anne - Secondary Zone
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. - Parkman
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
Gage, Kimberly K. - Palmer
Gard, Elaine L. - Maple Tree
Garrett, Carol J. - 35th Street
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
Guerra, Mary C. - Morgandale
Haack, Lisa J. - Gaenslen
Hackbarth, Carol A. - Garden Homes

Hawkins, Terina G. - Bell
Heiser, Madeline F. - Riverside
Hinkfuss, Mary B. - 35th Street
Hoehnke, Valerie J. - Elementary Zone
Holba, Michael A. - Cass Street

Hubbell, Richard J. - Milwaukee Tech
Hudson, Sandra J. - Palmer
Itzin, William J. - Audubon
Janisch, Donna M. - MacDowell
Jensen, Robert J. - Parkman

Johnson, Cheryl C. - Maryland Avenue
Johnson, Ronnie - Lee
Jorgenson, Joel D. - Kilbourn
Justin, Carol - Fratney Street
Klatt, Betty - 81st Street

Knedle, Anne M. - Elementary Zone
Kropf, Judith A. - Lincoln Downtown
Laskowski, Michelle K. - Whitman
Leavens, Dawnmarie - Muir
Leydorf, Vicki A. - Walker

Madison, Andrea D. - Burroughs
Makurat, Janice L. - 31st Street
Matson, Astri G. - Bell
McClellan, Laurie A. - Craig
Milbrath, Gail M. - Elementary Zone

Miller, Linda C. - Sholes
Miller, Robert J. - 82nd Street
Neeb, Juliana R. - Silver Spring
Olli, Tamera J. - Burbank
Olson, Catherine R. - City-Wide Zone

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Ottens, Rodney C. - Browning
Parchia, Cheryl V. - Elem & Sec Ed
Pawlowski, Christine T. - Audubon
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. - Day-to-Day
Rude, Julia I. - Gaenslen

Sack, Susan E. - Berger
Savage, Claire T. - Fritsche
Schroeder, Claire D. - Marshall
Schuh, Mary E. - Carleton
Schutz, Barbara J. - 81st Street

Siebers, Sherry A. - Neeskara
Skroch, Cheryl J. - Washington
Smart, Debra A. - Elem & Sec Ed
Stephan, Sharon L. - Guidance Services
Stroud, Joanne - Auer Avenue

Switalski, Judy A. - Day-to-Day
Tongpalad, Saaida M. - Kosciuszko
VanLieshout, Karen L. - City-Wide Zone
Weisrock, Michelle A. - Longfellow
Whiteman, Victor M. - Wisconsin Avenue

Wicker, Tommy D. - Fritsche
Willis, Gregg R. - Palmer
Wright, Eula M. - Lee

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Aaron, Lary - Grant
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
Ankowicz, Janet A. - South Division
Antony, Mona L. - Emerson
Baldwin, Alvin K. - Fritsche

Bamberg, Christopher A. - Burdick
Baranowski, Richard J. - 88th Street
Bartelt, Jeffrey P. - Berger
Bastian, Joseph H. - Keefe Avenue
Battiste-Johnson, Jacqueline D. - Bell

Becher, Thomas P. - Engleburg
Becker, Stacey J. - Pierce
Behling, Holly J. - 20th Street
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

Bieser, Kathryn A. - Day-to-Day
Blake, Marsha Y. - Elementary Zone
Blooming, Janice E. - Mitchell
Brehm, Cathy A. - Stuart
Brown, Carole L. - Fulton

Brown, Christopher P. - Fulton
Bryant, Nicolette A. - Siefert
Brzenk, Laura L. - Kagel
Budzynski, Amy M. - Granville
Buerosse, Peggy A. - Elem & Sec Ed

Burns, Pamela A. - Sherman
Buzzard, Sheila L. - Carleton
Campion, Karen L. - Palmer
Canada, Wonza L. - Burbank
Cano, Janine F. - Day-to-Day

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

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. - Fulton
Chism, Wesley - Voc & Spec Prog
Chopp, Linda S. - Sherman

Coleman, Patty A. - Forest Home Avenue
Coles, Frances D. - Fritsche
Crenshaw, Debra R. - Fulton
Crenshaw, Lionel - Lancaster
Curtis, Linda B. - Longfellow

Dale, Tami L. - Steuben
DeGrace, Ann Marie - Maple Tree
Delgado, Mary L. - Robinson
Diliberti, Ann E. - Elementary Zone
Dillhunt, Lisa A. - Douglass

Dosemagen, William D. - Secondary Zone
Duffy, Mary J. - Bell
Dye, Welton - Bell
Dzurak, Jon J. - 31st Street
Ebel, Sharon K. - McNair

Eggert, Mary Lou - Fritsche
Erdman, Kathleen J. - Elementary Zone
Evans, Dianne J. - Sholes
Fendos, Todd S. - Fritsche
Ferree, Dawn J. - Garfield Avenue

Fischer, Theresa L. - Goodrich
Fisher, Joyce F. - Fritsche
Fishman, Jordan M. - Kosciuszko
Foster, Joy L. - Elem & Sec Ed
Friebert, Lori B. - Bell

Friz, Sally L. - Grantosa Drive
Furlong, Linda M. - Gaenslen
Gardner, Nam Jin - 95th Street
Garman, Wendy A. - Gaenslen
Gasparri, Daniela - Wisconsin Avenue

Gebhardt, Mary E. - Bell
Geeza, Helena J. - Holmes
Geniusz, Robert M. - Lincoln Avenue
George, Kari F. - Fairview
Getse, Joseph J. - Elementary Zone

Gigot, Therese M. - Clarke Street
Gilge, Pamela A. - Edison
Gjertson, Debra R. - Webster
Gomez-Cohn, Betzaida - Fratney Street
Gordon, Tammie M. - Douglass

Gosz, James M. - Hopkins Street
Govin-Matzat, Stephanie M. - Parkman
Graetz, Jessie L. - Hopkins Street
Grogan, Margaret E. - Webster
Grulke, Darlyn K. - Elementary Zone

Guten, James R. - Trowbridge
Gwidt, Kathleen A. - Fulton
Hadley, Pamela L. - 35th Street
Hafemann, Julienne M. - Maryland Avenue
Haldane, Dorothy D. - Greenfield

Hamilton, Teresa - 65th Street
Hammelev-Jones, Justine - Sholes
Hansen, Mary L. - Engleburg
Harris, Clorine A. - Secondary Zone
Harris, Sheila L. - Lincoln Downtown

Harrison, Linda - 21st Street
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
Hentz, Nicolette M. - Whitman
Herbert, Catherine A. - 65th Street
Hergott, Debra A. - Vincent

Herre, Pamela A. - Keefe Avenue
Hightower, Debora A. - Fulton
Hintz, Kathleen M. - 37th Street
Hoffman, Douglas M. - Hopkins Street
Holdren, Christina M. - Sholes

Hoover, Sharon J. - Clement Avenue
Hoskins, Robert G. - Lady Pitts
Hushek, Sarah A. - Gaenslen
Igowsky, Margaret J. - Maple Tree
Jackson, Carmen M. - Edison

Jackson, Tina M. - Riley
Jacquet, Beverly - Steuben
Jennings, Joan M. - 67th Street
Jester, Carrie F. - 31st Street
Johlke, Gordon F. - Vincent

Johnson, Diane C. - Longfellow
Johnson, Lisa M. - Webster
Johnson, Michael S. - Day-to-Day
Jones, Carolyn A. - Webster
Jones, Michael I. - Day-to-Day

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

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Kendrick, Joanna L. - MacDowell
Kesl, Jude - Fulton
Kieft, Kristin E. - 88th Street
Klikizos, Stili G. - Fratney Street
Kloecker, Thomas - Greenfield

Knackert, Anne F. - Webster
Kneisler, Elaine - City-Wide Zone
Knurr, Constance A. - Burbank
Koenig, Barbara E. - Day-to-Day
Kolo, Jean M. - Garden Homes

Kosch, Erin M. - Wright
Kroll, John R. - Berger
Krueger, David G. - Grantosa Drive
Kuepper, Debra K. - Sholes
Kuhlmann, Kristin M. - Holmes

Kundert, Judith M. - 78th Street
Lagerlof, Harriett J. - Engleburg
Lampkin, Larry J. - Day-to-Day
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
Laurent, Virginia H. - 8th Street

Lawrence, Michael A. - King
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
Lorbeck, Deborah A. - Grantosa Drive
MacGregor, Elizabeth A. - Goodrich
MacKenzie, Eileen C. - Philipp

Marino, Patricia A. - Curtin
Marquardt, Karl R. - Bryant
Marshall, Steven G. - Milwaukee Tech
Martines, Mary-Alice - Secondary Zone
Martinko, Thomas G. - Burroughs

Marz, Nancy A. - MacDowell
Matthew, Calvin E. - 37th Street
May, Betsy A. - Fratney Street
May, Kimberly D. - Irving
Mayfield, Janet M. - Bell

McIntosh, Carolyn - Edison
McKinney, Luann - Audubon
Melin, Dolores A. - Muir
Melnarik, Darlene M. - 65th Street
Melvin, Margaret L. - Fratney Street

Metzner, Mary Jo - Parkview
Meyer, Sandra A. - Alcott
Mezydlo, Mary B. - Garfield Avenue
Miller, Joan M. - Holmes
Miller, Suzanne B. - Green Bay Avenue

Moeckler, Laurie E. - Elementary Zone
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
Murphy, Mary C. - Wright
Murray, Todd N. - Fritsche

Musolf, Janet L. - Gaenslen
Nemoir, Dean C. - Madison
Neuens, Carol A. - 21st Street
Neville, Sheila M. - Fulton
Ney, Jean A. - Zablocki

Novak, Wendy A. - Fairview
O'Brien, Lauren M. - Green Bay Avenue
O'Connell, Margaret M. - Story
Olin, Sarah R. - Palmer
Ondishko, Patricia L. - Walker

Osterberg, Cindy L. - Story
Otzelberger, Rosemary A. - Emerson
Parola, Judith - Webster
Pattee, Deborah K. - Parkman
Paul, John P. - 27th Street

Payne, Mary B. - Steuben
Payton, Marie A. - 95th Street
Pedek, Marilynn R. - South Division
Penn, Sharon R. - Custer
Perinovic, Richard S. - Kagel

Peters, Ginny Lee - Webster
Phillips, Jeannine P. - Burbank
Pritzlaff, Caroline B. - Riverside
Race, Paul D. - Franklin
Ricco, Roberta L. - Elementary Zone

Riege, Rose A. - Bell
Riegert, Lynn J. - Grantosa Drive
Riemer, Philip L. - Forest Home Avenue
Rivera, Maria M. - Fratney Street
Roch, John P. - Fulton

Roldan, Nellie - Forest Home Avenue
Rolf, Sara A. - Garland
Rooney, Kathryn D. - 31st Street
Rosten, Terri D. - Holmes
Rozowski, Yvonne M. - Green Bay Avenue

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

Rustvold, Julie A. - Audubon
Ruzga, Mary E. - Fratney Street
Sacharski, Robert M. - Auer Avenue
Santacroce, Phyllis M. - Vincent
Santoy, Julie A. - Juneau

Scaffidi, Susan R. - 21st Street
Scardino, Patricia A. - Edison
Scharmach, Barbara A. - Elementary Zone
Scherbarth, William J. - Emerson
Scherwinski, Ellen R. - LaFollette

Schill, Pamela A. - 21st Street
Schimke, Elizabeth A. - Bryant
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 0. - Elem & Sec Ed
Siegel, Kristin J. - Clarke Street
Siemsen, Craig - 27th Street

Silverstein, Jodi F. - Emerson
Sinur, Janice C. - Kluge
Sisel, M. Kathleen - Berger
Smith, Marjorie H. - Walker
Smith, Susan F. - Fairview

Snyder, Sandra J. - 67th Street
Sobocinski, Shirley P. - Vincent
Sopko, James M. - Edison
Spann, Kemberly N. - Grant
Spoerl, Nancy M. - Marshall

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

Stotts, William S. - Milw HS of the Arts
Sutkiewicz, Angela W. - Edison
Svendsen, Timothy 5. - Fritsche
Sydnor, Clare M. - Garland
Talamantes, Paul 5. - Clement Avenue

Tatum, Monica K. - 37th Street
Taylor, Betty A. - Morgandale
Teik, Barbara A. - Garden Homes
Thompson, Beverly M. - Kluge
Torres, Carmen M. - Pierce

Torsrud, Jacqueline - 88eh Street
Travis, Allyn M. - Green£ield
Trimble, Laura J. - Robinson
Turk, Barbara C. - Thoreau
Unold, Margaret - ElemenLary Zone

Vollmers, Estelle K. - Fulton
Vonckx, Pamela A. - Doerfler
Walczak, Susan M. - Edison
Walsh, Revin M. - Palmer
Warsaw, Lynne R. - 31st Street

Wasielewski, Mary A. - Sholes
Watts, Peter J. - Parkman
Weitzer, Joanne L. - Kilbourn
Welsh, Denise L. - Robinson
Werner, Mary Beth - Gaenslen

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

Yanny, Rita A. - 81st Street
Young, Margaret M. - Maple Tree
Zachari, Susanna C. - Steuben
Zachow, Gary W. - Bay View
Zeile, Clare T. - Morse

Zeitler, Kerrie L. - Robinson
Zettel, Paul R. - Fairview
Zilisch, Norah A. - Edison
Zimmermann, Kelly J. - Elementary Zone
Zimny, Jo Ellen - Webster

Zwickey, Rhonda L. - Hawthorne

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Allen, John B. - Irving
Arneson, Bradford W. - Pleasant View
Birler, Karen L. - Hartford Avenue
Brehm, Terry F. - Riverside
Brilowski, Pamela A. - North Division

Bruneau, Nikki A. - Keefe Avenue
Carter, Gerladine - Webster
Clope, Laura A. - Lincoln Avenue
Cruz, Maria M. - Vieau
Detweiler, Joan M. - Holmes

Dreist, Kathy M. - Humboldt Park
Drinan, Elaine - Milwaukee Tech
Epping, Gail M. - Fulton
Feay-Shaw, Sheila - Elementary Zone
Fehl-Wildt, Nancy J. - 20th Street

Gallitz, Ann C. - Elementary Zone
Gibbons, Suzanne - Wisconsin Avenue
Green, Sannia E. - Secondary Zone
Gumm, Mary A. - Bruce
Harris, Sharyl - Parkman

Hayashi, Angela - 67th Street
Hayes, Mary - Philipp
Holder, Mary B. - Audubon
Hunt, Tammy M. - Philipp
Jerabek, Leah J. - Secondary Zone

Johnson, Cheryl - 8th Street
Jones, Delores - Story
Lewis, Drunell - Longfellow
Lewis, James M. - Sholes
Maegli, William - Whitman

Malenga, Essie - Holmes
Marfilius, Scott W. - 78th Street
Martin, Mildred - 67th Street
Mehlberg, Roger K. - 8th Street
Meier, Mark A. - Edison

Mickey, Jill - Hartford Avenue
Moore, Raymond G. Audubon
Moore, Yvette L. - Day-to-Day
Morgan, Terry W. - Day-to-Day
Mueller, Michael J. - 21st Street

Parker, Dorothy L. - Fritsche
Perry, Esamenia - Day-to-Day
Polk, Ronnie - Sec-jndary Zone
Rushing, John C. - 20th Street
Schenk, Patricia M. - Pulaski

Schram, Jodi A. - Vincent
Sherrer, Shirley T - Day-to-Day
Sliker, Joseph M. - Secondary Zone
Smith, Gail D. - 20th Street
Smith, Lottie Jean - Bay View

Struye, Yves T. - Day-to-Day
Tamayo, Ruth - Holmes
Trewyn, Lisa A. - Garfield Avenue
Wessels, Rita M. - 82nd Street
Whitmore, Judith K. - Washington

Wilde, Kevin S. - Browning
Worachek-Jarocki, Mary - Elementary Zone
Zepnick, Janice L. - Curtin

TEACHERS AND TEACHER LIBRARIANS
(Completing Four 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, Jill K. - Edison
Barry, Patricia K. - Wright
Beard, Cynthia L. - Elem. & Sec. Ed.

Beine, Jessica L. - Edison
Berceau, Janice M. - Clarke St.
Beveridge, Michael J. - Longfellow
Bishop, Rae L. - 27th Street
Boggs, Brenda 5. - 81st Street

Borkenhagen, Maribeth - Sholes
Boyer, Joy M. - Grant
Bradtke, Margaret A. - Craig
Bratel, Amy 5. - Allen-Field
Britsch, Uwe K. - Juneau

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

Broman, Karen A. - Secondary Zone
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
Caceres, Milagros - Elementary Zone
Callies, Donna L. - Hayes
Cannon, Ella M. - Fulton

Cantlon, Prudence K. - Bay View
Cardiel, Anthony B. - Day-to-Day
Carolan, Nancy K. - Longfellow
Cascarano, Michele T. - Kosciuszko
Chambers, Antoinette C. - Marshall

Chong, Ivy W. - Burroughs
Christians, Jose F. - Day-to-Day
Ciezki, Karen A. - Bell
Collareno, Alice O. - North Division
Conti, Joseph L. - 31st Street

Cottrell, Nancy L. - 8th Street
Cram, Callie S. - Zablocki
Crews, Linda R. - Audubon
Cummings, Sue C. - 31st Street
Damon, Shirley - Goodrich

Davey, Constance L. - South Division
Dentice, Sue M. - Clarke St.
DePuydt, Darren J. - Secondary Zone
Desotelle, Richard J. - Fulton
DeVorse, Robert K. - Riverside

Dominguez, Beth - Longfellow
Doucette, James L. - Vincent
Dreblow, Lois L. - Franklin
Dubiel, Kathleen M. - 81st Street
Duxbury, Betsy L. - Happy Hill

Dynicki, Peggy - Wright
Dziedzic, Dianne F. - Allen-Field
Ebert, Therese L. - Clarke Street
Eichmann, Kathleen A. - Craig
Eisenhauer, John E. - Garfield

Engel, Michelle M. - Hawthorne
Fabisch, Grace M. - Clarke St.
Feely, Karen M. - Longfellow
Feldmeier, Anna Marie - Fulton
Feldmeier, Deborah R. - Fritsche

Fendrick, Marion E. - Fernwood
Ferguson, Lola J. - Clarke St.
Fetherston, Patricia J. - Hopkins St.
Fleet, Jean M. - Riverside
Flores, Donna L. - Longfellow

Friedman, Connie - Roosevelt
Gad, Carol L. - LaFollette
Gehrmann, Christine M. - Riley
Geil, Thomas P. - Hamilton
Gifford, John F. - Philipp

Giller, Mary - Juneau
Graham, Dawn L. - 8th Street
Greco, Sue A. - Clemens
Griffin, Sherrie S. - Bryant
Grindrod, Robin K. - 53rd Street

Gross, Laurie A. - Lady Pitts
Grotsky, Carolyne R. - Emerson
Gruber, Jerome C. - Holmes
Guenthner, Theresa L. - 35th Street
Gumm, Mary A. - Bruce

Gurtner, Kristen M. - Audubon
Haag, Jacqueline A. - Story
Haas, Rose M. - Cooper
Hader, Ellen C. - Burroughs
Hamilton, G. Dwight - Pulaski

Hansen, Christian P. - South
Hare, William 5. - Marshall
Hauser, Jaclyn A. - Fritsche
Hauser, Thomas A. - North Division
Hegge, Karen A. - Browning

Heidel, Jennifer J. - Steuben
Heine, Penny L. - Clarke St.
Heinitz, Jan M. - Elementary Zone
Henderson, Barbara J. - North Division
Hernandez, Luzmaria - Elementary Zone

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
Honan, Susan C. - Cooper
Hoppe, Kathleen - Burbank
Howard, Jennifer L. - Walker
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. - Craig
Jelik, Debra L. - 81st Street
Jensen, Patrice K. - Roosevelt
Johnson, Beverly L. - Webster
Jones, Bonnie L. - Lincoln Avenue

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

Kahn, Diana L. - Townsend
Kane, Meaghan M. - Hopkins St.
Kasch, Mary Lynne - MacDowell
Kascht, Lawrence J. - Riverside
Kaufman, Kathleen R. - Elem & Sec Ed

Keats, Margret M. - Bryant
Kegley, Margaret M. - Lee
Kesich, George - North Division
Key, Michael D. - Mitchell
Kiehl, Amy B. - Madison

King, Constance 5. - 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

Kubel, Jeffrey T. - South Division
Kuenning, Thomas E. - Sholes
Kumbier, Russell G. - Bay View
Kvapil-Meyer, Jerianne Kr - Morse
Labisch, Barbara J. - Longfellow

Labisch, Genevera A. - Riverside
Labucki, Cynthia A. - 20th Street
LaVelle, Kent 5. - South Division
Lawton, James F. - Elementary Zone
Leinfelder, Jonathan D. - Hopkins St.

Lerche, Richard J. - 31st Street
Levine, Lisa J. - Browning
Levy, Adele J. - 37th Street
Lewandowski, Cathleen H. - Fairview
Lindberg, Cheryl L. - Zablocki

Look, Maureen J. - Walker
Lopez, Jeannette - South Division
Losin, Eric B. - Milwaukee Tech
Lotesto, Daniel V. - Riverside
Louis, Susan M. - 53rd Street

Love, Janice - Audubon
Luehring, Charles F. - Secondary Zone
Lyons, Patricia E. - Audubon
Madiedo, Mauricio - Kagel
Mahony, Dennis J. - South Division

Majchrowicz, Deann M. - 8th Street
Malek, James J. - Audubon
Mamon, Vern L. - Bay View
Mann, Mary E. - Wright
Marko, Jane E. - 65th Street

Marlega, James L. - North Division
Marone, Victoria E. - Elem. & Sec. Ed.
Martina, Sheryl L. - Hampton
Massman, Mary Jo - Secondary Zone
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, Thomas L. - Riverside
Meyers, Richard J. - Riverside
Miedtke, Helga M. - 82nd Street

Miller, Michael M. - Day-to-Day
Mooney, Edward S. - Fulton
Morgan, Diana L. - 31st Street
Morgan, Diane L. - Garden Homes
Morris, Kyoko H. - Robinson

Morrow, Duwane R. - Clement Ave.
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
Nilssen, Betty J. - Gaenslen
Nogalski, Jennifer A. - Walker
Nokovic, Priscilla - Allen-Field

Novak-Tibbet, Susan - Elem. & Sec. Ed.
O'Brien, James P. - Washington
O'Donnell, Denise M. - Bell
O'Shea-Dorn, Donna T. - Maple Tree
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

Peterson, Susan M. - LaFollette
Phenix, Morgan S. - Madig-on
Philipps, Lynn M. - Thoreau
Pingel, Karen M. - KilBourll -
Poole, Jeanette M. - Webster

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

Pratt, Scott R. - North Division
Pritzlaff, James H. - Lapham Park
Ramirez, Jorge L. - Edison
Ramsey, Irma L. - Palmer
Rapkin, Troi - Lincoln Ave.

Raton, Taki S. - Day-to-Day
Regan, Lisa M. - Clarke St.
Reiels, Diane J. - Thoreau
Reifenberg, Judith L. Mitchell
Reinert, Jennifer A. - 65th Street

Reinhold, Karen M. - Fleasant View
Reiter, Marion L. - Lee
Reitzenstein, Heidemarie C. - Gaenslen
Richman, Kelly J. - LaFollette
Riegert-Dudley, Ann - Clarke St.

Roby, Barbara A. - Webster
Rochester, Loren D. - Washington
Rollefson, Ruth G. - Bell
Romanski, Lori A. - Clemens
Rucker, Robert - Holmes

Ryan, Sharon D. - Carleton
Saindon, Mary B. - 31st Street
Salo, Cristina E. - Wright
Sarnowski, Joy - Burbank
Schachtner, Debra L. - Madison

Schaefer, Amy B. - Hawley
Scheibengraber, Erwin - Vincent
Schinner, Michael J. - Bay View
Schlicht, Gail M. - Kosciuszko
Schmidt, Joan A. - Fritsche

Schmidt, Lori A. - Maryland Ave.
Schneck, David H. - Edison
Schneider, Melissa E. - Dover St.
Schoening, Gertraud L. - Walker
Schoone, Elizabeth A. - Carleton

Schwalbe, Laura L. - Hi-Mount Blvd.
Schweder, Lisa A. - Hawthorne
Scott, Cherie A. - 67th Street
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

Sprtel, Lisa M. - Clemens
Stadelmann, Mary Anne - Robinson
Stauffacher, Bonnie H. - Goodrich
Sterner, Ann L. - Sherman
Stinson, Ronnie M. - Walker

Stowasser, Mary K. - Kosciuszko
Strasser, Karin A. - 65th Street
Strnad, Saundra J. - Irving
Sujecki, Lisa M. - Garfield Avenue
Tani, Atsuko - North Division

Taylor, Therese A. - City-Wide Zone
Tejera-Vollmar, Mayra - Allen-Field
Tharp-Nader, Karen J. - Longfellow
Thelen, Kristine M. - 20th Street
Thompson, Susan M. - 21st Street

Thomsen, Grace A. - South
Toporek, Debra F. - Day-to-Day
Torcivia, Mary C. - Burdick
Toro, Haydee A. - Edison
Toth, Jennifer M. - Milw HS of the Arts

Treul, Jeffrey J. - Green Bay Ave.
Tyler, Desire L. - Trowbridge
Valitchka, Luke J. - Lincoln Downtown
VanDyke, Gary - Madison
VanHandel, Karen J. - Elementary Zone

Velazquez, Jose E. - Elementary Zone
Vick, Walter H. - Edison
Wagner, Jean E. - Fulton
Waldman, Mary K. - Wisconsin Avenue
Ward, Edward R. - 35th Street

Ward, Mary R. - Fulton
Watring, Carolyn M. - 20th Street
Weiner, Wendy L. - Lancaster
Weiss, Ronald L. - North Division
Werner, Carolyn - Audubon

Westfahl, Catherine K. - 55th Street
Wheeler, Sandra R. - Fritsche
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
Zepecki, Julie A. - 8th Street
Zieher, JilI S. - Webster

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

Alexy, Jean W. - 21st Street
Alston, Beverly R. - Happy Hill
Amini, Shelly L. - Secondary Zone
Backey, Christine C. - Barton
Barna, Michael A. - Wright

Barnett, Pearlie P. - Fritsche
Barton, Laura J. - Kosciuszko
Begale, Heidi M. - Grantosa
Boicourt, Cynthia J. - Edison
Braxel, Kathleen M. - Grantosa Drive

Brnak, Deborah A. - MacDowell
Carufel, Edward - Washington
Correa, Karen A. - Sholes
Couillard, Timothy A. - Steuben
DeHaro, Jeanne M. - Longfellow

Deida, Gloria V. - Fratney Street
Doherty, Judith A. - Robinson
Draeger, Wendy J. - Webster
Dragotta, Gracanne M. - 38th Street
Egan, Elizabeth A. - Gaenslen

Engel, Andrew J. - Holmes
Fairweather, Ericka E. - Gaenslen
Fisher, Mary A. - Madison
Foley, Patricia G. - Gaenslen
Frederick, Kerry B. - Elmentary Zone

Fulton, Carolyn A. - Fulton
Germaine, Karen A. - Muir
Gurn-Schlicht, Michelle S. - Roosevelt
Harrington, Lonnie H. - Green Bay Avenue
Hedges, Melissa E. - 55th Street

Hinrichsen, Theresa M. - 8th Street
Jaeger, Nancy L. - Bryant
Johnson, Linda L. - Edison
Kemen, William J. - North Division
Kiczula, Teresa L. - Pleasant View

Koeller, Ellen A. - Pleasant View
Koval, Marcia C. - Robinson
Krochalk, Rita M. - Grandview
Krug, Kathleen A. - Lee
Kuhn, Frederick A. - Madison

Laiq, Ahmad C. - Riverside
Lambrecht, Laura K. - Day-to-Day
Loos, Jeanne M. - Walker
Luby, Amy L. - Elem & Sec Ed
MacDonald, Kathleen A. - Pierce

Maling, George W. - Pulaski
McNeer, Karen M. - Cass Street
Mentink, Philip H. - Juneau
Meulemans, Steven P. - Riverside
Minty, Nancy M. - Lee

Mustapha, Amara S. - Madison
Norman, Patricia - Hampton
Ott, Philip J. - Wright
Perlson, Karen I. - Hampton
Regan, Mary Ellen - Doerfler

Roth, Louisene B. - North Division
Sartin, Anthony D. - Happy Hill
Sauter, Bruce - Pulaski
Scheff, Craig P. - Madison
Schmidler-Krueger, Lori - Bruce

Schmidt, Linda A. - Marshall
Schmitz-Penfield, Susan E. - Madison
Schwan, Maria M. - Lincoln Downtown
Shadlen, David M. - Milwaukee Tcch
Shebu, Christine - 67th Street

Spence, Jana J. - Sholes
Sykes, Richard R. - Vincent
Synneg, Sandra D. - 38th Street
Thomas, Darryl T. - North Division
Thompson, Antoinette K. - Secondary Zone

Vega-Will, Yolanda N. - Elementary Zone
Weiss, Carol - Parkview
Wierzbicki, John D. - Hamilton
Wolter, Susan E. - 55th Street
Wylie, Karen L. - Pleasant View

Zawacki, Debra M. - Clement Avenue
Zbichorski, Patricia M. - Gaenslen

PRINCIPALS

(Completing Two Semesters)

William G. Andrekopoulos
JoAlice Bender
Teretha F. Harper
John T. Hays
Kenneth Holt
Donald R. Jenness
Josephine Mosley
Jacqueline L. Patterson
Robert L. Peters
Mary Pat Siewert
Susan R. Steldt
Myra K. Vachon

ASSISTANT PRINCIPALS

(Completing Two Semesters)

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

ASSISTANT PRINCIPALS

(Completing Three Semesters)

Fred Bartelt
Daniel Donder, Jr.
Barbara Fronk
Kathleen Gomez
John E. Johnson
Susan Kappas

PRINCIPALS

(Completing Four Semesters)

T. Carolyn Bufkin
William Davis
Robert J. Krueger
Nicholas Schaeve
Maria Walwork
Kathryn Weiskopf
Martha Wheeler-Fair

PRINCIPALS

(Completing Five Semesters)

Doreen Britton-Lange
Santa Consiglio
Ann Cunningham
James Henry
Theresa O'Bee
Alice White

ASSISTANT PRINCIPALS

(Completing Four Semesters)

Sherrie Akinsanya
Kathleen Brau
Victor Brazil
Susan Buss
Michael Hickey
Thomas Huwiler
Sarah Jackson
Joan Kuehl
Robert Laures
Judgon Lyon
Norman Mishelow
Rogers Onick
Carey Rehm
Bettye Washington
Mary Zapala

ASSISTANT PRINCIPALS

(Completing Five Semesters)

Theodore Rehl

SUPPORT STAFF

(Completing One Semester)

Linda Peters
Kathryn Wirtz

(Completing Three Semesters)

Gwendolyn Sullivan

Completing Two Semesters)

Martin Armato
Karen Hoppens
Alyce Koenig
Harold Schmidt
Sylvia Trenhaile

(Completing Four Semesters)

Donna Elliott
Deborah Ford
Sheryl Gotts
Jeffery Grotsky
Jeffrey Harkins

(Completing Five Semesters)

Tina Barkstrom
Derek Brewer
Janice E. Jackson
Reesa Rayford
Jewell Riano

* * * * *

(ITEM 6) Your Committee recommends that the following probationary employee not be reappointed as a principal for the 1989-1990 school year:

Barbara Begale	81st Street School

* * * * *

(ITEM 7) Your Committee recommends that the following leaves of absence be, and they hereby are, granted as follows:

LEAVES OF ABSENCE

Illness leave, to June, 1989:		Beginning
John D. Allen	Lee	January 30, 1989
Patricia A. Barth	Walker	January 23, 1989
Diane M. Bogan	LaFollette	May 15, 1989
Thomas Lesch	Victory	May 4, 1989
Psuline C. Ross	Sherman	May 11, 1989
Illness leave, to January, 1990:		
Felice Schell	Humboldt Park	April 19, 1989
Maternity leave, to June, 1990:		
Laurie R. Schaefer	Neeskara	April 26, 1989

Personal leave, to January, 1990:

Ellen Gordon	Pierce	September 1, 1989

Personal leave, to June, 1990:

M. Yolanda Garza	Allen-Field	August 25, 1989

Sabbatical leave, to June, 1990:

B. Marco O'Brien	Central Office	January 2, 1990
Bobbie J. Traywicks	Congress	September 1, 1989

Study leave, to June, 1990:

Cynthia M. Ellwood	South Division	September 1, 1989
Diane Gulbronson	Riverside	September 1, 1989
Maureen Patterson	On leave	September 1, 1989

Extension of leave for illness, to January, 1990:

Delois M. Brown	On leave	September 1, 1989

Extension of leave for illness, to June, 1990:

Robert S. Derrell	On leave	September 1, 1989
Josephine Msrino	On leave	September 1, 1989
Myrtis Marks	On leave	September 1, 1989
Cheri M. McGrath	On leave	September 1, 1989
Irene J. Mentzer	On leave	September 1, 1989
Mary A. Osmond	On leave	September 1, 1989
Sharon L. Pearlman	On leave	September 1, 1989
Linda A. Rodgers	On leave	September 1, 1989

Extension of leave for maternity, to January, 1990:

Catherine A. Meloy	On leave	September 1, 1989
Kaye A. Mikolaizyk	On leave	September 1, 1989
Susan J. Musche	On leave	September 1, 1989
Peggy Pushkash	On leave	September 1, 1989
Patricia Quintenz	On leave	September 1, 1989
Jo Staley	On leave	September 1, 1989

Extension of leave for maternity, to June, 1990:

Joyce M. Cable	On leave	September 1, 1989
Mary Susan Cable	On leave	September 1, 1989
Linda Deskalo	On leave	September 1, 1989
Jeanne M. DuBois	On leave	September 1, 1989
Phyllis M. Gaggioli	On leave	September 1, 1989
Serena A. Geil	On leave	September 1, 1989
Mary Char Goodavish-Guten	On leave	September 1, 1989

Extension of leave for maternity, to June, 1990:

Patricia A. Liebsch	On leave	September 1, 1989
Kim-Marie Luthringer Fremgen	On leave	September 1, 1989
Mary C. Nitkowski	On leave	September 1, 1989
Mary E. Poehlmann	On leave	September 1, 1989
Marianne Salaymeh	On leave	September 1, 1989
Deborah A. Stuessi	On leave	September 1, 1989
Daryl Ann Stuppan	On leave	September 1, 1989
Carol A. Zelko	On leave	September 1, 1989

Extension of leave for paternity, to June, 1990:

Michael Fischer	On leave	September 1, 1989

Extension of leave for personal, to June, 1990:

Carol A. Chapman	On leave	September 1, 1989
Darlene M. Brown	On leave	September 1, 1989

* * * * *

(ITEM 8) The following resignations have been received and accepted by the Superintendent, effective as of the dates indicated:

RESIGNATIONS

Robert E. Adkins	Burdick	July 1, 1989
Terry F. Brehm	Riverside	April 28, 1989
Bessie L. Copeland	Unassigned	June 19, 1989
Herbert Cummins	Hartford	August 4, 1989
Mary A. Damiani	Unassigned	May 10, 1989
Olive Danecki	Elem.& Sec.	July 7, 1989
Fay R. Derzon	Elem.& Sec.	July 1, 1989
Leni T. Dietrich	Wisconsin	June 19, 1989
Marion D. Dugan	City-Wide	June 19, 1989
Lucile M. Edelbrock	Sholes	July 1, 1989
Claudia A. Edwards	Sherman	June 19, 1989
Albert G. Fraser	Steuben	June 19, 1989
James M. Gehrke	Juneau	July 1, 1989
Thomas L. Gelhar	Parkview	July 1, 1989
Darlyn K. Grulke	Elem.Zone	June 8, 1989
Marvin Hagopian	Juneau	July 1, 1989
Pearlie R. Harris	Hampton	June 19, 1989
Mayland K. Helland	Muir	July 2, 1989
William C. Hoffmann	Elem.Zone	July 5, 1989
Joan I. Hopkinson	King	July 1, 1989
Patricia A. Hussey	Elem.& Sec.	July 1, 1989
Marilyn J. Joers	Muir	July 1, 1989
Darlene A. Kadlac	Juneau	June 19, 1989
LaVerne Kastrul	20th	July 1, 1989
Richard C. Kausch	Burroughs	July 30, 1989

Eugene H. Laatsch	Burroughs	July 1, 1989
Adel M. Lalasz	Browning	June 9, 1989
Melvin D. Leinwander	Day-to-Day	July 1, 1989
Hildegard Lesnik	Bruce	July 1, 1989
Thomas A. Lukomski	Sec. Zone	July 1, 1989
William J. Maher	Wright	July 1, 1989
Edward V. Mansfield	On leave	June 19, 1989
Nancy Meier	On leave	April 23, 1989
James R. Mentzer	Madison	July 1, 1989
Nemoa Myers	Marshall	June 19, 1989
Martha Osvat	Sec. Zone	July 1, 1989
Gertrude P. Payton	MHSA	July 1, 1989
Marilynn R. Pedek	South	June 19, 1989
Ann L. Pittelman	On leave	August 21, 1989
Allen B. Rintelmann	Morse	July 1, 1989
Rudolph R. Royten	Hamilton	July 1, 1989
Robert A. Schreck	Vincent	July 1, 1989
Julie A. Schulman	Parkview	June 19, 1989
Stavro G. Spice	Muir	July 1, 1989
Ronald R. Stachurski	Kluge	July 1, 1989
Arthur J. Stroebel	Juneau	July 1, 1989
Howard S. Tarnowski	Ins. Res.	July 1, 1989
Norma M. Turcotte	Victory	July 1, 1989
Mary Jane White	Holmes	July 1, 1989
Anne M. Weitenbeck	On leave	June 1, 1989
Addie B. Williams	Pierce	August 3, 1989
Elizabeth Woppert	Lloyd	July 1, 1989
Robert M. Zettel	Edison	July 1, 1989

* * * * *

(ITEM 9) Your Committee recommends the following reassignments, effective July 1, 1989:

NAME	FROM	LEVEL	TO	LEVEL
Camille Brown	Administrative Specialist Middle Schools	13A	Director, Alternative and Vocational Education	13A
Aquine Jackson	Administrative Specialist Elementary Schools	3A	Program Administrator, Summer and Evening Programs	11A
Azie Bonds	Coordinator, School/ Community Relations	10A	Community Relations Specialist	*
Gwen Sullivan	Parent/Community Involvement Coordinator	4A	Parent Involvement Coordinator	4A
Jenelle Elder-Green	Mass Media Specialist	10A	Internal Communications Specialist	*

Luis Lopez	Assistant Administrative Specialist	10A	Community Relations Specialist	8A

Robert Lawrence	Administrative Assistant to Deputy Superintendent	8A	Executive Assistant to Deputy Superintendent	10A
Phil Haddix	Student Service Specialist	8A	Manager, Student Assignment	11A
Dorlee Rolfing	Student Service Specialist	8C	Student Assignment Specialist	8A
Robert Long	Assistant Superintendent School Services	16A	Senior Transitional Assistant, Office of the Deputy Supt.	**
William Hinsenkamp	Evaluation Assistant	7A	Planning Analyst	8A

* To remain at current salary level pending review by Arthur Young Co.

** This is a temporary position; while it is filled, the position of Executive Assistant to the Superintendent will remain vacant. The salary level will be determined in consultation with Arthur Young Co.

* * * * *

(ITEM 10) Your Committee recommends approval of the following salary schedules submitted by the Superintendent and the Secretary-Business Manager with the recommendation that they be adopted for the 1989-1990 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.

In the case of Schedule 4 (school aides and paraprofessionals and substitute teachers) contracts expired December 31, 1988, and are being negotiated. The contracts concerning clerical-technical employees in Schedule AA; food service managers, food service assistants, and handicapped children's assistants in Schedule BB; truck drivers, truck driver helpers, and material handlers in Schedule CC; draftsmen and inspectors in Schedule DD; building service helpers, servicemen, and crew leaders in Schedule EE garage attendants, mechanics, craftsmen, and technicians in Schedule FF; computer personnel in Schedule HH; and audio visual personnel in Schedule II will expire June 30, 1989. All remaining schedules are effective with the commencement of, and carry through, the 1989-1990 budget year.

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
      (Proc., January 4, 1989)

   b. Schedule 2 - School Social Workers
      (Proc., January 4, 1989)

   c. Schedule 3 - Administrative Personnel in Schools and Central Office
      (Proc., May 31, 1989)

   d. Schedule 4 - Supportive Personnel - Certificated and Classified

   e. Schedule 5 - School Psychologists
      (Proc., May 31, 1988)

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
(Negotiations in progress. 1989-1990 rates will be submitted for approval upon settlement)

b. Classified Schedule B - Food Service Personnel, Child Care Attendants, and Hourly Rated Personnel
(Negotiations in progress. 1989-1990 rates will be submitted for approval upon settlement)

c. Classified Schedule C - Material Handlers and Truck Drivers
(Negotiations in progress. 1989-1990 rates will be submitted for approval upon settlement)

d. Classified Schedule D - Construction Inspectors, Designers, and Draftsmen
(Negotiations in progress. 1989-1990 rates will be submitted for approval upon settlement)

e. Classified Schedule E - Plant Operation Personnel
(Proc., March 22, 1989)

f. Classified Schedule F - Miscellaneous Physical Plant Division Classifications
(Negotiations in progress. 1989-1990 rates will be submitted for approval upon settlement)

g. Classified Schedule H - Data Processing and Related Personnel
(Negotiations in progress. 1989-1990 rates will be submitted for approval upon settlement)

h. Classified Schedule I - Instructional Resource Personnel
(Negotiations in progress. 1989-1990 rates will be submitted for approval upon settlement)

i. Recreation Schedule 9 - Playground Laborers
(Negotiations in progress. 1989-1990 rates will be submitted for approval upon settlement)

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
(Proc., January 4, 1989)

e. Schedule O - Interscholastic Athletics
(Proc., January 4, 1989)

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 1989-1990 as amended; that all salary schedules, excepting

those for prevailing wage rates, in effect for 1988-1989, and which have not been amended be, and they hereby are, readopted for 1989-1990, or, in the case of schedules in negotiations, be, and they hereby are, readopted pending final settlement of 1989-1990 rates, and that all provisions and resolutions pertaining to any salary schedules, and in effect for 1988-1989 which are not inconsistent with the foregoing be, and they hereby are, readopted for 1989-1990.

* * * * *

(ITEM 11) The Superintendent advised your Committee that at its meeting on May 31, 1989 (Proc., pp. 45-46), the Board adopted a resolution by Director Mallory regarding middle schools. The portion of the resolution calling for a comprehensive study of the middle school program is being considered by the Instruction and Community Relations Committee.

The resolution also called for the administration to take short term actions to alleviate the overcrowdedness at Edison, Walker, Kosciuszko, and Steuben Middle Schools for the 1989-1990 school year. The administration's plan has been made a part of the minutes of your Committee's meeting of June 12, 1989. In it, we have attempted to balance the need to reduce the enrollments at these four schools with the needs of the other middle schools in the system. The plan will provide relief for these four schools without seriously overcrowding the others.

Your Committee recommends that the administration's plan for middle school enrollments for 1989-1990 be approved.

* * * * *

(ITEM 12) The Superintendent advised your Committee that:

1. At the November 28, 1984, Milwaukee Board of School Directors meeting, a resolution was introduced and adopted regarding suspensions and the disproportionate number of minority suspensions in the Milwaukee Public Schools. As a result of that resolution, during the 1984-1985 school year, a community based Suspension Task Force was organized and charged to study the issues of student suspensions and the disproportionate number of minority suspensions. The Suspension Task Force was instructed to report to the Board of School Directors on the matter in June, 1985. The June 1985, report indicated the need for decreasing the number of suspensions, decreasing the disproportionate number of minorities suspended, and the development of a uniform code of discipline for the district.

2. The administration's responses to the Suspension Task Force report were presented and approved by the Board in October, 1985. In adopting the administrative responses, the Board directed that a district-wide advisory committee on suspensions be formed with parents, teachers, administrators, PTO/PTA representatives, and other community representatives as members. This district-wide advisory committee was responsible for conducting a review of the number of students suspended, the disproportionate number of minorities suspended, and the district's discipline policy as stated in GuidePosts.

3. In October 1985, the District-wide Advisory Committee on Suspensions and the Disproportionate Number of Minorities Suspended was formed. The committee met for the first time with Dr. Junious Williams, a nationally known consultant on discipline, regarding the issues of student suspensions, the disproportionate number of minorities suspended, current research in the area of discipline, discipline plans of other comparable school districts, and strategies for developing a district-wide discipline policy.

4. During the 1985-1986 school year and the 1986-1987 school year, the District-wide Advisory Committee on Suspensions and Disproportionate Number of Minorities Suspended met and through an involvement process began to develop the Handbook on Rights, Responsibilities, and Discipline. A writing committee was formed and various drafts of the document were shared with parents, teachers, principals, school staffs, central office personnel, community agencies, and the superintendent's

cabinet. The Handbook on Rights, Responsibilities, and Discipline was completed at the end of the

1986-1987 school year and adopted by the Board. The handbook was implemented with appropriate in-servicing of all parties concerned in September 1987.

5. The administrative decision to review the Handbook on Rights Responsibilities, and Discipline was made in December, 1988. Consideration for revision was based upon: l) The response to a survey which was sent to all administrators on May 13, 1988, requesting input from administrators, staff and parents regarding the content of the handbook and strategies for implementation. 2) The change in expulsion hearings from a School Board Hearing to a hearing by an Independent Hearing Panel. 3) Questions raised by the Assistant City attorney and, 4) Proposed changes in the disciplinary conferences for exceptional education students.

6. Accordingly, in January 1989, a District-wide Advisory Committee for the revision of the Handbook on Rights, Responsibilities, and Discipline and a Revision Writing Committee were organized and met on a regular basis to review and revise the current handbook. At the beginning of March and again in May, 1989 copies of the revised handbook, along with a request for further recommendations, were sent to school administrators for involvement of parents and staff, central office staff, the superintendent's cabinet, and the City Attorney's office. As a result of the recommendations and committee input, the sections entitled, "Rights and Responsibilities of Teachers, Counselors, and Other School Staff Members", and "Rights and Responsibilities of School Administrators", have been deleted. The handbook has been retitled, Parent/Student Handbook on Rights, Responsibilities, and Discipline. The committee recommended that the two deleted sections be included in GuidePosts and excerpts of the section be shared with teachers, counselors, administrators and other school staff.

   Other revisions to the handbook include changes in format, addition of strategies that can be used as alternatives to out-of-school suspensions (Disciplinary Actions - Level 2 - Intervention), a change in Disciplinary Action Level 4 from Referral to Student Services to Referral to the Office of the Community Superintendent, changes in disciplinary actions involving exceptional education students, and changes in expulsion procedures to reflect the hearing by the Independent Hearing Panel and the activities of the Office of the Community Superintendent.

Your Committee recommends that the Milwaukee Public Schools' Board of School Directors adopt the Parent/Student Handbook on Rights, Responsibilities, and Discipline with the Item entitled Administrative/Disciplinary Transfers on page 9 be revised as follows:

> On a city-wide basis, upon recommendation by the Department of Student Services, the Superintendent, or designee, may make for good and sufficient reason, an administrative transfer or student assignment to another school in any Service Delivery Area at any time, subject to racial balance guidelines and where space is available; this includes transfers for disciplinary reasons.
>
> On a Service Delivery Area basis, upon recommendation by the Student Services Specialist, the Community Superintendent may make for good and sufficient reason, an administrative transfer or student assignment to another school within his/her Service Delivery Area at any time, subject to racial balance guidelines and where space is available; this includes transfers for disciplinary reasons.

* * * * *

(ITEM 13) Your Committee reports having received informational reports from the Superintendent on the following matters; these reports have been made a part of the minutes of your Committee's meeting of June 12, 1989:

A. Report on Affirmative Action Personnel Transactions for the Month of May, 1989

B. Report on the Three Choice Fall Assignment System

C. Report on the MTEA/Board Teacher Professionalization Committee

* * * * *

REPORT NO. 2

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Personnel and Negotiations presents the following report:

Your Committee reports having given hearing under Part IV, Section N, of the contract between the Board of School Directors and the Milwaukee Teachers' Education Association (Teachers) in the matter of appeal of disciplinary action of a five-day suspension without pay of Barbara Thigpen, a teacher.

Your Committee reports having given hearing in the matter and having determined that there existed cause to discipline Barbara Thigpen based on participating in a physical fight with another staff member in the cafeteria of the school with children present.

Your Committee recommends that the disciplinary action of the Superintendent in the form of a five-day suspension without pay be sustained.

* * * * *

Separate consideration having been requested of Items 2, 9, 10 and 12 of Report No. 1, the remainder of the reports were adopted, the vote being as follows:

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

Voting "Present"—Director Stacy—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, Johnson, Mallory, Mitchell, O'Connell, O'Neil, Pajewski, Stacy, and President Cullen—9.

Noes—None.

Item 9 of the report, relating to administrative reassignments, having been set aside for separate consideration, Director Mallory moved for adoption of the report.

Director Mitchell moved to amend to Item 9 of the report to be consistent with the Superintendent's communication presented earlier in the evening.

The amendment prevailed, the vote being as follows:

Ayes—Directors Bills, Mallory, Mitchell, O'Neil, Pajewski, and President Cullen—6.

Noes—Directors Johnson and Stacy—2.

Voting "Present"—Director O'Connell—1.

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

Ayes—6; Noes—2; Voting "Present"—1.

Item 10 of the report, relating to approval of salary schedules for the 1989-90 budget year, having been set aside for separate consideration, Director Mallory moved adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—1.

Item 12 of the report, relating to the student assignment system, having been set aside for separate consideration, Director Mallory moved adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

Director Bills presented the following reports for the Committee on Instruction and Community Relations:

REPORT NO. 1

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 Bilingual Committee was charged with analyzing areas of need, develop a mission, goals, and a plan of action for MPS' new Department of Bilingual Multicultural Education. The new department will consolidate the existing Office of Bilingual Education, the English-as-a-Second Language

Program, and the Lau Compliance Office. Under the new department, all staff previously associated

with these programs and offices, as well as other staff proposed by the Bilingual Committee in this document, will be under the direct supervision of the newly created position of Director of Bilingual Multicultural Education. In turn, the Director will report to the Associate Superintendent for Educational Programs.

2. The Bilingual Committee met for the first time on April 6, 1989. Well over 60 persons were in attendance. MPS Bilingual and ESL supervisory staff made a presentation on the charge to the committee and the timeline for completion of its report. After lengthy clarifying discussion, the committee chose a subcommittee to prepare a working document on the issues as well as to propose recommendations.

3. The working subcommittee met several times in April and early May. A report was prepared and presented to the Bilingual Committee for revisions and action. The report represents the first draft of the Bilingual Committee's work; a copy of the report has been made a part of your Committee's meeting of June 14, 1989.

4. Because some of the issues included in this report required additional input by experts and practitioners, students, parents and community, it will be noted that these have been deferred to other study committees to be later created. This document should be seen only as providing a framework for future discussion of such issues.

Your Committee recommends that:

1. The Board accept the report of the Bilingual Education Committee.

2. The Board extend its appreciation to the members of the Committee for their efforts.

* * * * *

(ITEM 2) The Superintendent advised your Committee that:

1. At its meeting, January 4, 1989, (Proc., p. 613), the Board adopted a resolution by Directors Mallory and Bills to establish a task force to review and evaluate the effectiveness of MPS Recreation programs. The Task Force consisted of forty-eight community, agency, business, and MPS personnel appointed by the Superintendent of Schools. In addition, nine MPS staff members served as non-voting resource members. The Task Force was divided into five subcommittees, each charged with the responsibility of reviewing specific services and making subsequent recommendations.

2. Subcommittee issues and recommendations were then forwarded to the Task Force for consideration and approval. The five subcommittees met a total of thirty-six times. The Task Force met as a group four times. A total of forty-five special reports and studies were reviewed. In addition, thirty-six specific program reports were prepared and presented by Recreation Department personnel.

3. The recommendations and findings included in this report fulfill the Task Force charge as per the November 30, 1988, Board of School Directors Resolution. In its study and analysis, the Task Force addressed several other issues and concerns related to municipal recreation, community service, and community education. A copy of the Task Force Report has been sent to Board members under separate cover and it has been made a part of the minutes of your Committee's meeting of June 14, 1989.

4. Generally the Task Force found that the Department is responsive to and is meeting a broad range of community needs. Community response to Department services is excellent with most programs operating at capacity and many showing a need for expansion. New and creative initiatives are needed to provide services to hard-to-reach urban youth, single parents, senior citizens, latch key children, and young adults. However, these new initiatives should not be at the expense of services needed by other

segments of our community. The issue of duplication of services was addressed. The Task Force found no duplication that warranted a change in delivery system or major program modification. In fact, the

findings indicate that most of the services provided through the Department should be expanded to meet community needs. Some additional and new coordinated initiatives between governmental agencies, community-based agencies, and others are needed. Specific recommendations have been made to address this issue.

5. The Task Force was particularly concerned about maintaining the municipal and community services provided through the Department while continuing those programs directly supporting schools. It also notes that a high priority must be given to maintaining quality of life services for the total community and that more attention must be focused on these issues.

6. A concern is that funding for recreation and related services has not kept pace with community needs. Coordinated community action is necessary to address this and other issues. Several recommendations provide a framework to begin the process.

Your Committee recommends that:

1. The Board accept the report of the Recreation Task Force.

2. The Board extend its appreciation to the members of the Task Force for their efforts.

* * * * *

(ITEM 3) The Superintendent advised your Committee that:

1. Creation of the Office of Community Relations was recommended in the Superintendent's Transition Plan of October 17, 1988, and approved by the Board to become effective July 1, 1989. The Department of Community Relations will bring together individuals and units within the System which perform the critical tasks of outreach to our community.

2. The Department of Community Relations is administered by a Director who reports to the Deputy Superintendent. The Director supervises the activity of four persons: A Chapter I Supervisor of Parent and Community Involvement, two Community Relations Specialists, one of whom is to be bilingual, and a Parent/Community Coordinator.

3. A Transition Committee was authorized by the Deputy Superintendent to develop recommendations of an advisory nature for operation of the Department. The Committee had broad-based participation by MPS staff members, parents, business, health and social service agencies representing many ethnic groups. MPS bargaining unit representatives were also involved.

4. The Committee as a whole and subcommittees held twelve meetings between April 6 and May 25. Major areas of Department functioning were addressed by three subcommittees: Parent/Community Involvement, Community Agencies, and Organizations and Education Partnerships. Subcommittee reports include statements of purpose, goals, plans of operation, activities, resources and barriers to implementation. A copy of the report has been sent to Board members under separate cover and it has been made a part of the minutes of your Committee's meeting of June 14, 1989.

Your Committee recommends that:

1. The Board accept the report of the Community Relations Committee.

2. The Board extend its appreciation to the members of the Committee for their efforts.

* * * * *

(ITEM 4) The Superintendent advised your Committee that:

1. In response to incidents involving crime and violence in the area of some of our schools, and in anticipation of increased incidents that will directly affect our schools in the next several years, a multi-divisional school safety and security committee was convened on September 21, 1988. Represented at the meeting were:

   -- Division of School Services
   -- Division of Human Resources
   -- Division of Planning, Budget, Research and Evaluation
   -- Milwaukee Teachers' Education Association
   - Elementary Schools Principals' Association
   -- Middle Schools Principals' Association
   -- Secretary-Business Manager's Office

2. As a result of this first meeting, the Committee recommended that a list of suggested areas of security concerns be distributed to principals. Principals who identified specific concerns in their buildings were asked to submit a security plan that identified the concerns and contained a request for security services, equipment, building modifications, or information that addressed the problem.

   The requests fell into the following categories:

   P.A. Intercom Systems
   Exterior Lighting
   Visitors' Pass System
   Building Intrusion Alarm System
   Two-Way Walkie-Talkie Radios
   After School/Special Event Supervision
   Security Staff to Monitor Entrances
   More Visible Trespassing and Visitor's Policy Signs
   Access Control, Such as a Doorbell or Remote Door Release
   Off-Street/Secure Parking for Staff
   "Re-Keying" of Schools
   Crisis Prevention Intervention Training for Staff
   Crime Prevention/Awareness Programs for Staff
   Other Concerns - Primarily Planning Improvements

3. At a follow-up meeting of the Safety and Security Committee, all of the submitted plans were reviewed and recommendations made after determining which concerns could be resolved this budget year and which should be incorporated into a long-range plan.

4. The Multi-Divisional School Safety and Security Committee will reconvene in September, 1989. Committee representation will be revised to reflect the district reorganization and will include members from each of the six (6) service delivery areas.

   Items to be included in the 1989-90 agenda include:

   1. A review of long range plans to implement those safety/security requests previously received.

   2. An evaluation of those strategies already implemented.

   3. New or developing issues, such as
      a. Teacher assaults
      b. Transportation problems
      c. School/police/court relationships.

   Your Committee recommends that the committee proceed as indicated under number 4 above.

* * * * *

(ITEM 5) The Superintendent advised your Committee that at its meeting on May 31, 1989 (Proc., pp. 58-59), the Board referred the following resolution, which was submitted by Director Bills, to the Instruction and Community Relations Committee:

WHEREAS, The 1989-1990 Budget for the Compact created by the Settlement Agreement has been set at S600,000, with S300,000 being the Milwaukee Public Schools share of the budget; and

WHEREAS, Recently, some public concern was expressed as to whether or not the cost of funding the Compact was an effective use of public dollars to achieve the goals of the Settlement; and

WHEREAS, Recent studies have raised the concern regarding academic achievement of students participating in the voluntary transfer programs; and

WHEREAS, The human relations training needs of Milwaukee and Suburban participating districts are largely unmet; and

WHEREAS, Current housing patterns continue to be a major deterrent to integration in both Milwaukee and Suburban communities; and

WHEREAS, The Settlement Agreement expires after the 1991-1992 school year and consideration should be given now to the future of integration efforts in greater Milwaukee; and

WHEREAS, The districts participating in the Settlement Agreement and the Compact should find a vehicle to provide the needed services to the districts beyond the terms of the settlement; therefore, be it

RESOLVED, That the Milwaukee Board of School Directors request that the Compact consider using the money allocated to the Compact for the purpose of providing city and suburban teachers, principals, and administrators with instructional strategies designed to create positive multi-cultural learning environments; and, be it

FURTHER RESOLVED, That the Compact be asked to consider its role in developing a long term housing plan for the metropolitan Milwaukee area; and, be it

FURTHER RESOLVED, That the Milwaukee delegates to the Compact report back to the Board of School Directors the Compact's decisions by November, 1989.

Your Committee recommends that the resolution be adopted with the Resolveds amended as indicated below:

RESOLVED, That the Milwaukee Board of School Directors request the Compact to consider providing city and suburban teachers, principals, and administrators with instructional strategies designed to create positive multi-cultural learning environments; and, be it

FURTHER RESOLVED, That the Milwaukee Metropolitan Fair Housing Council be asked to consider its role in developing a long term housing plan for the metropolitan Milwaukee area; and, be it

FURTHER RESOLVED, That the Milwaukee delegates to the Compact report back to the Board of School Directors the Compact's decisions by November, 1989.

* * * * *

(ITEM 6) The Superintendent advised your Committee that:

1. At its meeting on May 31, 1989 (Proc., pp. 57-58), the Board referred the following resolution, which was introduced by Director Bills to the Instruction and Community Relations Committee:

   WHEREAS, locally as well as nationally, schools are experiencing an increase in racial tension between students, staff and students, and staff; and

   WHEREAS, safety and a positive multi-cultural environment are essential for learning to take place; and

   WHEREAS, new teachers are too often unable to make the transition to successful teachers in urban school systems because of lack of professional support in their first few years; therefore be it

   RESOLVED, that one-half of the 1989-1990 Staff Development budget be allocated to provide support to first and second year teachers, and one-half be allocated to provide staff development in order to create a safe, positive, multi-cultural learning environment in all our schools; and be it

   FURTHER RESOLVED, that a comprehensive Staff Development plan be developed for the entire system for consideration by the Board of School Directors before next year's budget deliberations.

2. The total monies of the Department of Staff Development budget which are available for inservice is approximately S707,500. The Staff Development Academy was created in order to coordinate inservice needs for all employee groups of Milwaukee Public Schools. Consequently, the monies of the Academy are proportioned out to all employee groups based on their respective size and degree of need.

3. During the 1988-1989 school year, the following monies were spent on support for first and second year teachers:

Orientation	$85,936	(another budget)
Course reimbursements	32,545	
Individual assistance	9,570	
Timetable courses	10,800	
Inservice Training Grants	10,353	

   Consequently, during 1988-1989, the Staff Development Academy spent approximately $63,268 on inservice and support for beginning teachers (including those teachers changing assignments).

4. The MPS/University/Community Task Force Teacher Induction Program Committee presented a report to the Board of School Directors in November, 1986. The recommendations from that committee included fiscal implications and supported a formal mentor program. The costs for these recommendations were cut from the budget during budget deliberations in both 1987 and 1988.

5. Planning for the 1989-1990 staff development for beginning teachers includes:
   - An orientation on August 29 at Vincent High School
   - A local school orientation on August 30 under the direction of the principal at the assigned school. Teachers without a school assignment will work with an identified experienced teacher in setting up a classroom.
   - At least three teacher induction inservice credit courses during the first semester covering such topics as teacher expectations, multicultural education, recordkeeping, and parent conferences.
   - Additional courses in classroom management will also be offered.
   - A broadcast during September of a videotape which outlines procedures for beginning of year activities in new classrooms

6. The Teacher Induction Survey has been sent to all teachers who participated in the August and January Beginning Teacher Orientations. This is the fourth year that the survey has been used. A summary of

the 1989 survey will be available in August. However, the summary of the 1988 survey showed a high

level of involvement and a wide variety of responses to the question: "List the local school and district staff development activities in which you have participated during this school year."

7. One of the twenty State of Wisconsin School District Standards requires that "Each school board shall annually establish with school board employees a professional staff development plan designed to meet the needs of individuals or curriculum areas in each school." The multiple approaches to staff development in MPS are designed to meet this state standard.

8. In addition, the following commitments exist for monies from the budget of the Department of Staff Development for the 1989-90 school year:

AODA Grant (Hamilton HS)	$ 4,300
Textbook adoption inservices	2,500
Intern program	98,500
Professional Development Schools	15,000
(an equivalent amount is pledged by UWM)	
Training for bilingual and ESL teachers	10,000
SBM school allotments	100,000
SBM Council training (consultants)	50,000
Training for school safety aides	5,000
Inservice instructors (Timetable courses)	76,000
Consultants for Timetable courses	5,000
Training for Instructional Support Teams	32,000
Administrator training	15,000
Secretarial training	5,000
Parenting Skills training (MATC)	2,000
Total	$442,800

Your Committee recommends:

1. That the recommendations of the Teacher Professionalization Task Force (which is currently deliberating regarding teacher induction)) form the basis of a teacher induction program pilot for the 1989-1990 school year.

2. That a comprehensive staff development plan be compiled based on local school plans and district-wide needs for consideration by the Board of School Directors prior to the 1990-1991 budget deliberations.

Your Committee recommends transmitting the following item to the Board without recommendation:

That the Board consider adding monies to the budget of the Department of Staff Development which are specifically earmarked for teacher induction.

* * * * *

(ITEM 7) The Superintendent advised your Committee that at its meeting on May 31, 1989 (Proc., p. 59) the Board referred the following resolution, which was introduced by Director O'Connell, to the Instruction and Community Relations Committee:

WHEREAS, there is a need to review the effectiveness of the present MPS eligibility policies for interscholastic competition, therefore be it

RESOLVED, that the Board direct Superintendent Peterkin to appoint a task force of school and community representatives to investigate the impact of the present policies and develop a set of recommendations for future MPS eligibility policies.

Your Committee recommends that the Office of Athletics provide a report on the effectiveness of the athletic eligibility policies.

* * * * *

(ITEM 8) The Superintendent advised your Committee that:

1. At its meeting on May 31, 1989 (Proc., pp. 45-46), the Board adopted the following resolution, which was introduced by Director Mallory:

   WHEREAS, A large number of sixth grade students have been moved to the middle schools causing the middle schools to become overcrowded due to the increased student enrollment, and

   WHEREAS, The increased enrollment in select schools, i.e., Edison, Kosciuszko, Steuben, and Walker has placed these schools, in some instances, approximately 100 students over their designated building capacity, and

   WHEREAS, Edison receives a large number of non-attendance area nonblack students who must select an alternate school where they enhance racial balance, schools with available seats where they enhance racial balance are Fulton, Parkman, and Edison (the other alternate school is Steuben which is always over capacity), and

   WHEREAS, Because of the overcrowdedness at Kosciuszko and Edison, the bilingual programs should be evaluated because of space needed, and

   WHEREAS, There will be nine additional exceptional education classes at middle schools for the 1989-1990 school year where additional classrooms will be needed with some middle schools having as many as nine exceptional education classes, and

   WHEREAS, Middle schools need adequate space to implement the middle school concept as it relates to unit size and unit organization where teachers can be grouped together with their unit for interdisciplinary instruction to promote the family concept and minimize student movement, and

   WHEREAS, Middle school age students need space to implement a developmental program in all skill and content areas with opportunities for remediation as well as the integration of intellectual and social skills in the programs, and

   WHEREAS, The middle school organization was first implemented in 1980-1981 and a task force study was done in 1982-83 which emphasized the organization structure; therefore, we need to evaluate all aspects of the middle school program: organization, curriculum, instructional strategies, and learning styles, discipline strategies, measuring student progress, and student transitional adjustment, and student/staff orientation to middle schools to recent research to find out what is working and what needs to be improved; especially as it relates to student achievement; therefore

   BE IT RESOLVED that the administration conduct a comprehensive study of middle schools as to space, structure, curriculum, learning styles, instructional strategies, measuring student progress, student transitional adjustment, discipline strategies and space needs, and evaluation of the bilingual education program in order to assure that we are meeting the developmental needs as well as the academic needs of middle school students: The administration needs to report back to the appropriate committee a short term policy to relieve overcrowdedness at Edison, Walker, Kosciuszko and Steuben for the 1989-1990 school year until a long term policy is established by the sites and building commission to adequately supply the needed space to relieve overcrowdedness in all middle schools.

2. The short term recommendations for the 1989-1990 school year called for in the resolution have been submitted to the Personnel and Negotiations Committee for consideration this month. This

Committee's approval is being requested for the following timeline, which has been developed for the comprehensive study:

June - September	Conduct a review of the literature to establish standards for and exemplary models of effective middle schools.
	Dr. McGriff, Mr. Jasna, Ms. Brown, Mr. Beschta will utilize the resources of the Center for Early Adolescence and the National Middle School Association to identify appropriate assessment instruments, including those that focus on Structure, curriculum, learning styles, instructional strategies, transition, student assessment, classroom management/discipline, and scheduling.
	Examine role responsibilities of learning coordinators and provide revised job descriptions to the Board of School Directors in November.
September	Each Community Superintendent organizes a middle school study committee to serve as a link to the Clark Foundation City Wide Middle School Advisory Council and provide direction to the study of middle schools in the Service Delivery Area (SDA). The committee should include administrators, teachers, parents, and community representatives.
	Establish a City Wide Middle School Advisory Council to include three representatives from each SDA. One of the representatives must be a parent or community representative. This Council will monitor the implementation of the Clark Foundation grant, the Eighth Street Middle School project, and synthesize the result of each SDA study into a comprehensive city wide report to be presented to the Board.
	Clarify the focus of the K-12 Curriculum, Assessment, Bilingual/Multicultural, Educating Black Male Youth and Urban Youth Issues Committees relative to the inclusion of an extensive analysis of the middle grades as part of their responsibility.
September -December	Meet monthly with Community Superintendents, middle school principals, and middle school learning coordinators to secure monthly progress and to reaffirm the vision and challenge.
October 25-27	Members of the City Wide Middle School Advisory Council will attend the 16th Annual Conference of the National Middle School Association.
November	Provide the Board with a critique of the November 1983 study of middle schools, Welcome to MPS Middle Schools, and the Clark Foundation proposal to identify programmatic areas that are being implemented, recommendations that were proposed but not implemented, and characteristics of effective middle schools that have not been studied.
	Provide Board of School Directors with revised job descriptions.
January	The City Wide Middle School Advisory Council presents middle school study to the Board of School Directors.
February - June	Conduct space capacity study based on restructured educational program and programmatic standards for middle schools.

Your Committee recommends approval of the timeline as outlined in Number 2 above.

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(ITEM 9) Your Committee reports having received informational reports from the Superintendent on the following matters; these reports have been made a part of the minutes of your Committee's meeting of June 14, 1989:

A. Midwest Talent Search: 1988-1989 MPS Middle School Students' SAT Scores of 1000 or Higher

B. Morse Middle School Participation in the Science Olympiad

C. Athletic Teams in State Meets

D. Report Regarding Efforts to Combat Drug and Alcohol Abuse

E. 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
g) Report Regarding Decreased Attendance in Middle and High Schools

REPORT NO. 2

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. 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. Since the plan was prepared during the transitional period of reorganization, this update, also prepared prior to implementation of the restructured organization, reflects the status of those commitments made in the initial plan document.

3. While there are no new initiatives being reported in this update, the plan will undergo significant changes during the coming year when it will be made a part of the school district's comprehensive strategic planning process now under development.

4. The school district is required to submit the updated Five-Year Plan to the Department of Public Instruction by July 15th of each year. It is requested, therefore, that the updated plan dated July 15, 1989 be approved for submittal to the Department of Public Instruction by that date.

The Superintendent recommended that the annual update of the Five-Year Plan required under the Settlement Agreement be approved for submittal to the Department of Public Instruction by July 15, 1989.

Your Committee transmits this item to the Board without recommendation.

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(ITEM 2) The Superintendent advised your Committee that:

1. A K-12 Curriculum Steering Committee composed of sixty-four people was empaneled in accordance with the Board of School Directors' mandate of January, 1989. The members of the committee were

selected to represent key constituencies, including teachers, building administrators, community representatives, higher education personnel, Department of Public Instruction and central office staff representing Exceptional Education, Vocational and Alternative Education, and Curriculum and Instruction. In addition, other factors were considered for membership, such as racial/ethnic background, gender, grade level, area of the city and type of school. This broad based representation is reflective of the collaborative efforts needed for developing curriculum philosophy and to guide the future of curriculum development in Milwaukee Public Schools (MPS).

2. The first meeting of the K-12 Curriculum Steering Committee was held on February 28, 1989. The charge to the committee was as follows: assess curriculum, develop philosophy, identify goals, specify a model for curriculum development, outline a step-by-step curriculum development plan, identify a time-line for subsequent curriculum development and prepare a plan which represented administrators, community/higher education and teachers. Each subcommittee met extensively over several months to prepare their reports. This report represents a compilation of ideas and recommendations from each report with the understanding that the K-12 Curriculum Committee will be ongoing. A copy of the report has been made a part of the minutes of your Committee's meeting of June 19, 1989.

3. The report offers a new educational metaphor, that of teacher as guide, student as explorer to orient the curriculum development process. Guides in the wilderness are familiar with the terrain and skills of survival and exploration, but they work as collaborators with explorers, not as all-knowing leaders. Explorers and guides may work in pairs or teams. The guide is intimately familiar with the land (as a teacher thoroughly knows the curriculum), though the team inevitably meets unforeseen circumstances and ever-changing conditions. At times the two may enter more uncharted territory, relying on time-honored tools (the compass, e.g.), skills, and prior experience to make their way -- much like teachers and students in a rapidly changing world. Explorers eventually acquire the knowledge the guides have and become self-sufficient in their new world.

4. The process of curriculum development must be seen to be as important as the product in order to gain teacher ownership of, and commitment to, that curriculum. Furthermore, the curriculum cannot be viewed as a static document. Rather, it must be treated as a living curriculum responsive to changes in student needs as well as needs of the community. Once the Board of School Directors has approved those portions of the report deemed appropriate, a merged group of the K-12 Curriculum Committee will be convened to continue this ongoing process.

Your Committee recommends that:

1. The Board accept the report of the K-12 Curriculum Steering Committee and that a parent sub-committee be created to be chaired by a parent.

2. The Board extend its appreciation to the members of the Committee for their efforts.

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(ITEM 3) The Superintendent advised your Committee that:

1. The legislation mandating programs for Children At Risk uses a narrow definition which focuses attention on children who have already fallen behind expectations for success in school. Traditional programs have featured intervention through push out/pull out options and alternatives. The aim has been to change the child.

2. An effective program in this modern, urban society must be very different. The program described in the Report of The Urban Youth Task Force focuses on the pressures which put most of our children at risk of school failure at some point in their lives. It calls for deep reaching, effective changes in MPS's instructional programs to assure that urban children are successful in school. This report, which has

been sent to Board members under separate cover, and which has been made a part of the minutes of your Committee's meeting of June 19, 1989, outlines the following steps to achieve these changes:

a. Develop a community-wide mindset that the child must be at the focus of a comprehensive array of programs and activities. The nature of that concept is conveyed in the MPS Model for Urban Youth Education.

b. A clearly defined set of criteria must be used to guide program development and evaluation. These are outlined in the Non-Negotiable Principles.

c. An ongoing structure for developing the district's efforts needs to be established to ensure that needs, plans, and assessment are based on input from a broadly-based constituency. The composition and mission of the Urban Youth Council assure ongoing direction and continuity.

d. Short-term and long-term recommendations are based upon existing programs and activities and perceived needs drawn from the reshaped view of urban youth education. The recommendations of this report provide a current vision of needed reforms.

3. The process of basic change, such as that recommended in this report, cannot be completed overnight. The issues are many and extremely complex. While the vision places great importance on early childhood education and success, it does not abandon those students who have already fallen behind at the upper grades. While the notion of local ownership and accountability is seen as a key in the success of students, it recognizes that some students face crisis and chronic needs that go beyond what the local school can provide. While certain concepts have been explored and recommended (e.g., parent/child learning, extended day programs, progressive-steps disciplinary actions, etc.), it is recognized that many variations and combination of these models are possible and should be encouraged on a pilot basis.

4. This report represents a first step in the process of change. Its ultimate success will depend upon the support of the Urban Youth Council in stimulating and guiding its progress and upon the willingness of all to support those changes and to get involved in a community-wide effort that recognizes both the pressures and the potential that characterize urban youth.

Your Committee recommends that:

1. The Board accept the report of the Urban Youth Task Force.

2. The Board extend its appreciation to the members of the Task Force for their efforts.

(ITEM 4) The Superintendent advised your Committee that:

1. At its meeting on January 4, 1989 (Proc., pp. 611-613; 617), and in response to a resolution by Director Bills regarding multiple choice tests, the Board established a task force on testing to review mandated testing in the district and make recommendations about both the relationships between curriculum development and assessment and the use of alternative measures of performance.

2. The Task Force reviewed current literature and consulted with national leaders, beginning with an examination of the common purposes or functions of assessment. The task force examined both issues of nation-wide concern and issues arising out of current testing practices in the district. Obviously, the scope of the examination was limited by time and resources. However, the task force believes that the following represent problems both for this district and for districts around the United States:

Most district-mandated testing fails to measure meaningful knowledge and competence

- When mandated testing is not "authentic" (i.e., does not call forth demonstrations of meaningful performance in context), it tends to corrupt or distort the curriculum

- The types of mandated testing in place in the district (i.e., for the most part norm-referenced standardized tests) contribute to inequity in educational opportunity

-- First of all through the potential for cultural bias, resulting in the misrepresentation of the abilities and achievements of minority students

-- And then through the impact of tracking on the quality of education experienced by different groups of students

- Information gained from district-mandated testing is rarely used to assist teachers to provide better instruction or to improve education for students

- District-mandated testing, especially in the primary grades, is frequently inappropriate for the developmental capabilities of the children assessed

- District-mandated testing often relies on a single indicator or score of a student's achievement, and therefore provides only a limited picture of a child's abilities

- District-mandated testing fails to offer useful information for parents and even misleads parents regarding their children's progress and/or placement

- District-mandated testing relies too heavily on norm-referenced measures, that provide no information about the nature of the learning tasks on which students succeed or fail

- District-mandated testing, especially in the case of norm referenced tests purchased from vendors, reduces the ability of teachers and parents in the district to have input into the goals of the curriculum

3. The full report which has been sent to Board members under separate cover, and has been made a part of the minutes of your Committee's meeting of June 19, 1989, discusses in detail these issues and their relationship to the functions of assessment. The recommendations the task force is making to the Board call for a significant commitment; the task force believes that such a commitment is necessary to accomplish the goal of ensuring that every school is effective for every child in the Milwaukee Public Schools.

Your Committee recommends that:

1. The Board accept the report of the Assessment Task Force.

2. The Board extend its appreciation to the members of the Task Force for their efforts.

* * * * *

(ITEM 5) The Superintendent advised your Committee that:

1. A Counselor Task Force was convened in Spring, 1988, to begin the process of analyzing and revising the role of the guidance counselor in the Milwaukee Public Schools. A draft was presented to the administration in February, 1989. The Department of Guidance and Career Education was then asked to reconvene the task force or a committee from within that structure to procure additional input from school administrators and teachers, parents, and the Guidance and Career Education Advisory Committee. Input from these and other sources was then considered prior to preparing the final document. The task force feedback convened with Dr. McGriff in May to present the document and incorporate feedback which she might provide.

Counselor Role and Mission Report

2. The report includes (l) a mission statement, (2) a chart showing the role of the counselor in the educational team, (3) recommendations, (4) Appendix A: Recommendations from the Final Report of the Commission on Precollege Guidance and Counseling, College Entrance Examination Board, (5)

Appendix B: Representative Comments to this Document, and (6) Appendix C: Comparison of Counseling Ratios.

3. The American School Counselor Association recommends 1 counselor per 100 (minimum) to 300 (maximum) students in grades R-12. While ratios in other urban districts have achieved or moved closer to that goal (Appendix C), the Milwaukee Public Schools has maintained a ratio of 1:425 at the high school level, 1:500 at the middle school level, and 1:15,000 at the elementary school level.

Recommendations of the Counselor Task Force

4. The report recommends that, as a district, MPS should establish by September, 1990, an objective of no less than 75% of counselor time being spent in direct student, parent, staff and/or community contact consistent with the role of the counselor.

   To achieve the above recommendation, the Department of Guidance and Career Education shall convene a task force composed of representatives from elementary, middle and high school counselors and principals to plan an inservice program. During this inservice, principals and counselors will develop creative ways of providing guidance and counseling programs and services that are responsive to the needs of our urban student population and consistent with Site Based Management. Efforts shall be made to schedule the inservice at times when pupil contact hours are not lost.

   Principals, teachers, parents, community representatives and counselors concur that counselor to student ratios should be reduced. The following ratios are recommended: 1 counselor to 250 students in high school; 1 counselor to 300 students in middle school; and initially, 1 counselor for every 1,000 elementary students. These ratios are consistent with the movement in many large school districts to reduce counselor:student ratios.

5. The report of the Counselor Task Force recommends that additional secretaries and/or aides be hired and allocated to schools to assist Guidance departments in the performance of clerical guidance tasks.

Proposal for Elementary School Counselor Policy and Five Year Phase in Plan

6. The Guidance and Career Education Advisory Committee recommends that the Milwaukee Public Schools Board of School Directors adopt an Elementary School Counselor Policy establishing a system-wide ratio of one counselor to two elementary schools. The counselors would be phased in over a five year period to realistically build the financial and personnel resources this policy demands.

Summary of Important Issues

7. The need for counseling and career education with our youth today is indisputable on many fronts--in the media, parent organizations, business and industry, educational organizations, urban issues research, etc. Support for recommending that immediate action be taken to increase MPS Task Forces and Advisory Committees, who are working on a variety of current school issues, have identified the need for more counseling services as a high priority. They also recommend that this need be immediately addressed. A common thread running through the thinking of these groups is the wisdom of an Early Prevention Focus. They believe, as we do, that it is wise to work with elementary school children to prevent problems in personal and social development that become more complex and critical in adolescents if not resolved.

   The need for counseling students is highlighted in a particular way in student problem areas and suspensions. The data on suspensions from September to December, 1988, shows that the grand total of 105 MPS elementary schools had 825 suspensions within four months. Here, working with an Early Prevention Focus makes sound child development sense.

Recommendation: Immediate Action on Budgeting for 1989-1990

8. The Guidance and Career Education Advisory Committee recommends that the Milwaukee Public Schools Board of School Directors approve adding eight elementary School counselors and budget their salaries and fringe benefits. The current 1988-1989 school year had three counselors in the MPS

budget. The additional eight counselors would serve the 13 elementary schools who are slated to lose

their counselors in the 1989-1990 school year, plus the remaining two schools in zip code areas 04 and 06 who have no counselors. This is based on the present configuration of elementary school counselors which is:

Three counselors' salaries are paid by the MPS budget. Four counselors' salaries are from the federal "Dropout Prevention" competitive grant.

Five Year Phase In Plan Adding eight counselors in 1989-90 would be the first step of the five year phase in plan to achieve the policy goal of one counselor to two elementary schools.

For the 1990-1991 budget, the Guidance and Career Education Advisory Committee will present the Milwaukee Public Schools Board of School Directors with a recommendation for the next step in implementing the policy of one counselor to two elementary schools, highlighting an equitable distribution of elementary school counselors in the six service areas.

Proposal for Master Counselors in Service Delivery Areas

9. The MPS Guidance and Career Education Advisory Committee recommends that the Milwaukee Public Schools Board of Directors consider approving the position of Master Counselor for each Service Delivery Area. It is important at this time of organizing areas to bring this matter to your attention so that the Master Counselor position can be incorporated into the over-all plan and budget. With six service delivery areas, salaries would need to be budgeted for the six positions as these areas make plans and draw up budgets for the 1989-1990 school year.

Your Committee recommends that:

1. The Board accept the report on counseling.

2. The Board extend its appreciation to the members of the Committee for their efforts.

Separate consideration having been requested of Items 5, 6, and 7 of Report 1 and Item 1 of Report 2, the remainder of the reports were adopted, the vote being as follows:

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

Voting "Present"—Director Stacy—1.

Item 5 of Report #1, relating to the housing plan of the Settlement Agreement, having been set aside for separate consideration, Director Bills moved adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—Director Pajewski—1.

Temporarily absent—Director O’Neil—1.

Item 6 of Report #1, relating to adding monies the the budget of the Department of Staff Development, having been set aside for separate consideration, Director Johnson moved adoption of the report.

Director Stacy moved an amendment to adopt recommendations 1 and 2 of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Director Mallory—1.

Item 7 of Report #1, relating to athletic eligibility policies, having been set aside for separate consideration, Director O'Connell moved the original resolve of the resolution and the establishment of a task force to study the implications of current athletic eligibility policies.

Director Stacy moved a substitute to adopt the committee recommendation.

The substitute motion prevailed, the vote being as follows:

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

Noes—None.

Item 1 of Report #2, relating to the annual update of the Five-Year Plan required under the Settlement Agreement, having been set aside for separate consideration, Director Stacy moved adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Temporarily absent—Director Mallory—1.

COMMITTEE ON FINANCE AND FACILITIES

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM 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:

TIPPECANOE SCHOOL - 357 East Howard Avenue
KITCHEN-WEAR, INC.; Interior Modifications, as per base bid ..... $ 11,400
TRENKO ELECTRIC, INC.; Electrical, as per base bid 19,349

HAWTHORNE GLEN - 1130 North 60th Street
KONS SADOWNIKOW d/b/a WEST BEND/AMERICAN BUILDING SYSTEMS;
Installation of Post Frame Building, as per base bid 23,400

THOREAU ELEMENTARY SCHOOL - 7878 North 60th Street

Division
1. WILLIAM SACKERSON CONSTRUCTION CO., INC.;
General Construction Work, as per base bid 135,728
2. KURTH-CONWAY PLUMBING CORP.; Plumbing Work, as per base bid 28,950
3. BABCOCK MECHANICAL COMPANIES, INC.; Mechanical Work,
as per base bid..... 12,742
4. STOIBER ELECTRIC CO., INC.; Electrical Work, as per base bid 39,700

SOLOMON JUNEAU HIGH SCHOOL - 6415 West Mt. Vernon Avenue
NORTHWESTERN ELEVATOR CO., INC.;
Elevator Modifications, as per base bid 69,823

STEUBEN MIDDLE SCHOOL - 2360 North 52nd Street
NORTHWESTERN ELEVATOR CO., INC.;
Elevator Modifications, as per base bid 87,869

FRATNEY SCHOOL - 3255 North Fratney Street
WISCONSIN RESTORATION INC.; Roofing Work, as per base bid 39,400

CLEMENT AVENUE SCHOOL - 3666 South Clement Avenue
SELECT SOUND SERVICE, INC.; Installation of Public Address System,
as per base bid 14,113

SAMUEL CLEMENS SCHOOL - 4229 North 36th Street
SELECT SOUND SERVICE, INC.; Installation of Public Address System,
as per base bid 12,255

FIFTY-THIRD STREET SCHOOL - 3618 North 53rd Street
CREMER ENGINEERING Co., INC.; Installation of Public Address System,
as per base bid 12,711

SHOLES MIDDLE SCHOOL - 4965 South 20th Street
MICHAEL T. ROBINSON & ASSOC., INC.; Asbestos Removal 249,786
VER HALEN, INC.; Acoustical Treatment, as per base bid 35,086

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(ITEM 2) Your Committee recommends that a contract be, and it hereby is, awarded as follows, based upon proposals received pursuant to advertisement and specifications on file, for furnishing and delivering approximately 180 tons of coal to buildings under the Board's jurisdiction, as required during the period from September 1, 1989, to August 31, 1990:

SCHNEIDER FUEL & SUPPLY CO.; 180 Tons Bituminous Stoker Screenings ..... $ 16,048.80

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(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:

STACK & STORE SYSTEMS; 1 Narrow Aisle Fork Lift Truck ..... $ 27,800.00

H. R. TEUTEBERG & ASSOCIATES; 2,500,000 Sheets Computer Paper, Continuous Stock 15,475.00

ROSEN NISSAN/SUZUKI, INC.; 1 - 4 x 4 Truck 14,283.00

LESLIE PAPER CO.
32,000 Reams Duplicator Paper 79,936.00*
19,000 Reams Mimeograph Paper (white) 23,161.00*
Mimeograph Paper (colored) 27,740.00*
* less 2% cash discount - 20 days

UNIVERSAL PAPER; 31,800 Reams Xerocopy Paper ..... 81,262.20, less 2% cash discount - 20 days

WINKLER OFFICE EQUIPMENT; 6,000 Reams Manuscript Paper 6,864.00

COPY DUPLICATING PRODUCTS; 35 Digital Duplicators 202,580.00

FULL COMPASS SYSTEMS; 74 Speakers w/Brackets - Language Laboratory System 8,880.00

BADGER SYSTEMS; 37 Language Lab Audio Cassette Recorders/Players - Language Laboratory System 15,170.00
less 1/2% cash discount - 20 days

ACCESS AND SECURITY CONTROLS, INC.; 15 Computer Security Cards 11,655.00

HI-LITER GRAPHICS, INC.; Printing of INFO #56 ..... 15,773.00

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

COMPUTER CURRICULUM CORPORATION; Chapter I Computer Learning Network Expansion (Hardware and Software) $585,247.00

KITCHEN-WEAR, INC.; Kitchen Equipment (Tippecanoe School) 26,683.00

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

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	ESTIMATED VALUE	GIFT/PURPOSE
All High Schools	Milwaukee Young Lawyers Assn.	$ 1,000.00	State Statutes, school reference books
Bay View	vonBriesen	0.00	6 copies of Wisconsin

Purtell, S.C. Statutes for 1983-84

Bay View	School Funds	214.39	Thunder Scan MSlOOl
Burroughs	School Funds	835.00	Video recorder/player with tuner/timer, TV color receiver and cart
Custer	P.T.S.A.	400.00	Drug program material
	Family Social and Psychotherapy Services	7,500.00	Wang computer system
Doerfler	P.T.O.	283.19	Games and flash cards
	P.T.O.	208.00	Two Supreme folding mats
	P.T.O.	263.15	Kindergarten learning games
	P.T.O.	609.15	Books and posters for International Studies program
88th	P.T.A.	1,284.00	Money toward Xerox machine and for programs
	P.T.A.	261.00	Reading resource books and balloon launch
	P.T.A.	538.00	Money toward murals and for field trips
Elm	Marquette Electronics	125.00	Zoological Garden Gallery opening
Exceptional Education D.H.H. Program	Sussex Lions Club	1,100.00	Two - Tactaid II Vibro-tactile Speech Aids
55th	P.T.A.	$ 430.00	Toward the purchase of a computer
	P.T.A.	1,608.00	Field trips, $50 for each classroom and Festival Hispanico expenses
	P.T.A.	444.00	Toward the purchase of a computer and symphony tickets
	P.T.A.	569.62	Camera for students and book certificates for students
	P.T.A.	544.25	Programs and field trips

Grant	P.T.O.	2,065.00	Computer enrichment
Hamilton	P.D.Q. Foods	950.00	Used grocery store shelving 20'x6'
Hartford	P.T.A.	250.00	Classroom math materials, story books for grade 1 and 2 classrooms
	P.T.A.	800.00	Encyclopedia set, dictionaries, microwave for teachers' lounge.
	P.T.A.	433.00	Spanish teaching materials, paperback copies of classics
Hartford	P.T.A.	2,850.00	New books, replacement risers for school auditorium
Juneau	School Funds	399.00	Wooden tea cart
	UAW Local 1866	100.00	13 books (history of unions
King	Milwaukee Board of Realtors Youth Foundation, Inc.	1,000.00	Transportation for students' participation in National Tournament of Academic Excellence
Lee	P.T.O.	500.00	Treat students for various awards for the end of the school year
Lincoln Avenue	P.T.O.	$ 1,254.37	Paperback books and software
	P.T.O.	1,165.00	Field trips
Lloyd	Kathy Brumder	70.00	Framed print
Longfellow	P.T.A.	1,685.00	Model 425LM 25" laminator
McNair	P.T.A.	500.00	Educational enrichment
Morse	Wisconsin Bell	1,500.00	VCR and cart model HRD3204, RCA TV model F20595BH
	P.T.O.	776.00	Newberry award literature books

Morse	School Funds	472.35	Badge-A-Matic #1701, 3 piece badge set, plastic covers
	Allan Stawicki	262.01	VT3000A Hitachi video recorder
Muir	School Funds	2,284.00	2 trophy cases. 2 cornice lights
Pulaski	Mark Widmann	1,500.00	Ice maker
	School Funds	260.00	6" block letters, "What you believe, you can achieve"
65th	P.T.A.	555.00	Furniture for teachers' lounge, globe/atlas-U.S.-World for library
	Elizabeth Eibl	20.00	Autographed book by Fleischman/Newberry
	P.T.A.	200.00	Reading is Fundamental donation
Stuart	P.T.C.	600.00	Musical instruments
38th	Margaret Stalheim	250.00	Percussion concert
35th	Senator Herb Kohl	754.50	50 basketball tickets
Thoreau	P.T.C.	135.00	2 Super Serial Cards
	P.T.C.	2,030.00	2 Apple IIe color computers
Townsend	School Funds	2,304.00	2 Apple IIe 128K color system micro-computers. color monitor, disk drive with controller. 2 security-wraps, 2 carts, 2 outlet strips
School Funds		3,615.01	MITA DC-2585 copier. stand, toner/cart, block sorter - 20 bin, developer block, red developer, red toner. green developer, green toner
27th	P.T.A.	357.00	Color TV Model D2500W
	P.T.A.	248.20	2 TV carts. 1 portable microphone and adjustable stand

Walker	Sunrise Rotary Club	500.00	International Studies field trip scholarship
	School Funds	499.94	2" letter electronic message sign
Washington	Harley Davidson, Inc.	1,750.00	Trust for computer specialty
Zablocki	P.T.O.	1,300.00	Camcorder, case. batter

EXTENSION FUND

Division of Municipal Recreation and Community Education	Prudential Foundation	800.00	Electronic Scoreboard for Beulah Brinton Community Center
	TOTAL	$ 55,211.13	

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 May 31, 1989 (Proc., p. 57), the Board received a communication from Mr. John Mackett, Associate Pastor of Elmbrook Church, requesting permission to obtain a permit for the use of the Ninety-fifth Street School auditorium for worship services on Sunday mornings.

2. Since school facilities are not normally used for school activities on Sundays and the Principal of Ninety-fifth Street School is aware of this request, there appears to be no conflict in the usage of the building.

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 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 May 31, 1989 (Proc., p. 57), the Board received a communication from Pastor Roy B. Nabors of the Community Baptist Church of Greater Milwaukee requesting the use of the Washington High

School auditorium for a family day of worship. This special day of religious service is to promote family solidarity and family values.

2. Pastor Nabors stated that the event will be free and open to any interested persons wishing to attend 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.

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

1. On May 31, 1989 (Proc., p. 57), the Board received a communication from the Order of Eastern Star requesting the use of the Gaenslen School auditorium for a program of gospel music.

2. The Program Chairperson stated that there would be an admission charge to attend the event with the proceeds to be used for educational assistance to deserving college-bound students.

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 or the Rules would be required to approve such requests. The Board has previously granted such permission to religious groups.

5. The Principal of the school has been informed of this request and stated that there would be no conflict involved in the performance being scheduled.

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 Secretary-Business Manager advised your Committee that:

1. On May 31, 1989 (Proc., p. 57), the Board received a letter from Mr. Lovell Johnson, Pastor of St. Mark A. M. E. Church, requesting the use of Custer High School for a religious program and service.

2. The event is scheduled for a Sunday afternoon which would not interfere with normal school activities.

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 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 May 31, 1989 (Proc., p. 57), the Board received a communication from the Milwaukee Building & Construction Trades Council relative to a change in the wage rate for a skilled tradesman.

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 in 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 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 change in wage rate for the skilled tradesman, as described in the above-mentioned communication, be approved.

* * * * *

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

1. The Compact for Educational Opportunity (created under the Settlement Agreement) has completed an Inter-District Integration Program Transportation Study; the report has been sent to Board members under separate cover.

2. The study recommends possible changes in student transportation policy and procedures.

Your Committee recommends that the study be received and that it be referred to the administration for use in planning to meet future transportation needs.

* * * * *

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

1. At its meeting of August 31, 1988 (Proc., pp. 374-375; 382), the Board authorized renovation planning for additions and alterations at Brown Street School on fast-track basis. Construction is currently proceeding on schedule for opening in September, 1989.

2. At its meeting of January 4, 1989 (Proc., pp. 627-628), the Board authorized purchase of a triangular parcel on the northeast corner of the site from Milwaukee County at a cost of $10,500.

3. At its meeting of March 22, 1989 (Proc., pp. 847-848), the Board approved a land use agreement with the Milwaukee County Parks Department for use of Johnson's Park for playground purposes for the Brown Street School. Since that time, numerous discussions with the county staff have been held relative to concerns raised by the local supervisors. The concerns related to the safety of the children, the cost of a proposed pedestrian bridge to be constructed, and the utilization of the property to the north of the school currently leased to the Roots 'n' Shoots program.

   As a result of these meetings, an agreement has been reached with the Roots 'n' Shoots program and the Parks Department. The agreement would allow the district to acquire a portion of the Roots 'n' Shoots area in exchange for improvements to the remaining garden area. Funds for these improvements are available in the site development funds already budgeted for the project. This agreement will permit the playground to be contiguous to the building and alleviate safety concerns.

4. The estimated cost for the acquisition is $25,000. This estimate is based on the cost for the parcel acquired in January and similar sale prices of land immediately adjacent. Funds for the acquisition are available in the 1989-90 Construction Fund and will need to be reallocated to a site acquisition account.

Your Committee recommends that authorization be given to the City Real Estate Agent to acquire the property generally bounded by 20th Street, 21st Street, the centerline of Lloyd Street and the southern alley in the most expeditious manner possible at a cost not to exceed $25,000.

* * * * *

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

1. South Division High School's <u>The</u> <u>Vision</u> project includes the installation of a minicomputer linked with terminals, microcomputers and the MPS central computer. The administration solicited proposals from major educational computing firms. Three firms responded to all sections of the request for proposal (RFP-0148).

2. This project is the most complex site-based project undertaken at MPS, and will require an extensive multi-year commitment in time and effort by the staff at South Division.

3. The request for proposal incorporates new technology in the areas of hardware, software, and interconnection of mainframe computers, minicomputers and microcomputers. The specific configuration required by South Division has not been installed at any other high school in the United States and therefore is not available for demonstration in an actual educational environment at this time.

4. The proposed offered by IBM Corporation had the lowest cost of the three complete proposals, $443,553. In addition, IBM has offered to enter into a partnership agreement with MPS, which includes a two-year loan of the minicomputer hardware, software, and terminals. This partnership would defer $218,210 of the proposal cost until July, 1991. The initial cost to MPS would be $225,343 for the microcomputer and network components of the proposal.

5. The unique and complex nature of this project has raised issues not addressed in the responses to the request for proposal regarding performance criteria, acceptance periods and impact on the central mainframe computer. These issues need to be clarified in negotiations prior to the final award of a contract.

Your Committee transmits the following recommendation to the Board without recommendation:

That the administration be authorized to award a contract to the IBM Corporation subject to successful completion of contract negotiations.

* * * * *

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

1. The recommendations contained in the "Superintendent's Committee to Increase the School System's Efficiency and Responsiveness Report" were presented in April 1988, to the School Board. The recommendations contained in this report were assimilated in the Superintendent's "Transitional Advisory Committee Data Base Subcommittee's Report." Both reports reveal the need to perform an assessment and prepare a multi-year strategic information needs and delivery plan encompassing some academic and administrative areas.

2. In March, 1989, the School Board approved a transfer of funds for systems development to provide funding to study the district's administrative and school site automation needs.

3. Proposals were solicited from major consulting firms capable of performing such a study. Five firms responded to the Request for Proposal (RFP).

4. The RFP review committee consisted of Frederick Carr, Gerald Chrisman, Janie Hatton, Robert Jasna, Albin Kaczmarek, Spence Korte, Jack Marcussen, and John Sullivan. The committee evaluated the five firms on the following basis:

   a. Relevant background of partners in educational administration.

   b. Amount of principal or partner time proposed for this project as a percentage of all hours.

   c. Relevant large city school projects of a non-financial emphasis.

5. The firm more closely matching Milwaukee Public Schools objectives for this study is Kerry Consulting Group from Claremont, California for a contract fee of $99,800.

Your Committee recommends that a contract be awarded to Kerry Consulting Group to review the Information Systems Division and other areas for $99,800.

* * * * *

(ITEM 15) The Superintendent advised your Committee that:

1. At its meeting of April 20, 1989 (Proc., pp. 988-993) the Board authorized the Administration to enter into lease agreements for various sites. Contained within the pertinent facts relative to the outpost programs were South Division and Washington High School which were receiving space at no cost to the school system located at SER Jobs For Progress and A. 0. Smith Training Center respectively.

2. The Administration has recently been notified that both sites will no longer be available for use for the 1989-90 school year. As of this date, no replacement locations have been found for these operations, but the local staffs are considering several locations. Authorization is needed at this time to permit the staffs to enter into agreements at the new locations. The anticipated rental, although unknown at this point, will be similar to that of the other leases. The Administration will bring the lease agreements back to the Board at a later date for approval and funding.

Your Committee recommends that:

1. The administration be authorized to pursue agreements for new locations for the South Division and Washington outpost programs.

2. The City Real Estate Agent be authorized to negotiate lease agreements upon selection of the new sites with these agreements to be brought to the Board for approval.

* * * * *

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

1. Wisconsin Bell received approval from the Public Service Commission of Wisconsin to revise its rate schedule for Private Line Service. This pricing revision effective January 1, 1990, results in significant line cost increases to several of our lines.

2. Sixty-six of our MPS sites utilize Private Lines for security systems connected to alarm companies. Current yearly costs for these lines is $22,139.04. This will increase 94% to $42,898.80 as of January 1, 1990.

3. Milwaukee Public Schools currently has contracts in place with Central Control and Honeywell to monitor alarm equipment. The existing control equipment leased from these companies has very little flexibility.

4. Upgrading the existing control equipment will allow us to eliminate all dedicated alarm lines by integrating the security equipment into existing voice grade lines. Cost of installing new equipment is $72,680 which includes $65,000 for hardware and $6,600 for installation and $1,080 for first year of maintenance.

5. Eliminating the dedicated lines will save $3,575 per month providing a payback on the original investment in 21 months.

6. The new equipment will offer several other benefits:

    - Remote access from the alarm monitoring company to test equipment.
    - Transfer of passwords from one site to another as staffing requirements vary or emergencies are encountered.
    - Creation of multiple security zones in a building to limit access in one area while allowing access in another.
    - On-site change of closing time eliminating the need to call the alarm company in the event of after hours activities.

Your Committee recommends that $72,680 be transferred from the Contingent Fund to the appropriate account in the Plant Operation budget.

* * * * *

(ITEM 17) The Superintendent advised your Committee that:

1. At its meeting of August 27, 1986 (Proc., pp. 282-283),the Board authorized the lease/purchase agreement for the former Clairmont truck terminal property at a cost of $250,000. This property was purchased to provide for expansion of the Transportation specialty at the school. The property currently is being utilized for vehicle storage and as a driving range for the Transportation specialty.

2. The district has been notified in writing by the building inspector of certain violations of the building code that must be corrected within thirty (30) days. These modifications include boarding up and painting the building, tuckpointing the terminal building, and other minor items. The cost to comply

with these violations is $23,000. Funds currently do not exist within the code compliance account to

utilize for these modifications. It should be noted that given the condition of the buildings, future citations at this location in equal or greater amounts are quite possible.

3. At the December, 14, 1988, meeting of the Instruction and Community Relations Committee, a proposal to expand the specialty through the creation of a warehousing strand was presented. This proposal included a four-year renovation of existing buildings at a cost of about $1.2 million. At its meeting of January 4, 1989, (Proc., pp. 609-610) the Board took action to report that hearing was given relative to this matter. A motion to proceed with the first phase of construction as proposed by the advisory group was not approved.

4. The Board has a number of options relative to this matter:

   a. Authorization can be given to transfer the funds to comply with the citation at a cost of $23,000 and deal with possible future code compliance at that time.

   b. Authorization can be given to remove the buildings at a cost of about $200,000 (including asbestos removal) and budget for a new facility at a later date. The estimated cost for the new building is approximately $1.7 million.

   c. Authorization can be given to transfer the funds to comply with the citation at a cost of $23,000 and commit to a renovation of the existing buildings at a cost of $1.2 million.

   The option to be selected should be made with both short and long-term ramifications considered. It is likely that funds for any major work on the buildings - either replacement or renovation - will not exist until the 1991-1992 Construction Fund budget at the earliest. This is due to commitments already made on other projects. A direction from the Board will be needed to plan for future projects to be included in the Construction Fund.

5. Regardless of the option selected, a transfer of funds will be required since immediate action on these items will be needed.

The Superintendent recommended that $23,000 be transferred from the Contingent Fund to the Code Compliance account within the Plant Improvement budget.

Motions to deal with this matter having failed due to tie votes, the matter is transmitted to the Board without recommendation.

* * * * *

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

1. The approved 1988-1989 Food Services Office budget includes $2,065 to purchase a replacement copy machine. With a change in models by the manufacturer combined with inflation, a comparable model with collator is now approximately $3,755, a budget shortage of $1,690.

2. Sufficient funds exist in other Food Services office budget accounts to cover the increased cost of the replacement copier.

Your Committee recommends that $1,000 be transferred from the Food Services Office Purchased Services Account and $700 be transferred from the Car Allowance Account to the Replacement Equipment Account to purchase the copier with collator.

* * * * *

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

1. At the suggestion of members of the Board, Ms. Janice Jackson, Coordinator of School Based Management, attended a conference on School Based Management on May 10-14, 1989, in Washington, DC. Expenses for the conference were $509.18.

2. Funds are not available in the Superintendent's Travel Account to cover the cost of the staff member attending the conference.

Your Committee recommends that $509.18 be transferred from the Board of School Directors Travel Account to the Superintendent's Travel Account to cover the cost of the conference.

* * * * *

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

1. Funds for the purchase of reading and other Board-adopted texts have been included in the 1989-1990 budget. Due to good management practices on the part of staff, a sufficient -surplus exists in this year's budget to allow these texts to be purchased prior to the end of the fiscal year.

2. In order to provide telephone service for the service delivery area offices approximately $62,000 will be needed.

3. In their previous reports to the Board, the Superintendent and Secretary-Business Manager reported that there would be an estimated surplus in this year's budget of approximately $4 million. While final expenditure reports are not yet available, it now appears that the surplus will be at least $6 million, and may be even higher.

4. Purchase out of the Current budget will increase our state aids for next year, since the aid is calculated not on the basis of the amount budgeted, but on the basis of the amount actually spent.

Your Committee recommends that authorization be granted to expend $1.7 million for the purchase of Board-adopted texts and $62,000 for telephone service for the service delivery area offices from the 1988-1989 budget.

* * * * *

(ITEM 21) The Secretary-Business Manager advised your Committee that:

1. A formal offer by M.M.S.D. to acquire certain temporary and permanent property rights on the parcel of land known as Tax Key # 280-9971-110. Said parcel is located on a portion of the Gaenslen School Grounds.

2. The offering price (just compensation) consists of $4,200 for the acquisition of 0.85 acres of permanent sub-surface tunnel easement, and 0.52 acres of temporary construction easement. This offer is based on the appraisal prepared by Mr. Walter H. Spiegel, M.A.I., A.S.A., dated March 29, 1989.

3. The determination of just compensation: (l) is based on the fair market value of the property; (2) is not less than the approved appraised value of the property; and (3) disregards any decrease or increase in market value caused by the project for which the property is acquired. Said compensation assumes a 2 year construction period for the project. Actual construction on the property should be completed within 2 years with final restoration to follow shortly thereafter.

4. All expenses related to the transfer of the described property will be assumed by the Milwaukee Metropolitan Sewerage District. The M.M.S.D. has eminent domain powers under Section 32.05, Wis. Stats.

Your Committee recommends that the Board of School Directors approve this Request for Easement by the Milwaukee Metropolitan Sewerage District.

* * * * *

(ITEM 22) 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 15, 1989:

A. New Construction and Building Modification and the Progress Report on the Capital Improvement Program

B. Statement of Operating Revenues

The Secretary-Business Manager submitted the following Statement of Operating Revenues for the month of May 1989, for the School Operations, Food Services, Extension, and Construction Funds:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$451,889,073	$500,799	$452,389,872	$351,845,385	$100,544,487	77.8%
Food Services	17,749,742	31,000	17,780,742	15,534,998	2,245,744	87.4%
Extension	8,982,158	63,300	9,045,458	9,066,273	(20,815)	100.2%
Construction	7,681,332	0	7,681,332	7,685,021	(3,689)	100.0%

C. Statement of Expenses

The Secretary-Business Manager submitted the following Statement of Expenses for the month ending May 31, 1989, showing the following totals for the School Operations, Food Services, Extension, and Construction Funds:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Expenditures (2)	Unexpended Balance	Percent Expended
School Operations	$451,889,073	$500,799	$452,389,872	$391,899,305	$60,490,567	86.6%
Food Services	17,749,742	31,000	17,780,742	15,991,394	1,789,348	89.9%
Extension	8,982,158	63,300	9,045,458	7,423,157	1,622,301	82.1%
Construction	7,681,332	0	7,681,332	8,185,809	(504,477)	106.6%

(1) Represents 1987-1988 appropriations carried over to the 1988-1989 fiscal year and board approved transfers during the 1988-1989 fiscal year.

(2) Expenditures included through May 31, 1989, and payrolls through May 26, 1989.

D. Report on Expenditure Controls

E. Item Regarding City Attorney' s Opinion on Milwaukee Public Schools MBE/WBE Activities

F. Schematic Design Drawings for Eighty-second and Fifty-fifth Street Schools

* * * * *

Separate consideration having been requested of Items 6, 7, 8, 9, 11, 13, 16 and 17, the remainder of the report was adopted, the vote being as follows:

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

Voting "Present"—Director Stacy—1.

Items 6, 7, 8 and 9 of the report, relating to use of school facilities for religious services, having been set aside for separate consideration, Director Mallory moved to suspend Board Rules and adopt the reports.

The motion prevailed, the vote being as follows:

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

Noes—None.

Item 11 of the report, relating to an Inter-District Integration Program Transportation Study, having been set aside for separate consideration, Director O'Connell moved adoption of the report.

Director Mallory moved a substitute that the Board express to the CC its concern about transportation costs and indicate that the CC should work with the Board to reduce those costs.

The susbstitute motion prevailed, the vote being as follows:

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

Noes—None.

Voting "Present"—Director Johnson—1.

Temporarily absent—O’Neil—1.

Item 13 of the report, relating to a computer system purchase contract for South Division High School, having been set aside for separate consideration, Director Johnson moved adoption of the report.

Director Bills moved an amendment to authorize an expenditure of $225,000 from the current budget for this purpose.

The motion prevailed, the vote being as follows:

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

Noes—Director Johnson—1.

Item 16 of the report, relating to a Contingent Fund transfer for an upgrade of existing alarm control equipment, having been set aside for separate consideration, Director Mallory moved adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Item 17 of the report, relating to building code compliance, having been set aside for separate consideration, Director Pajewski moved to direct the administration to delay implementation of the remedy and to put the site up for sale immediately.

Director Stacy moved a substitute to transfer $23,000 from the Contingent Fund to the Code Compliance account, and to send the matter back to the committee.

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

Ayes—Directors Johnson, O'Connell and Stacy—3.

Noes—Directors Bills, Mallory, Mitchell, O'Neil, Pajewski, and President Cullen—6.

The original motion prevailed, the vote being as follows:

Ayes—Directors Bills, Mallory, Mitchell, O'Neil, Pajewski, and President Cullen—6.

Noes—Directors Johnson, O'Connell and Stacy—3.

BUDGET COMMITTEE

Director Mallory presented the following report for the Budget Committee:

TO THE BOARD OF SCHOOL DIRECTORS:

Your **Budget Committee** presents the following report on the 1989-1990 budget:

(ITEM l) With respect to the 1989-1990 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 $491,021,684 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 1989-1990; and that $189,311,208 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 1989, 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.	High Schools All Schools	Human Relations - Restore .40 Position at each school - 6.00 Total Positions	$+ 270,000	
2.	Elementary Schools Brown Street	School Opening - Extra Days (20)	+ 8,735	
		1.00 Teacher - Extended School Day	+ 45,000	
		Unallotted Funds - Extended School Day		$-100,000
	Fratney	Supplemental Program Funds		- 40,000
	Gaenslen	.50 Physical Education Specialist	+ 22,500	
	Tippecanoe	.50 Teacher - Foreign Language	+ 22,500	
		School Opening - Extra Days	+ 4,800	
	Selected Schools	Expanded Guidance Support	+ 100,000	
	Granville, Palmer, Victory	Restore IGE Program	+ 472,500	
		Eliminate Alternative Programming		- 150,000
3.	Exceptional Education Programs for Retarded	1.00 Teacher - Pleasant View	+ 45,000	
4.	Urban Household Rehab.	Expand Program to Second High School	+ 47,400	
5.	Eng. as a Second Lang.	1.00 Teacher - Increased Enrollment	+ 45,000	
6.	Office of the Supt.	Transfer Travel for Teachers and Staff to Service Delivery Area Offices		- 15,000
7.	Serv. Del. Area Off.	Travel - Teachers, Aides, Pupils	+ 30,000	
		Community Supt. - Salary Adjustments		- 31,200
		6.00 Secretaries - Transfer to Central Office Departments		
		12.00 Curr. Supervisor - Transfer to Dept. of Curr. & Inst.		
8.	Dept. of Plan., Budget, Research & Eval.	1.00 Planning Analyst - Eliminate Unfunded Position		
9.	Dept. of Pub. Affairs and Communications	1.00 Photo Asst. - Add Position	+ 26,700	
10.	Dept. of Human Resource Management	Contract Serv. - Labor Neg.	+ 25,000	

11.	Office of Deputy Supt.	1.00 Coordinator - Inst. Tech. Dev. Eliminate Unfunded Position		
12.	Dept. of Student Serv.	Part-time Certificated	+ 5,000	
13.	Dept. of Curr. & Inst.	1.00 Educ. Res. Spec. - Eliminate Unfunded Position		
		1.00 Coord., Libr. Media - Eliminate Position		- 53,895
		1.00 Supervisor - Curr. & Inst.		- 59,796
		Elem. Guidance Supervisor - Extend to 12 Months	+ 4,000	
		Employee Benefits		- 17,200
14.	Dept. of Bilingual Ed.	1.00 School Secretary	+ 20,000	
		Contract Services	+ 5,000	
		Equipment	+ 5,000	
		Community Aid (Extend to 12 mos.)	+ 2,600	
15.	Dept. of Alter. and Vocational Education	1.00 Manager - Gifted & Talented - Eliminate Unfunded Position		
		1.00 Curriculum Specialist - Eliminate Position		- 56,750
		Employee Benefits		- 18,160
16.	Dept. of Ex. Ed. and Supportive Serv. (Central Office)	Combine Positions of Coordinator, Planning and Development, and Administrator, Low Incidence Programs (Eliminate 1.00 Unfunded Position)		
	Zone Offices	Provision for Expansion - All Programs	+ 400,000	
17.	Food Services Division	Summer School Lunch Program	+ 77,753	
18.	Div. of Transportation Services	Brown Street School - Add. Serv.	+ 70,000	
		Increase for Inflation	+ 703,000	
		Keefe Ave. - Return to Early Schedule	+ 77,000	
19.	Information Systems Division	Postage (Truancy Notification - Certified Mail)	+ 50,000	
20.	Plant Operation Div.	Surveillance Services - Install. of Digital Dialing Equipment		- 31,500
21.	Special and Contingent Funds	Adopted Textbooks		- 1,700,000
		Curriculum Development	+ 200,000	
		Pilot Assessment Program	+ 10,000	
22.	Employee Benefits	Sabbatical Leaves - Montessori Training	+ 48,000	
23.	School Safety	10.00 School Safety Aides	+ 126,000	
		Access Control Systems	+ 35,000	
24.	Plant Improvement	Parking Lots	+ 200,000	

GRAND TOTAL - SCHOOL OPERATIONS FUND	$+3,203,488	$-2,273,501

C. The student fee for driver education be increased from $55 to $60.

* * * * *

(ITEM 2) With respect to the 1989-1990 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 $34,400,000 will be required for 1989-1990 Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07 (1) (f), Wisconsin Statutes, $6,900,000 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee public school purposes in 1989, said amount to be in addition to the money received from other miscellaneous sources.

B. The following increases and decreases in expenditures, taken into account in developing the above resolution be approved:

Project	Item	Amount Addition	Amount Reduction
Thoreau Elementary School	Construction		$-750,000
Eighth Street Middle School	Site Development		- 16,000
Brown Street Elementary School	Site Acquisition Site Development	$+ 25,000 + 40,000	
Gaenslen School	Construction Site Development	+ 25,000 + 15,000	
Eighty-second Street Elementary School	Construction	+150,000	
Kosciuszko Middle School	Furniture and Equipment	+250,000	
Hazardous Substance Removal		+161,000	
Unallotted Funds		+100,000	$_____
GRAND TOTAL - CONSTRUCTION FUND		$+766,000	$-766,000

* * * * *

(ITEM 3) With respect to the 1989-1990 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 $9,002,821 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the year 1989-1990, and that $8,252,821 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 1989, 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
Recreation Centers	Leisure Skills for Exceptional Education Pupils	$+76,715	

The entire Budget report having been set aside for separate consideration, Director Mallory moved adoption of the report:

Director Mallory moved an amendment to restore a half-time cooperating teacher at Auer Avenue.

The motion prevailed, the vote being as follows:

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

Noes—President Cullen—1.

Director Mallory moved to restore half-time music positions for Fulton and Parkman.

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

Ayes—Directors Johnson, Mallory, and Mitchell—3.

Noes—Directors Bills, O'Connell, O'Neil, Pajewski, Stacy, and President Cullen—6.

Director Stacy moved to restore $555,000 with administration deciding which schools remain early start.

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

Ayes—Directors Johnson, Mitchell, O'Connell and Stacy—4.

Noes—Directors Bills, Mallory, O'Neil, Pajewski, and President Cullen—5.

Director Stacy moved an amendment to expand elementary guidance counselors.

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

Ayes—Directors Johnson, O'Connell, O'Neil and Stacy—4.

Noes—Directors Bills, Mallory, Pajewski, and President Cullen—4.

Temporarily absent—Director Mitchell—1.

Director Stacy moved an amendment to add $25,000 for deaf teacher salaries.

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

Ayes—Directors O'Connell, and Stacy—2.

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

Voting "Present"—Directors Johnson, Mallory, Mitchell and President Cullen—4.

Director Mallory moved to adopt the budget as amended.

The motion prevailed, the vote being as follows:

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

Noes—Director Stacy—1.

REPORTS OF SPECIAL COMMITTEES

The Secretary-Business Manager presented a report of the Independent Hearing Panel of the Board of School Directors.

Director O'Connell moved to accept the report of the Independent Hearing Panel of the Board of School Directors of June 12, 1989.

The motion prevailed, the vote being as follows:

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

Noes—None.

COMMUNICATIONS AND PETITIONS

The Secretary-Business Manager presented the following communication:

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

Referred to the Committee on Personnel and Negotiations.

RESOLUTIONS

By Director Bills:

WHEREAS, there is compelling evidence that we are not investing enough in preventive measures to solve the problems of early childhood, and

WHEREAS, numerous reports conclude that preventive measures, rather than crisis intervention, can significantly improve the lives of children, and

WHEREAS, six human relations positions were reinstated into this year's budget, and

WHEREAS, school assistance coordinators and expanded guidance support are included in this year's budget, and

WHEREAS, ten safety aides were added to this year's budget, and

WHEREAS, requests have been made to expand elementary guidance counselors, and

WHEREAS, school support service teams have not fulfilled their potential, and

WHEREAS, guidance counselors, psychologists, social workers, human relations specialists, student assistance coordinators and safety aides do not have enough direct contact with students needing their services, and

WHEREAS, budget considerations prevent us from staffing these positions to the point where they can meet student needs today, now, therefore be it

RESOLVED, that the superintendent develop a comprehensive plan for all of our students and their families which integrates support services, and be it

FURTHER RESOLVED, that the superintendent submit the plan to the Board by January of 1990.

Referred to the Superintendent and the Commitee on Instruction and Community Relations.

By Directors Bills and Mallory:

WHEREAS, testimony during the recent budget hearings has highlighted the need for a review of programming for students with exceptional education needs and the distribution of exceptional education classes among the schools, and

WHEREAS, an increase in both the number of students with exceptional education needs and the severity of those needs is anticipated, and

WHEREAS, the district has made a commitment to expanding integration opportunities for students with exceptional education needs, and

WHEREAS, the district has recently initiated a number of new initiatives for students with exceptional education needs such as those at Gaenslen and Brown Street Schools, and

WHEREAS, there are currently a number of vacancies in the department of exceptional education and supportive services, now, therefore be it

RESOLVED, that the superintendent conduct a comprehensive review of the district's programs for students with exceptional education needs including the distribution of exceptional education classes among the schools, and be it

FURTHER RESOLVED, that the superintendent convene a special task force to conduct this study, including parents, teachers, administrators, representatives of community groups, and representatives of the Broadly Based Task Force on Exceptional Education, and be it

FURTHER RESOLVED, that the task force consider a plan for balancing the integration of students with exceptional education needs into regular education programs, protecting these students' unique needs, and including exceptional education staff and parents in total school improvement efforts.

Referred to the Superintendent and the Committee on Instruction and Community Relations.

By Director O'Neil:

WHEREAS, from time to time members of the administration are asked by the media and other parties to give the Board's position on various issues, and

WHEREAS, in many instances the Board has taken no formal action on these same issues, and

WHEREAS, statements about what the Board could or might do can be very misleading to the public, now therefore be it

RESOLVED, that the Board remind staff members that in those instances where to Board has taken no formal position on sensitive issues they should refrain from speculating on what action the Board might or might not take.

Referred to the Superintendent and the Commitee on Personnel and Negotiations.

By Director O'Neil:

WHEREAS, The recent U.S. Supreme Court ruling supports burning of the American flag under the First Amendment right of free speech; and

WHEREAS, The Court ruling has prompted nationwide reaction to overturn the Court's decision or amend the Constitution making desecration of the flag a crime; and

WHEREAS, The role of the schools is to teach government citizenship and Americanism; therefore, be it

RESOLVED, That the Milwaukee Board of School Directors go on record supporting efforts to amend the Supreme Court's ruling and/or support efforts in Congress making it a crime to desecrate the flag of the United States of America.

Referred to the Commitee on Legislation and Rules.

The Board adjourned at 1:40 AM.

JOHN J. PETERBURS
Secretary-Business Manager

SUMMARY OF 1989–1990 BUDGET APPROPRIATIONS

SCHOOL OPERATIONS FUND

PROGRAM ACCOUNTS	
High Schools	$ 61,156,683
Middle Schools	38,221,443
Elementary Schools	96,036,848
Early Childhood-EEN	1,435,940
Visually Impaired Program	425,981
Physically Handicapped Program	3,685,484
Hearing Impaired Program	1,387,758
Home and Hospital Instruction	285,000
School Age Parents Program	699,000
Learning Disabilities	7,678,914
Speech and Language Disabilities	5,275,959
Emotionally Disturbed Program	8,149,098
Career Education and Vocational Center	976,961
Programs for Retarded Students	7,674,043
Psychological Services	3,582,932
Social Work Services	4,179,975
Driver Education	575,000
English as a Second Language	1,334,382
Instrumental Music Instruction	815,995
Music Festival	68,000
Science Materials/Inservice Center	176,781
Urban Household Rehabilitation	85,400
Evening High School	100,000
Agency Agreements	1,586,500
Alternate Schools	2,974,700
Interscholastic Athletics	2,570,442
Interscholastic Academics	171,100
School Safety	985,859
Summer School	6,482,914
Plant Improvement	1,921,258
TOTAL PROGRAM ACCOUNTS	$260,700,350
BOARD OF SCHOOL DIRECTORS	$250,740
EDUCATIONAL OPERATIONS	
Office of Superintendent	$ 381,772
Service Delivery Area Offices	2,898,640
Department of Planning, Budget, Research and Evaluation	1,243,226
Department of Public Affairs and Communications	493,600
Department of Human Resource Management	1,721,159
Department of Intergovernmental Relations	175,000
Office of the Deputy Superintendent	353,880
Department of Community Relations	258,406
Department of Student Services	655,197
Office of Associate Superintendent	152,700
Department of Curriculum and Instruction	3,519,451
Department of Staff Development	1,167,500
Department of Bilingual Multicultural Education	323,891
Department of Alternative and Vocational Education	738,213

Department of Exceptional Education and Supportive Services..... 3,904,191

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	$ 17,986,826

BUSINESS OPERATIONS

Office of the Secretary-Business Manager	$ 353,601
Internal Audit	202,000
Accounting Division	1,659,018
Food Services Division	18,625,869
Plant Operation Division	26,178,930
Division of Purchasing and Warehouse Services	1,724,893
Division of Transportation Services	40,498,525
Information Systems Division	4,377,614
Physical Plant Division	16,055,637
Department of Facilities and Maintenance Services	0
TOTAL BUSINESS OPERATIONS	$109,676,087

OTHER ACCOUNTS

Employee Benefits	$ 96,396,181
School District Insurances	3,690,000
Debt Service	0
Special and Contingent Funds	4,684,000
Budget Offsets	-2,090,000
TOTAL OTHER ACCOUNTS	$102,680,181
GRAND TOTAL–SCHOOL OPERATIONS FUND	$491,294,184

CONSTRUCTION FUND

NATURE OF EXPENDITURE

Project Accounts	$34,400,000
GRAND TOTAL–CONSTRUCTION FUND	$34,400,000

EXTENSION FUND

DEPARTMENT OF MUNICIPAL RECREATION AND COMMUNITY EDUCATION

Office of Director	$ 140,689
Playground and Recreation Centers	4,767,008
Service and Maintenance	2,721,799
District Insurances	65,000
Employee Benefits	1,258,325
Special and Contingent Funds	50,000
GRAND TOTAL–EXTENSION FUND	$9,002,821

CATEGORICALLY FUNDED PROGRAMS

ESEA, Chapter 1	$15,992,967
ESEA, Title II	299,281
Pre-School to Grade 5 Grant	3,341,016
State Statute 119	5,184,653
Vocational Education	1,114,801
Indian Education Act	216,436
Public Law 89-313	334,200
Economic Opportunity Act–Head Start	1,354,004
Even Start, Chapter 1	188,130
Public Law 99-457	521,494
Emergency Immigrant Education Program	54,618
Joyce Foundation	0
Wisconsin Human Growth and Development	30,000
State Funding	19,950
Wisconsin Department of Health and Social Services	39,600
E. M. Clark Foundation	200,000
Job Training Partnership Act	40,843
ESEA, Chapter 2	1,942,000
Public Law 94-142	3,182,247
Chapter 331, Alcohol and Other Drug Abuse	33,000
JTPA–Training Program for Youth	400,000
Drug Free Schools and Communities Act	649,892
Wisconsin Drug Ed/CESA #1	14,602
Wisconsin Youth Initiative	500,000
Brass Foundation	65,250
Adolescent Pregnancy Prevention	33,000
Centers for Disease Control	17,980
School Age Parent Advocates	0
Wisconsin Arts Board/Artist-In-Residence	8,542
Corporation for Public Broadcasting	139,518
Women's National Equity Act	0
National Association of State Boards of Education	0
Wisconsin Laws of 1983	7,598
General Electric Foundation	200,000
Elementary School Student Assistance Program	287,166
Magnet Program, Title VII	2,491,031
Categorical Indirect Aids	162,888
GRAND TOTAL–CATEGORICAL PROGRAMS	$39,156,707

SUMMARY OF 1989–1990 REVENUE ESTIMATES

SCHOOL OPERATIONS FUND

STATE AIDS FOR

EQUALIZATION

Regular	$212,225,476
Intradistrict Integration Aid	16,700,000
Interdistrict Integration Aid	3,200,000
Supplemental (TIF)	3,500,000
Census Tract Aid	0
Total Equalization Aids	$235,625,476

PROGRAMS FOR THE HANDICAPPED

Early Childhood	$ 1,017,656
Emotionally Disturbed	5,072,318
Mentally Handicapped	5,025,343
Hearing Impaired	928,731
Homebound Instruction	14,955
Physically Handicapped	2,398,821
School Age Parents	400,000
Speech/Language Disabilities	3,728,901
Visually Handicapped	291,098
Learning Disabilities	5,461,213
Social Work Services	3,078,583
Psychological Services	2,676,142
Exceptional Education Supervision	2,055,151
Transportation of the Handicapped	4,812,088
Total Programs for the Handicapped	$36,961,000

OTHER CATEGORICAL AND SPECIAL AIDS

Transportation Aid	$ 1,850,000
Library Aid	1,450,000
Driver Education	180,000
Food Services	594,000
Bilingual Education	1,900,000
Children At Risk	750,000
Tuition from State	0
Total Other	$ 6,724,000
Total Aids from State	$279,310,476

FEDERAL AIDS FOR

Food Services	$ 13,400,000
Commodities	2,000,000
Vocational Education	0
Refugee Children's Aid	0
Federal Indirect Aids	0
Other	0
Special Project Grants	0
Public Law 874	0
Total Federal Aids	$15,400,000

LOCAL REVENUES FROM

Regular Day School Tuition	$ 1,000
Tuition from Other Districts	350,000
Food Service Sales	2,500,000
Interscholastic Athletics Fees	50,000
Student Fees	185,000
Interest Earned	700,000
Miscellaneous	169,000
Payments in Lieu of Taxes	45,000
Total Local Revenues	$ 4,000,000

APPLIED SURPLUS

Food Services	$ 0
School Operations Fund	3,000,000
Total Applied Surplus	$ 3,000,000

TOTAL RECEIPTS EXCLUSIVE OF PROPERTY TAX	$301,710,476
TAX LEVY	$189,583,708
TOTAL REVENUES–SCHOOL OPERATIONS FUND	$491,294,184

CONSTRUCTION FUND

PAYMENTS IN LIEU OF TAXES	$ 0
RENTAL RECEIPTS	0
PROCEEDS FROM BONDED DEBT	27,500,000
APPLIED SURPLUS	0
TOTAL RECEIPTS EXCLUSIVE OF PROPERTY TAX	$ 27,500,000
TAX LEVY	$ 6,900,000
TOTAL REVENUES–CONSTRUCTION FUND	$ 34,400,000
School Debt Service included in City of Milwaukee Budget	$3,939,030

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, 1989

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	315	303		5	502	24	30	52	5		618
K3	90	89		1	90	6	6	73	3		179
PK	651	303		5	577	4	49	307	11	1	954
K4	1531	1484		32	1373	106	278	1198	28		3015
K5	4273	3945		87	4273	286	712	2769	91		8218
01	4786	4545		104	5286	285	878	2685	93		9331
02	4136	3918		106	4508	269	700	2392	79		8054
03	4038	3874		100	4544	211	686	2286	85		7912
04	3854	3676		86	4360	198	681	2127	78		7530
05	3461	3262		96	3798	169	601	1993	66		6723
06	3226	3074		79	3620	137	535	1855	74		6300
07	3066	2998		65	3448	180	508	1802	61		6064
08	3149	2919		70	3485	165	558	1716	74		6068
09	3875	3759		108	4193	191	627	2459	56		7634
10	3462	3505		83	3752	166	544	2347	75		6967
11	2711	2777		67	2823	148	346	2054	50		5488
12	2030	2251		40	2020	117	263	1814	27		4281
13	51	39		2	38	2	6	42			90
Invalid	3	1			2	1		1			4
TOTAL	48708	46722		1136	52692	2665	8008	29972	956	1	95430

Total Active Detached..... 53 (Included above) Total Suburban Transfers—4125

Total Inactive..... 466 (Not included above)

Brown Deer	155	Glendale	126	New Berlin	34	Thiensville	112
Cudahy	168	Greendale	231	Nicolet	208	Wauwatosa	596
Elmbrook	52	Greenfield	233	Oak Creek	190	West Allis	307
Fox Point	128	Hamilton	3	Shorewood	255	Whitefish Bay	245
Franklin	199	Maple Dale-Indian Hills	84	South Milwaukee	240	Whitnall	266
Germantown	0	Menomonee Falls	198	St. Francis	95		

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1690	73.9	121.0	5.0	North Division	1144	65.1	104.0	6.0
Custer	1288	68.3	98.0	5.0	Pulaski	1746	70.4	120.0	5.0
Hamilton	1706	82.8	118.0	5.0	Riverside	1594	83.9	115.0	5.0
Juneau	830	78.9	68.0	3.0	South Division	1866	69.0	138.5	5.0
Rufus King	1157	94.0	71.0	3.0	Vincent	1656	93.2	117.5	5.0
Madison	1740	67.1	122.0	5.0	Washington	1461	78.4	122.0	5.0
Marshall	1255	83.0	97.0	4.0	HS of the Arts	680	92.8	55.0	3.0
Milwaukee Tech	1825	92.3	122.0	4.0	TOTAL	21638	78.4	1589.0	68.0
MIDDLE SCHOOLS									

Audubon	921	83.4	66.0	3.0	Muir	869	83.5	61.0	3.0
Bell	880	84.8	59.0	3.0	Parkman	496	74.9	46.0	3.0
Burroughs	918	83.4	60.0	3.0	Robinson	468	91.8	39.0	2.0
Edison	900	93.3	66.0	3.0	Roosevelt	605	90.8	42.0	2.0
Eighth	330	90.8	28.0	3.0	Sholes	790	77.3	58.0	3.0
Fritsche	960	83.9	65.5	3.0	Steuben	897	88.7	60.0	3.0
Fulton	641	72.9	56.0	3.0	Walker	890	79.2	59.9	3.0
Kosciuszko	724	76.8	60.0	3.0	Webster	955	83.2	60.0	4.0
Morse	942	92.3	61.5	3.0	Wright	783	85.4	56.0	3.0
					TOTAL	13969	84.2	1003.0	53.0

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
ELEMENTARY SCHOOLS									
Alcott	418	93.9	50.0	2.0	Hopkins	787	88.0	42.2	2.0
Allen Field	981	90.1	17.0	1.0	Humboldt Park	561	90.2	26.1	1.0
Auer	592	92.5	30.0	2.0	Irving	739	94.0	34.9	2.0
Barton	581	90.0	27.5	2.0	Kagel	430	88.7	22.4	1.0
Berger	530	85.5	31.7	1.0	Keefe Av.	593	91.3	37.9	2.0
Browning	482	88.8	21.9	1.0	Kilbourn	379	92.0	20.9	1.0
Bruce	401	90.1	16.9	1.0	Kluge	548	93.1	27.0	1.0
Bryant	586	91.9	27.6	2.0	LaFollette	648	89.6	38.3	2.0
Burbank	576	90.7	24.0	1.0	Lancaster	594	91.8	26.5	1.0
Burdick	534	86.3	30.2	2.0	Lee	619	87.9	32.3	2.0
Carleton	559	89.5	23.2	1.0	Lincoln Av.	623	90.2	31.0	2.0
Cass	587	87.9	34.8	2.0	Lloyd St.	557	92.6	28.4	1.0
Clarke	504	90.8	29.4	1.0	Longfellow	626	91.1	27.5	2.0
Clemens	421	91.8	21.1	1.0	Lowell	287	89.5	12.6	1.0
Clement	485	89.7	21.0	1.0	MacDowell	575	94.1	25.9	1.0
Congress	522	93.7	23.2	1.0	Manitoba	370	93.1	31/5	2.0
Cooper	411	88.8	21.0	1.0	Maple Tree	518	93.5	21.8	1.0
Curtain	341	89.3	17.5	1.0	Maryland Av.	367	91.3	20.1	1.0
Doerfler	663	96.1	30.5	2.0	Mitchell	747	89.5	32.7	2.0
Douglass	345	95.5	14.9	1.0	Morgandale	605	92.7	25.3	2.0
Dover	655	88.9	26.5	2.0	Neeskara	444	92.2	25.4	1.0
Eighty-eighth	341	94.7	14.1	1.0	Ninety-fifth	350	90.2	16.6	1.0
Eighty-first	510	90.2	20.8	1.0	Palmer	593	89.3	38.8	2.0
Eighty-second	389	95.2	17.2	1.0	Parkview	401	91.6	17.8	1.0
Elm	380	96.4	20.0	1.0	Phillip	336	87.6	17.5	1.0
Emerson	336	89.8	14.6	1.0	Pierce	635	89.3	29.3	2.0
Engleburg	492	89.6	26.0	1.0	Riley	604	95.7	28.4	2.0
Fairview	481	89.7	26.0	2.0	Seventy-eighth	493	88.0	28.5	2.0
Fernwood	495	89.1	26.1	1.0	Sherman	598	97.4	27.0	1.0
Fifth-fifth	344	93.0	14.4	1.0	Siefert	582	88.6	33.5	2.0
Fifty-third	411	91.5	17.5	1.0	Silver Spring	375	90.4	19.4	1.0
Forest Home	821	93.0	35.2	2.0	Sixty-fifth	377	91.3	19.9	1.0
Franklin	604	90.0	39.3	2.0	Sixty-seventh	325	91.3	15.4	1.0
Fratney	290	89.8	18.2	1.0	Story	526	94.2	28.1	2.0
Gaenslen	619	93.2	30.0	3.0	Stuart	351	92.9	18.0	1.0
Garden Homes	517	84.7	28.0	1.0	Thirty-eighth	561	95.2	28.0	2.0
Garfield	418	91.2	24.3	1.0	Thirty-fifth	377	95.4	13.6	1.0
Garland	373	88.7	14.1	1.0	Thirty-first	534	89.8	28.5	2.0
Golda Meir	267	95.8	12.8	1.0	Thirty-seventh	628	93.6	29.5	3.0
Goodrich	428	89.0	22.4	1.0	Thoreau	610	90.6	29.1	2.0
Grandview	338	87.8	20.0	1.0	Townsend	503	94.9	19.9	1.0
Grant	568	91.2	25.8	2.0	Trowbridge	316	87.2	17.4	1.0
Grantosa	637	94.1	30.0	2.0	Twentieth	694	87.2	38.8	2.0
Granville	476	91.5	21.5	1.0	Twenty-first	619	92.8	34.2	2.0
Green Bay Av.	575	91.5	29.8	2.0	Twenty-fourth	357	92.4	20.5	1.0
Greenfield	395	96.8	16.6	1.0	Twenty-seventh	688	91.9	36.8	2.0
Hampton	594	92.6	24.3	2.0	Victory	554	87.6	28.5	2.0
Happy Hill	559	89.4	22.8	2.0	Vieau	625	91.9	33.3	2.0
Hartford	623	92.9	31.7	2.0	Whitman	429	94.2	24.3	1.0
Hawley	302	91.6	14.1	1.0	Whittier	226	94.3	8.6	1.0
Hawthorne	455	88.8	18.9	1.0	Wisconsin Av.	658	89.1	25.2	2.0
Hi-Mount	463	93.5	24.3	1.0	Zablocki	664	86.5	28.2	2.0
Holmes	729	87.0	41.6	2.0	TOTAL	53610	91.1	2656.0	153.0

OTHER SCHOOLS

Craig	75	72.5	11.5	1.0	Lincoln Alt,. HS	81	70.5	7.5	1.0
Demmer	29	67.0	2.0	0.0	Lincoln Voc.Lab.	62	77.5	21.0	1.0
Hayes	79	76.0	12.0	1.0	Manitoba Ortho.	114	84.7	0.0	0.0
Kilmer	168	76.2	17.5	1.0	Pleasant View	155	88.5	31.0	2.0
Lady Pitts	195	57.5	16.0	1.0	Sixty-eighth	171	71.4	10.0	1.0
Lapham Park	184	60.1	10.0	1.0	Commun. Based	775		10.0	1.0
					TOTAL	2088	73.9	148.5	11.0
					MPS TOTAL	91305	86.7	5396.0	285.0

SUPERINTENDENT'S MONTHLY REPORT as of June 30, 1989
EXCEPTIONAL EDUCATION PROGRAM
ETHNIC SUMMARY

	Amer. Indian		Black		Asian		Hispanic		White		Other		Total		Program Total
System Totals	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	
Learning Disab.	42	0	1748	13	16	0	276	2	872	15	25	1	2979	31	3010
Emotion. Dist.	16	0	1170	28	4	0	99	3	527	23	32	1	1848	55	1903
Autistic	0	0	52	6	3	0	3	0	36	1	1	0	95	7	102
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	2	1	34	24	2	0	4	3	21	31	0	10	63	60	123
Physically Hdcp.	3	1	199	99	7	4	35	14	164	143	7	4	415	265	680
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	2	0	69	22	13	0	12	1	94	15	7	0	197	38	235
Mentally Ret.	2	2	1066	150	10	2	103	20	373	98	10	6	1574	278	1852
Speech/Languag	36	18	1452	1095	35	23	176	186	986	660	30	26	2715	2008	4723
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par. Disability Total	113	22	5790	1437	90	29	708	229	3073	986	112	39	9886	2742	12628
Ethnic Totals	135		7227		119		937		4059		151		12628		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 26, 1989

Special meeting of the Board of School Directors called to order by President Cullen at 8:08 PM.

Present—Directors Bills, Johnson, Mallory, Mitchell, O'Connell, Pajewski, and President Cullen—7.

Absent and excused—Directors O'Neil and Stacy—2.

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

July 21, 1989

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President David Cullen, a special meeting of the Board of School Directors will be held at 8:00 PM, Wednesday, July 26, 1989, in the Board Room of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering:

1. Communication from the Secretary-Business Manager regarding approval to make purchases and award contracts for: (a) printing of Chapter 1 calendars; (b) wax crayons; (c) band uniforms - Riverside; (d) emergency alert monitors; (e) consultant service for Affirmative Action Study; (f) site development work at Brown Street School; (g) energy conservation work at North Division High School; (h) partial chimney removal and tuckpointing work at Keefe, Riley, and Wright Schools; (i) architectural service for 82nd and 55th Street Schools.
2. Communication from the Superintendent relative to administrative appointments and promotions.
3. Communication from the Secretary-Business Manager regarding the realignment and redefining of certain Business Department managerial positions.
4. Communication from the Secretary-Business Manager regarding an Intergovernmental Cooperation Agreement for Milwaukee Public Schools personnel to conduct asbestos inspections of city owned buildings.
5. Communication requesting permission for the use of a school to allow for a fund raising event.
6. Communication from the Superintendent regarding a temporary modification in the policy for filling assistant principal vacancies during the summer months.
7. Communication from the Superintendent regarding an update on the interscholastic athletics eligibility matter.

JOHN J. PETERBURS
Secretary-Business Manager

(Item 1)

July 26, 1989

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:

MPI GRAPHICS; Chapter 1 Calendars ..... $ 12,090.00
SAX ARTS AND CRAFTS; Wax Crayons 26,614.83
UNIFORM WORLD MARCHING, INC.; Band Uniforms - Riverside High School 13,177.75
MOTOROLA, INC.; Emergency Alert Monitors 72,756.00
PAYNE & DOLAN, INC.; Asphalt Paving - Brown Street School 57,124.00
MUNSON FENCE DIV., MUNSON INC.; Fencing - Brown Street School 59,853.00
WENNINGER COMPANY, INC.; Plumbing - Brown Street School 19,687.00
DEPENDABLE HEATING & SHEET METAL, INC.; Energy Conservation Work:
North Division High School 124,443.00
BLOHM BROS., INC.; Partial Chimney Removal and Tuckpointing Work:
Keefe Avenue School 16,800.00
Riley School 18,300.00
Wilbur Wright Middle School 17,300.00
DIKITA ENTERPRISES, INC.; Architectural Services - 55th Street School - 4.45% of project cost
ARCHIFORM & ASSOCIATES ARCHITECTS; Architectural Services - 82nd Street school - 4.5% of project cost
WALKER AND WALKER, INC.; Consultant Services for Affirmative Action Study..... 35,298.50

Attached are the tabulations of bids received on these items.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

(attachments)

Director Mallory moved suspension of Board Rule 2.09 and adoption of Item 1 of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

(Item 2)

July 26, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

The Superintendent recommends the following promotions, effective upon assignment following approval by the Board of School Directors:

(r)	(4)	Olga Valcourt-Schwartz	Director, Department of Bilingual and Multi-cultural Education	Schedule III, Range 12a $64,328
(r)	(2)	Victor Brazil	Middle School Principal (Burroughs Middle School)	Schedule III, Range 14d $50,322
(r)	(2)	Clark Lovell, Jr.	High School Principal (Hamilton High School)	Schedule III, Range 15c $59,876.45

The Superintendent also recommends the following reassignment, at no change in salary or increment date, effective upon assignment following approval by the Board of School Directors:

(r) (2) Jenelle Elder-Green Media Specialist Schedule III, Range 10a

The Superintendent wishes to advise the Board that Priscilla Kuehn, currently Principal of Juneau High School will become Principal of Riverside High School.

_____

(r) resident who must remain a resident
(2) black
(4) hispanic

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Director Mallory moved adoption of the report.

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

Ayes—7; Noes—0.

(Item 3)

July 26, 1989

T0 THE BOARD OF SCHOOL DIRECTORS:

As a follow-up to action taken by the Board at its June 28, 1989, meeting, I have reviewed the functions performed by the Secretary-Business Manager's office and ways to structure the responsibilities of the Administrative Assistant and Assistant Secretary-Business Manager positions.

Attached are proposed position descriptions that have been formulated with the assistance of Arthur Young and Co. These positions have been restructured in an effort to provide greater accountability in the delivery of various business related functions performed by office personnel, i.e. risk management, facilities management, etc. and a separation from those duties that are more in the nature of Secretary to the Board functions, i.e. preparing committee reports, maintaining Board policies and rules, attending meetings of the Board, etc. There are some new duties that have been included to address recent Board priorities. For example, the Assistant Secretary-Business Manager will be responsible for developing and maintaining a code of ethics for the Board and its employes and also developing and, as needed, coordinating a training program for School Board members. The Risk and Facilities Management Specialist will be expected to develop and implement a risk management program for the district that will put into place management practices aimed at reducing the district's liability exposure. The Superintendent's Transition Plan adopted by the Board contemplated a greater administrative involvement of the Secretary-Business Manager in labor relations and employe benefits. Accordingly, this expanded role has been provided for in the new position descriptions. The placement of the positions on the administrative salary schedule was determined by Arthur Young and Co.; a copy of the letter from Arthur Young and Co. is attached.

In an effort to provide for some financial savings, I expanded my review of vacant administrative positions in the Business Department beyond the Secretary-Business Manager's office to other divisions in the Business Department. Specifically the Assistant Director, Food Services, is vacant as a result of Mary Kelly's promotion to Director and it is expected that the Manager of Architecture, Physical Plant, will be vacant upon the imminent retirement of the current incumbent.

In order to accomplish the restructuring of the Office of the Secretary-Business Manager, it is recommended that authorization be given to:

-- Recruit to fill the Assistant Secretary-Business Manager position to be assigned duties in accordance with the revised position description at a reduction in pay range from 14A to 13A.

-- Eliminate the Manager of Architecture position, pay range 10A, upon the retirement of the current incumbent.

-- Eliminate the Assistant Director, Food Services Division position, pay range 9A, replacing it with a Field Supervisor, Food Services position, pay range 7C.

-- Eliminate the Administrative Assistant to the Secretary-Business Manager position, pay range 3A, replacing it with a Risk and Facility Management Specialist position at pay range 5A, with the current incumbent to be assigned to the new position.

Respectfully submitted

JOHN J. PETERBURS
Secretary-Business Manager

(attachments)

Director Pajewski moved adoption of the report.

Director Bills moved a substitute to send the item back to committee and ask the Secretary-Business Manager to develop alternatives.

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

Ayes—Directors Bills and Mallory—2.

Noes—Directors Johnson, Mitchell, O'Connell, Pajewski, and President Cullen—5.

The original motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Mitchell, O'Connell, Pajewski, and President Cullen—5.

Noes—Director Bills—1.

Voting "Present"—Director Mallory—1.

(Item 4)

July 26, 1989

T0 THE BOARD OF SCHOOL DIRECTORS:

As part of the City of Milwaukee approved Capital Improvements budget, the Bureau of Bridges and Public Buildings has funding to pursue inspections for asbestos containing materials and preparation of management plans for City owned buildings .

Presently, all school agencies are mandated by Federal law to perform these inspections and prepare management plans for all school buildings (completed May 9, 1989, at all school sites). In this regard, the Milwaukee Public Schools has personnel trained and certified to undertake this work. We are capable of providing these services for the benefit of the City of Milwaukee.

The City would pay for the labor involved with all MPS's personnel . Therefore, there will be no direct costs to MPS. The City will save a considerable amount of money by:

1. Not having to hire outside contractor personnel to perform the asbestos inspections; or

2. Not having to train their own personnel to properly perform the asbestos inspections .

The City Attorney's Office has prepared and reviewed all documents for an intergovernmental agreement.

It is recommended that the Milwaukee Board of School Directors approve entering into an Intergovernmental Cooperation Agreement related to asbestos inspection of City of Milwaukee owned buildings.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

Director Pajewski moved adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

(Item 5)

July 26, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

On July 18, 1989, the Office of the Secretary-Business Manager received a communication from the Friends of North Division requesting the use of North Division High School for a fund raising event.

The purpose of the event is to raise monies for expenses involved in the North Division Band traveling to invitational events in Indiana and California.

Due to the conflict of the schedule of the invitational events and the process of obtaining Board approval for fund raisers by outside concerns, this communication is being submitted at this evening's meeting for special consideration and suspension of Board Rules 9.02 (j) and 9.04 (2) (6) which in part state:

"9.02 (j) Parent-teacher associations or parent clubs may be permitted to hold an entertainment or other fund-raising activity in the school once a year, and to make such admission or other charges as they may determine, provided that no pupils of the school participate in the program or ticket sale."

"9.04 (2) ... any public use of school buildings must be open to the public and free."

"9.04 (6) There shall be no display or distribution of advertising or selling of merchandise or refreshments of any kind; and no alcoholic beverages will be permitted on the premises."

Therefore, suspension of the Rules would be required to approve this request.

It is recommended that the Board determine what action it wishes to take on this matter.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

(attachment)

Director Mallory moved suspension of Board Rules and adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

(Item 6)

July 26, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

TEMPORARY MODIFICATION IN THE POLICY FOR FILLING ASSISTANT PRINCIPAL VACANCIES DURING THE SUMMER MONTHS

A. Pertinent Facts:

1. The procedures for filling administrative vacancies provide that in the case of "school-based vacancies, school/community panels shall be formed from parents of students in or registered to enter, and staff of, the affected school or schools."

2. Due to the early retirement law, normal turnover, and vacancies resulting from the reorganization, there are currently fifteen assistant principal vacancies, with the possibility of up to eleven more depending on the number of current assistant principals recommended for promotion to the principalship. In addition, there are ten intern positions that will need to be identified for the coming school year.

3. The procedure to fill vacancies was designed to accommodate the need for parent and community input in the normal course of business; it will not function as well as anticipated when there are a large number of vacancies that must be filled in a short period to time. There are only twelve working days from the time of the July Board meeting until the August meeting of the Personnel and Negotiations Committee. In addition, we are also experiencing difficulty in finding enough parents from school advisory councils due to summer vacations. In view of this situation, the administration is recommending that the Board approve an alternative procedure for this summer. This alternate procedure preserves the parent and community input aspect of the process, but focuses on the service delivery area rather than the local school.

4. The alternative procedures recommended for use during in filling assistant principal vacancies for this summer are:

    a) The principal of the schools that have assistant principal vacancies will be contacted by his/her community superintendent and requested to review the assistant principal candidate applications and resumes with two parents and a staff member. The principal's team will then interview qualified candidates and recommend to the community superintendent and Superintendent by August 9 a candidate for promotion. (This option cannot be used if the principalship is vacant or if the principal is not available.)

    b) The principals, within the same service delivery area, the community superintendent and parent, teacher and community representatives from the service delivery area will review the applications of qualified candidates and identify those they would like to interview. After holding appropriate interviews, the community

superintendent will recommend to the superintendent candidates for promotion by August 9.

c) The community superintendents and the department of human resource management will identify potential promotees after reviewing appropriate information on each candidate, such as applications, resumes, and principal recommendations. The decision is then made as to which candidates will strengthen a school administrative team, taking into consideration the racial and gender make-up of the team. Recommendations for promotion would then be made to the superintendent by August 9.

d) For vacancies occurring after July 28, the Superintendent will recommend the placement on a temporary basis of an assistant principal candidate. These recommendations will be based upon information available in the interview team reports when the staff member qualified for the assistant principalship and on principal recommendation. During the month of September, the principal will form a committee to review the applications as provided in the regular policy.

B. Recommendation:

That the board approve the options listed above for filling assistant principal positions during the summer of 1989.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Director Pajewski moved adoption of the report.

Director Mallory moved an amendment that those schools using school-based management should use their school-based management councils.

The amendment prevailed, the vote being as follows:

Ayes—Directors Bills, Mallory, Mitchell, O'Connell, Pajewski, and President Cullen—6.

Noes—None.

Voting "Present"—Director Johnson—1.

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

Ayes—6; Noes—0; Voting “Present”—1.

(Item 7)

July 26, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

UPDATE ON THE INTERSCHOLASTIC ATHLETICS ELIGIBILITY SITUATION

Recent media attention has been focused on the possibility of large numbers of student athletes being ineligible for competition at the beginning of the fall semester. This is a serious problem since a number of sports, for example, football and cross country, begin practice and in some instances competition in August, prior to the formal opening of school.

While many of the athletes are truly ineligible because of violations of the Board's policy, some of them are ineligible only because of record keeping problems. In previous years,

attendance concerns were cleared by the student athlete prior to the end of the last grading period of the year. Due to a change in administrative procedures, this opportunity was not given to the athletes this year.

In order to rectify the situation, the administration intends to take the short term steps listed below. Long term remedies will need to include both improved attendance and improved reporting procedures. In taking these steps, the administration wants it clearly understood that the board policy pertaining to the determination of athletic eligibility has not been modified or rescinded and the procedures followed in the past to re-establish athletic eligibility in regard to academic requirements have not been changed.

1. Ineligible student athletes may be given a temporary clearance for the 1989-1990 fall sports season from the Assistant Principal in charge of athletics who will be on duty on August 8, 1989. Upon application from the ineligible student, the Assistant Principal in Charge of Athletics will a review the student's attendance record and, utilizing good guidance, will decide whether or not to grant a temporary attendance clearance.

2. An attendance clearance form must be finalized prior to Friday, September 8, 1989 for students given a temporary clearance by the Assistant Principal in charge of athletics.

3. The request for a grade point average waiver will follow the same format as in previous years. (That is, a student athlete with a grade point average between 1.5 and 1.9 can request a grade point average waiver once during the school year. This request must be in writing, signed by both the parent and the student, highlighting the reason for the request and what will be done to prevent a repeat of that occurrence. Both the student and the parent must concur with the request and the method of remediation. The form will be available from the Assistant Principal in charge of athletics on August 8. Upon submission of the request, the principal will grant or deny eligibility.)

4. A letter will be sent to all parents/students, coaches, and high school administrators informing them of the above.

5. Special instructions will be prepared to be shared with Principals and Assistant Principals in charge of athletics prior to August 8.

6. The Commissioner of Athletics, the Director of Curriculum and Instruction, and the Associate Superintendent will meet with all coaches of fall sports to clarify procedures and expectations and to correct misrepresentations in recent media coverage.

During the discussions concerning the eligibility issue, other questions of a more fundamental nature have arisen. As the Board is well aware, some coaches and other persons oppose the current eligibility requirements. It is unfortunate that the issue has become mixed together with the problem discussed above, which is basically a procedural one. It is the administration's opinion, however, that these more fundamental issues must also be addressed. For the future, therefore,

1. Because athletic eligibility is a Board priority, any and all anticipated changes in the determination of athletic eligibility procedures or process will be submitted to the Board by the Superintendent prior to implementation.

2. An in depth study of the impact of athletics will be undertaken, utilizing an independent source. Issues to be studied will include, but are not limited to:

   - The importance of athletics;
   - The impact of athletics on the school program;
   - Specific requirements that determine eligibility; and
   - The impact of programs such as Learnfare.

The administration will bring a timeline and process for the study to the Instruction and Community Relations Committee in August.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Ordered received and placed on file.

The Board adjourned at 9:53 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 1, 1989

Special meeting of the Board of School Directors called to order by President Cullen at 6:57 PM.

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

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

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

July 17, 1989

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President David Cullen, a special meeting of the Board of School Directors will be held at 6:30 PM, Tuesday, August 1, 1989, 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) Allegations of Misconduct, of the contract between the Board of School Directors and the Milwaukee Teachers Education Association (Teachers).

The meeting will be 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 Mallory moved that the Board resolve itself into a Committee of the Whole for the purpose of giving hearing on the matter.

The motion prevailed by unanimous consent.

The Board resolved itself into a Committee of the Whole at 7:00 PM.

The Committe of the Whole retired to executive session at 9:51 PM.

The Board rose from the Committee of the Whole and reconvened in open session at 10:00 PM.

President Cullen, who chaired the Committee of the Whole, reported that the Committee had given hearing in the matter of an appeal of disciplinary action under Part IV, Section N (1) Allegations of Misconduct, of the contract between the Board of School Directors and the Milwaukee Teachers Education Association (Teachers).

Director Pajewski moved that Richard Housefeld be suspended without pay for the 1989-90 school year, continue counseling throughout the school year and provide

evidence of that counseling, and be reassigned to a different school after the 1989-1990 school year.

The motion prevailed, the vote being as follows:

Ayes—Directors Mallory, O'Connell, O'Neil, Pajewski, and President Cullen—5.

Noes—None.

The Board adjourned at 10:10 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 15, 1989

Special meeting of the Board of School Directors called to order by President Cullen at 7:42 PM.

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

Absent and excused—Director Johnson—1.

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

August 10, 1989

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President David Cullen, a special meeting of the Board of School Directors will be held at 7:30 PM, Tuesday, August 15, 1989, in the Board Conference Room 155 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, to consider the selection of a law firm to act as the Board's labor negotiator. At that meeting, the Committee may convene in executive session pursuant to Section 19.85 (1) (c) and (e), Wisconsin Statutes, to deliberate upon the selection of a law firm to be employed as the Board's labor negotiator in upcoming negotiations with various Board employee groups and to provide staff with negotiating parameters to be employed in finalizing the employment agreement with the firm which is selected. The selection discussions may also involve the discussion of collective bargaining strategies which the Board or one of the firms may wish to employ. Therefore, a closed session would be necessary in order to assure that the Board's collective bargaining strategy is not publicly divulged.

The Committee may reconvene in open session to take action on matters discussed in executive session, which may include, but not be limited to, the selection of a law firm to act as the Board's labor negotiator.

JOHN J. PETERBURS
Secretary-Business Manager

Director O'Neil moved that the Board retire to executive session to consider the selection of a law firm to act as the Board's labor negotiator.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 7:44 PM.

The Board adjourned in executive session at 9:30 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 22, 1989

Special meeting of the Board of School Directors called to order by President Cullen at 6:35 PM.

Present—Directors Bills, Mallory, O'Neil, Pajewski, and President Cullen—5.

Absent and excused—Directors Johnson, Mitchell, O'Connell and Stacy—4.

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

July 17, 1989

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President David Cullen, a special meeting of the Board of School Directors will be held at 6:30 PM, Tuesday, August 22, 1989, 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 Part IV, Section N (1) 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 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 Pajewski moved that the Board resolve itself into a Committee of the Whole for the purpose of giving hearing in the matter of an appeal of disciplinary action.

The motion prevailed by unanimous consent.

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

Director Pajewski moved that the Board retire to private session.

The motion prevailed by unanimous consent.

The Board retired to private session at 6:38 PM.

The Board retired to executive session at 11:45 PM.

The Board reconvened in open session at 12:10 AM.

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

President Cullen, who chaired the Committee of the Whole, reported that the Committee had given hearing in the matter of an appeal of disciplinary action under Part IV, Section N (1) Allegations of Misconduct, of the contract between the Board of School Directors and the Milwaukee Teachers Education Association (Teachers).

Director Pajewski moved that Ezzard C. White be suspended without pay for one semester and that reinstatement be to a facility other than Madison High School.

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board adjourned 12:12 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 24, 1989

Special meeting of the Board of School Directors called to order at 6:45 PM.

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

Absent and excused—Directors Johnson, Mallory, Stacy, and President Cullen—4.

Director O'Neil moved that Director O'Connell serve as Chair.

The motion prevailed, the vote being as follows:

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

Noes—None.

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

August 3, 1989

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President David Cullen, a special meeting of the Board of School Directors will be held at 6:30 PM, Thursday, August 24, 1989, 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) 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 Mitchell moved that the Board resolve itself into a Committee of the Whole for the purpose of giving hearing on the matter.

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

Ayes—5; Noes—0.

The Committee of the Whole retired to private session at 6:50 PM.

The Committee of the Whole retired to executive session at 10:42 PM.

The Committee of the Whole reconvened in open session at 10:55 PM.

The Board rose from the Committee of the Whole at 10:57 PM.

Chairperson O'Connell reported that the Committee had given hearing in the matter of an appeal of disciplinary action under Part IV, Section N (1) Allegations of Misconduct, of the contract between the Board of School Directors and the Milwaukee Teachers Education Association (Teachers).

Director Pajewski moved that:

WHEREAS, After hearing evidence and the arguments made, it was determined by the Board that there existed cause to discharge Glenn Kukla based on the following: Use of abusive language towards a student; unnecessary physical contact with students; throwing objects at a student as a means of discipline, therefore, be it

RESOLVED, That Glenn Kukla be terminated from his duties as a teacher with the Milwaukee Public Schools effective immediately.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Mitchell, and Pajewski—3.

Noes—Director O'Neil and Chairperson O'Connell—2.

The Board adjourned at 11:11 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 28, 1989

Special meeting of the Board of School Directors called to order at 10:12 PM.

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

Absent and excused—Directors Bills, Mallory, Stacy, and President Cullen—4.

Director O'Connell was chosen to serve as chairperson by unanimous consent.

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

August 3, 1989

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President David Cullen, a special meeting of the Board of School Directors will be held at 7:30 PM, Monday, August 28, 1989, 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) 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 Pajewski moved that the Board resolve itself into a Committee of the Whole for the purpose of giving hearing in the matter.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Mitchell, O'Neil Pajewski, Chairperson O'Connell,—5.

Noes—None.

The Board resolved itself into a Commitee of the Whole at 10:14 PM.

The Committee of the Whole retired to private session at 10:16 PM.

The Committee of the Whole retired to executive session at 12:17 PM.

The Committee of the Whole reconvened in open session at 12:44 PM.

The Board rose from the Committee of the Whole at 12:45 PM.

Chairperson O'Connell reported that the Committee had given hearing in the matter of an appeal of disciplinary action under Part IV, Section N (1) Allegations of Misconduct, of

the contract between the Board of School Directors and the Milwaukee Teachers Education Association (Teachers).

Director Mitchell moved that:

WHEREAS, After hearing the evidence and the arguments made, it was determined by the Board there existed charges for Gary Buchek based on the following: Continuing to use inappropriate force against a student, therefore, be it

RESOLVED, Gary Buchek be terminated from his duties as a teacher in the Milwaukee Public Schools effective immediately.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Mitchell, O'Neil, and Chairperson O'Connell—4.

Noes—Director Pajewski—1.

The Board adjourned at 12:45 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 30, 1989

Regular meeting of the Board of School Directors called to order by President Cullen at 8:09 PM.

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

Absent and excused—Director Mallory—1.

APPROVAL OF MINUTES

The minutes of the special Board meetings of February 1988, the regular Board meeting of February 24, 1988, the special Board meetings of March 1988, the regular Board meeting of March 30, 1988, the special Board meetings of April 1988, the regular Board meeting of April 21, 1988, the annual organizational meeting of April 25, 1988, the special Board meetings of May 1988, the regular Board meeting of May 25, 1988, the special Board meeting of June 1988, the regular Board meeting of June 29, 1988, the special Board meeting of July 27, 1988, the special Board meetings of August, 1988, the regular Board meeting of August 31, 1988, the special Board meeting of September 1988, and the regular Board meeting of September 26, 1988 were approved as printed.

COMMUNICATIONS FROM CITY AND COUNTY DEPARTMENTS

Communication from City Attorney Grant Langley transmitting the agreement to be executed between the Board of School Directors and Quarles and Brady, Michael Spector, relative to labor relations and negotiations.

Director O'Connell moved approval of the agreement.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, O'Connell, O'Neil, Pajewski, Stacy, and President Cullen—6.

Noes—Director Bills—1.

Voting "Present"—Director Mitchell—1.

Communication from the Community Relations-Social Development Commission transmitting the third quarter billing and report of expenditures for the quarter ended June 30, 1989.

Referred to the Committee on Finance and Facilities

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

August 30, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

I recommend the following appointments and promotions effective upon assignment following approval by the Board:

(5)	(r)	Sharon Filipowicz	High School Assistant Principal (Hayes Alternative)	Schedule III, Range 12C $39,788
(5)	(r)	Donald A. Krueger	Middle School Assistant Principal (Webster)	Schedule III, Range 11D $46,504
(5)	(r)	Charles Marks	Middle School Assistant Principal (Burroughs)	Schedule III, Range 11D $37,267
(2)	(r)	Virginia Cullen	Elementary Assistant Principal (Palmer)	Schedule III, Range 10D $44,401
(2)	(r)	Ora Ewing	Elementary Assistant Principal (Green Bay/MacDowell)	Schedule III, Range 10D $44,765
(5)	(r)	Michael Fraley	Elementary Assistant Principal (LaFollette)	Schedule III, Range 10D $36,981
(5)	(r)	Dolores Keirn-Jackson Principal	Elementary Assistant $44,765 (21st Street/Lloyd)	Schedule III, Range 10D
(4)	(r)	Maria-Lourdes Tovar	Elementary Assistant Principal (Allen Field)	Schedule III, Range 10D $40,039
(5)	(r)	Gwyneth Young	Elementary Assistant Principal (Manitoba)	Schedule III, Range 10D $45,762
(2)	(r)	Sheena Carey	Internal Communications Specialist	Schedule III, Range 10A $42,077
(2)	(r)	Nancy Moore	Student Services Specialist (SDA V)	Schedule III, Range 8a $45,393
(2)	(r)	Betty Nicholas	Student Services Specialist (SDA VI)	Schedule III, Range 8a $51,884
(2)	(r)	Joseph Brown	Chapter I Instructional Support Team Generalist	Schedule III, Range 8b $44,440

Elementary (SDA IV)

(5)	(r)	Patricia Walia	Chapter I Instructional Support Team Generalist Elementary (SDA III)	Schedule III, Range 8b $45,766
(2)	(r)	Marguerite Guy	Chapter I Curriculum & Instruction Supervisor Secondary (Language Arts)	Schedule III, Range 8b $44,440
(5)	(r)	James Kurtz	Chapter I Curriculum & Instruction Supervisor Secondary (Language Arts)	Schedule III, Range 8b $45,766
(5)	(r)	Debra Jupka	Curriculum & Instruction Generalist - K-12 (Music)	Schedule III, Range 8b $41,600
(5)	(nr)	Patricia Swanson	Curriculum & Instruction Generalist Elementary (Music)	Schedule III, Range 8b $45,766
(j)	(r)	Winnifred Aitch	Instructional Support Team Generalist Secondary (SDA VI)	Schedule III, Range 8b $40,327
(5)	(r)	Mary Ann Smith	Instructional Support Team Generalist Secondary (SDA V)	Schedule III, Range 8b $45,766
(2)	(r)	Doris Wallace	Instructional Support Team Generalist Secondary (SDA II)	Schedule III, Range 8b $45,766

(2) Black
(4) Hispanic
(5) White

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

Respectfully Submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Director Bills moved adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

(Item 2)

August 30, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

The attached copy of the Board's goals developed at the recent planning session is submitted for your consideration and determination.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Director Mitchell moved adoption of the report.

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

Ayes—8; Noes—0.

(Item 3)

August 30, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

TRANSFER OF FUNDS FOR VINCENT HIGH SCHOOL AND THE DEPARTMENT OF PUBLIC AFFAIRS AND COMMUNICATIONS

A. Pertinent Facts:

1. In May and June of 1989, a task force of parents, students, teachers, aides, and administrators was formed to review problems that were identified at Vincent High School and to recommend solutions. In order to respond to the recommendations of the task force, the following expenditures are being recommended:

   a. $16,863 for a paraprofessional aide to work on student attendance and to have the responsibility for increasing communications with parents about student absences. The paraprofessional will call parents of students who are absent and program the automatic calling machine with messages to parents about their child's absence.

   b. $14,500 for an extra five hour paid day of inservice for the entire staff prior to the opening of school. Given the number of changes that have occurred, it is imperative to insure enough time for review and dissemination of information.

   c. $300 for buses for transportation for parents to Vincent for a mandatory parent meeting early in September.

   d. $900 for Rainbow Corps t-shirts for students who represent their homeroom and serve in the Rainbow Corps. This group of students represents all segments of the student population and meets regularly with administration and human relations staff to insure the celebration of cultural diversity in the building.

   e. $4,300 for consultants to work with the faculty throughout the year on motivation students, and on cultural diversity and communication.

   Funds were set aside in the 1989-90 budget for Vincent and Bay View High Schools and a transfer is being requested at this time to enable the plans for Vincent to be carried out.

2. The Department of Public Affairs and Communications is in the process of redesigning and revamping all inhouse publications. A new position of internal communications specialist is in the process of being filled and a graphic artist has been transferred to the department. Both of

these individuals need computers to perform their tasks. A transfer is being requested from the consultant account within the department.

B. Recommendations:

1. That $36,863 be transferred from the other expenses account to the appropriate salary accounts and accounts at Vincent High School.

2. That $10,000 be transferred from the consultant account to the additional equipment account in the Department of Public Affairs and Communications.

Respectfully Submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Director Mitchell moved adoption of the report.

Director O'Connell moved a substitute to consider the items separately.

On the transfer from the Other Expenses account to the appropriate salary accounts at Vincent High School, the motion prevailed, the vote being the same as that preceding:

Ayes—8; Noes—0.

On the transfer from the Consultant account to the Additional Equipment account in the Department of Public Affairs and Communications, Director O'Connell moved to refer the item to committee.

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

Ayes—8; Noes—0.

(Item 4)

August 30, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

Item 8 of the Report of the Personnel and Negotiations Committee (pages 18-19) is before the Board this evening without recommendation. The Committee requested that the administration make changes in the Weapons and Other Criminal Offenses: Administrative Transfer Policy and Plan and resubmit the document for the Board's consideration.

A copy of the plan with the requested changes is attached. It is recommended that this revised policy and plan be adopted.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Ordered held for consideration later in the meeting.

SECRETARY-BUSINESS MANAGER'S COMMUNICATIONS

(Item 1)

August 30, 1989

T0 THE BOARD OF SCHOOL DIRECTORS:

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

1. Notice of Injury and Claim For Damages against the City of Milwaukee, Milwaukee School Board, Dr. Robert Peterkin, Mr. Carl Nell, Mr. Otto Gleiber filed by Mr. Emmanuel Muwonge, attorney, on behalf of Demetria Burke, a minor, and her parents, Ronald and Patricia Burke, for injuries allegedly sustained by Demetria Burke at the Irving Elementary School on January 4, 1989.

   Claim is made against the City of Milwaukee, Milwaukee School Board, Dr. Robert Peterkin, Mr. Carl Nell and Mr. Otto Gleiber for reimbursement of amounts already incurred for medical expenses and any future medical expenses plus $50,000 for physical and emotional injuries and pain and suffering .

2. Notice of Claim and Claim For Damages against the Milwaukee School Board and City of Milwaukee filed by Mr. Jeffrey A. Cooper, attorney, on behalf of Chico Watkins, a minor, who allegedly sustained personal injuries at the Burroughs Middle School on April 19, 1989.

   Claim is made against the Milwaukee School Board and the City of Milwaukee in the sum of $50,000.

CNA Insurance Company which carries the Board's comprehensive general 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, these disallowances 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)

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

Ayes—8; Noes—0.

(Item 2)

August 30, 1989

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)

Ordered received and placed on file.

(Item 3)

August 30, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

The State Superintendent of Schools, Herbert Grover, has asked the Washington, D.C. law firm of Hogan & Hartson to represent the State of Wisconsin in certain federal legislative and regulatory issues in Washington, D.C. The areas of requested representation are outlined in the two Hogan & Hartson draft letters addressed to Mr. John J. Peterburs and Herbert Grover, respectively.

The Hogan & Hartson law firm has, of course, represented the Board in the recent lawsuit and settlement and continues to advise the Board and administration on matters related to the settlement.

The administration has reviewed the proposed working agreement between Hogan & Hartson and the State Superintendent of Schools and the administration is satisfied that the working arrangement can be accomplished without any conflict of interest with respect to the Board of School Directors' interests.

Attorney David Hornbeck is the Hogan & Hartson staff member that will be assigned to the State of Wisconsin business.

Hogan & Hartson has requested that the Board be advised of this arrangement and that the Board approve the plans as outlined.

It is recommended that the Board approve the representation of the State of Wisconsin by Hogan & Hartson as outlined and the Superintendent and/or Secretary-Business Manager be authorized to approve additional areas of representation by Hogan & Hartson on an issue by issue basis.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

(attachments)

Director Mitchell moved adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting "Present"—Director Stacy—1.

(Item 4)

August 30, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

It is recommended that Mrs. Suzanne Lundin be appointed to the position of Assistant Secretary-Business Manager, Level 13A at an annual salary of $68,195 effective upon assignment.

Mrs. Lundin is currently principal at Wilbur Wright Middle School. It is planned to have Mrs. Lundin spend the first few weeks at school at Wilbur Wright with her successor to facilitate a smooth transition at the school.

Mrs. Suzanne Lundin graduated with a B.S. degree from Worcester State College, Worcester, Massachusetts. Mrs. Lundin has an M. Ed Guidance and Counseling and an M.Ed in School Administration from Marquette University.

Her experience with the Milwaukee Public Schools has included assignments as a teacher, Title VII elementary guidance counselor, French immersion teacher, assistant principal and middle school principal. Additionally, Mrs. Lundin has participated in numerous MPS committees such as School Effectiveness Planning Committee, Site-Based Management Budget Committee and At-Risk Study Group. Also, she served as CityWide Music Festival Chairperson 1984-1986.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

Director Stacy moved adoption of the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mitchell, O'Connell, O'Neil, Pajewski, Stacy, and President Cullen—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 7, 1989, through July 28, 1989, 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 1231, inclusive

Payrolls (net of withholdings)	$4,956,235.60
Accounts	$18,859,915.79
	$23,816,151.39

CONSTRUCTION FUND

Accounts, Voucher Nos. 1 to 63, inclusive

Accounts $671,349.68

EXTENSION FUND

Payrolls and Accounts, Voucher Nos. 1 to 150, inclusive

Payrolls (net of withholdings) $428,467.50
Accounts $337,132.99

$765,600.49

TOTAL $25,253,101.56

THOMAS PAJEWSKI
Chair

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

Ayes—8; Noes—0.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

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

REPORT NO. 1

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM 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 returns from leave, effective as of the dates indicated:

APPOINTMENTS

Name and Assignment	Date	Position and Salary	Increment Date
Reponda Greer Brown Street	06-05-89	School Secretary I $16,268.44/yr. (New position)	06-05
Deanna Hermann Burdick	08-25-89	School Secretary I $14,749.78/yr.	08-25

(Replacement for promotion)

Karen Brauch Brown Street	08-11-89	School Secretary I $16,424.00/yr. (New position)	08-11
Awilda Acevedo Transportation	08-01-89	Clerk Typist I - Bilingual $13,853.84/yr. (New position)	08-01
Lawrence Mueller Transportation	08-01-89	Transportation Assistant $30,000.00/yr. (New position)	08-01
Michelle Shelander Purchasing	07-24-89	Material Handler I $22,400.82/yr. (New position)	07-24
Joseph Vicena Physical Plant	08-01-89	Plumber $17.52/hr.($35,040.00/yr.) (Replacement for retirement)	08-01

PROMOTIONS

Carolyn Tutaj LaFollette	05-23-89	School Secretary I $13,675.55/yr.	03-02
Margie Rivera Recreation	05-15-89	School Secretary I $15,837.38/yr.	04-11
Bruce Wagner Elementary Zone	05-29-89	School Secretary I $15,837.38/yr.	07-25
Deborah Reuter Webster	05-23-89	School Secretary I $13,138.44/yr.	08-26
Sharon Ninham Staffing Services	05-15-89	School Secretary I $15,837.38/yr.	08-23
Rachel LeFlore Administrative Services	05-29-89	School Secretary I $15,837.38/yr.	09-07
Barbara Wambach Elementary & Secondary	05-23-89	School Secretary I $13,138.44/yr.	10-24
Helen Archie 31st Street	05-23-89	School Secretary I $13,138.44/yr.	01-28
Roberta Silldorff Gaenslen/Maryland	06-05-89	School Secretary I $13,138.44/yr.	02-08
Dorothy Lewis Clarke	06-05-89	School Secretary I $13,138.44/yr.	02-17
Marie Grudzina Keefe	06-05-89	School Secretary I $13,675.33/yr.	11-23
Mary Marinello Gaenslen	04-12-89	Food Service Mgr. III $12,086.90/yr.	08-02

Nora Jeson Pulaski	05-29-89	School Secretary I $15,837.38/yr.	12-08
Linda Berlin S.D.A. Webster	07-05-89	School Secretary III $20,881.90/yr.	06-24
Roxanne Torres S.D.A. Parkman	07-05-89	School Secretary III $21,402.68/yr.	08-22
Tina Just Superintendent Office	07-10-89	School Secretary III $20,881.90/yr.	07-10
Larry Hale Wright	06-12-89	School Engineer III $31,014.88/yr.	12-12
Patrick Ryan Gaenslen	01-01-89	School Engineer III $31,014.88/yr.	07-01
Joseph Jacobsen Roosevelt	06-26-89	School Engineer III $29,659.24/yr.	01-09
Gene Smith Plant Op.	06-26-89	School Engineer III $31,638.88/yr.	12-26
Scott Lichucki Kosciuszko	06-12-89	School Engineer III $31,014.88/yr.	12-12
Darwin Armstrong Brown Street	06-26-89	School Engineer II $27,436.24/yr.	08-05
Linda Jones Roosevelt	04-04-89	Food Service Mgr. III $13,004.56/yr.	04-11
Mary McLaughlin Clement	04-25-89	Food Service Mgr. III $13,091.36/yr.	08-29

CHANGES IN STATUS

Karen Krueger # Longfellow	08-25-89	Clerk Typist I $11,486.22/yr.	08-25
Marcia Kirby * Riley	08-25-89	School Secretary I $15,287.33/yr.	08-25
Valerie Nelson @ Physical Plant	07-18-89	School Secretary I $19,698.38/yr.	07-18
Christine Albin ++ Philipp	08-30-89	Food Service Mgr. II $11,592.01/yr.	04-11
Ronaele Dietzman ++ Fairview	08-30-89	Food Service Mgr. II $11,618.11/yr.	01-25
Geraldine Groce ++ Douglass	08-30-89	Food Service Mgr. II $12,756.89/yr.	05-16

Katie Hathaway ++ King	08-30-89	Food Service Mgr. IV $15,762.59/yr.	12-09
Donna Pilak ++ Lincoln Center	08-30-89	Food Service Mgr. III $13,393.56/yr.	08-27
Corinne Sansone ++ Sherman	08-30-89	Food Service Mgr. III $12,870.00/yr.	08-27
Lurlene Turner ++ 53rd Street	08-30-89	Food Service Mgr. II $14,295.71/yr.	01-08
Mary Marinello = 8th Street	08-30-89	Food Service Mgr. II $11,542.35/yr.	08-27
Sandra Miller % Recreation	08-01-89	Sr. School Secretary II $23,775.44/yr.	07-01

From substitute to regular appointment
* From a 12 month to a 10 month position
@ From a 10 month to a 12 month position
++ Layoff of Food Service Mgrs. per appendix A, page 43, of Local 150 Contract (Food Service)
= Voluntary demotion from Food Service Manager III
% Involuntary demotion from School Secretary III

RETURNS FROM LEAVE

Kelli Barnhill Administrative Services	06-06-89	School Safety Aide $7.67/hr.($11,290.24/yr.)	02-19
Donald Jacob Kosciuszko	05-15-89	Boiler Attendant $24,131.64/yr.	03-04

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 April 14, 1989, and April 26, 1989, inclusive, under suspension of Section 3.12(4) of the Board's rules:					
(nr)	Susan D. Richter Art Therapy	B	$22,678	3	April, 1990

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Increment Date
Effective September, 1989 payroll:					
(r)	Irma M. Abraham Elementary	B	$23,060	2	September, 1990
(r)	Robert A. Alcorta Speech Pathology	B	$20,964	0	September, 1990
(nr)	Rosaline O. Amukele Elementary	C	$21,824	0	September, 1990
(nr)	Geralyn B. Anderson Elementary	B	$20,964	0	September, 1990
(r)	Jennifer L. Anderson Elementary	B	$20,964	0	September, 1990
(r)	Bridget Araujo Elementary	C	$23,920	2	September, 1990
(r)	Sandra L. Axline Elementary	B	$20,964	0	September, 1990
(nr)	Jeffrey T. Bersch Upper Elementary	B	$20,964	0	September, 1990
(nr)	Kathleen A. Bigaj Elementary	B	$20,964	0	September, 1990
(r)(a)	Steven H. Bold Elementary	B	$23,060	2.5	February, 1990
(nr)	Susan M. Brick ED/MR	B	$20,964	0	September, 1990
(nr)	Kimberly L. Britton LD/ED	B	$20,964	0	September, 1990
(nr)	Katherine D. Brunner Elementary Montessori	B	$25,680	5	September, 1990
(r)	Sandra A. Brusha Elementary	B	$24,108	3	September, 1990
(nr)	Pamela J. Brust Elementary	B	$20,964	0	September, 1990
(nr)	Todd W. Bugnacki Upper Elementary	B	$23,060	2	September, 1990

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Increment Date
(r)	Adlena A. Clark Elementary	B	$20,964	0	September, 1990
(r)	Christine M. Clemens Elementary	B	$20,964	0	September, 1990
(r)	Deirdre A. Curtis Upper Elementary/English	B	$20,964	0	September, 1990
(r)	Barbara R. Darby Elementary/Reading	B	$25,680	5	September, 1990
(nr)	Peter D. Dennee Music	B	$20,964	0	September, 1990
(r)	Anne K. Desotelle Elementary	B	$20,964	0	September, 1990
(r)	Kathleen E. Donnellan Elementary	B	$20,964	0	September, 1990
(nr)	Mary C. DuBois Elementary	B	$20,964	0	September, 1990
(nr)	Laurie B. Evans Learning Disabilities	B	$20,964	0	September, 1990
(r)	Heidi A. Feierstein Elementary	B	$20,964	0	September, 1990
(nr)	Kathleen F. Fein Emotionally Disturbed	B	$20,964	0	September, 1990
(r)	Donna B. Ferschl Elementary	B	$20,964	0	September, 1990
(r)	Karen E. Fischer Elementary	B	$20,964	0	September, 1990
(nr)	Morris L. Foxhall Special Ed/History	C	$26,540	5	September, 1990
(nr)	Kerry A. Freitag Elementary	B	$20,964	0	September, 1990
(nr)	Gwendolyn L. Gaddy Elementary	B	$20,964	0	September, 1990
(r)	Katherine M. Gage Elementary	B	$20,964	0	September, 1990

Teachers - Schedule I		Division	Salary	Years of Experience Credit	Increment Date
(nr)	Kathryn A. Goetz Upper Elementary	B	$20,964	0	September, 1990
(nr)	Marylaurel Grogan Upper Elementary	B	$20,964	0	September, 1990
(r)	Marisol Gutierrez Bilingual Elementary	B	$20,964	0	September, 1990
(r)	Nancy A. Hall Elementary	B	$20,964	0	September, 1990
(r)	Yolanda Hernandez Bilingual Elementary	B	$20,964	0	September, 1990
(r)	Ann M. Hoffmann Elementary	B	$22,012	1	September, 1990
(nr)	Jean H. Howland Elementary/MR	B	$25,680	5	September, 1990
(nr)	Heidi Huenink Elementary	B	$24,632	4	September, 1990
(r)	Beth A. Huizenga Emotionally Disturbed	B	$24,108	3	September, 1990
(nr)	Valerie V. Immel Elementary	B	$22,012	1	September, 1990
(r)	Betty D. Jackson Elementary	B	$20,964	0	September, 1990
(r)	Jane S. Jaeger Elementary	B	$20,964	0	September, 1990
(nr)	Arnetta M. Johnson Elementary	B	$25,680	5	September, 1990
(nr)	Ann M. Karls Elementary	B	$20,964	0	September, 1990
(nr)	Beth M. Kenefick Upper Elementary	B	$20,964	0	September, 1990
(nr)	Jeanette B. Kim Elementary	B	$20,964	0	September, 1990
(r)	Michelle D. Klabunde Mentally Retarded	B	$20,964	0	September, 1990

Teachers - Schedule I		Division	Salary	Years of Experience Credit	Increment Date
(nr)	Marbey J. Krahn Upper Elementary	C	$22,872	2	September, 1990
(nr)	Mary B. Krygiel Elementary	B	$25,680	5	September, 1990
(nr)	Mary B. Kurth Elementary	B	$20,964	0	September, 1990
(r)	Priscilla Y. Lietz Elementary	BB	$26,113	5	September, 1990
(nr)	Amy M. Magulski Elementary	B	$20,964	0	September, 1990
(nr)	Dawn C. Marisch Elementary	B	$20,964	0	September, 1990
(nr)	Alexis M. Marshall Upper Elementary	B	$22,012	1	September, 1990
(r)	Jacqueline R. Mason Upper Elementary	B	$20,964	0	September, 1990
(nr)	Sharon L. McSherry Elementary	B	$23,060	2	September, 1990
(r)	Ruth Miller Learning Disabilities	B	$20,964	0	September, 1990
(r)	Debra S. Muhonen Elementary	B	$22,012	1	September, 1990
(nr)	Laurel A. Nelson Upper Elementary	B	$23,060	2	September, 1990
(nr)	Julie A. Nichols Elementary	B	$22,012	1	September, 1990
(r)	Linda C. Owens Elementary	B	$20,964	0	September, 1990
(nr)	Lisa A. Paccagnella Elementary	B	$20,964	0	September, 1990
(r)	Anna Marie Passante English/Librarian	BB	$24,541	3	September, 1990
(r)	Lisa A. Pearson Elementary	B	$20,964	0	September, 1990

Teachers - Schedule I		Division	Salary	Years of Experience Credit	Increment Date
(r)	Peggy L. Petzold Upper Elementary	B	$20,964	0	September, 1990
(r)	Linda A. Quesnell Upper Elementary	B	$20,964	0	September, 1990
(r)	Carmen M. Rahming Mentally Retarded	B	$20,964	0	September, 1990
(r)	Lisa A. Richter Speech Pathology	B	$20,964	0	September, 1990
(nr)	Heidi K. Rideout Mentally Retarded	B	$20,964	0	September, 1990
(r)	Pamela L. Robins Elementary	B	$24,632	4	September, 1990
(nr)	Kelvin J. Robinson Music	B	$25,680	5	September, 1990
(nr)	Robin L. Roddy Elementary	B	$20,964	0	September, 1990
(r)	Lisette M. Rodriguez Bilingual Math	B	$25,680	5	September, 1990
(r)	Judith A. Roschke Upper Elementary	B	$25,680	5	September, 1990
(r)	Michelle C. Russell Elementary	B	$20,964	0	September, 1990
(r)	Irene M. Sabat Elementary	B	$20,964	0	September, 1990
(r)	Teresa E. Samu Elementary	B	$23,060	2	September, 1990
(r)	Sylvia M. Sanders Chemistry	B	$20,964	0	September, 1990
(nr)	Juliana M. Sapp Elementary	B	$20,964	0	September, 1990
(r)	Andrea J. Schmitz Elementary	B	$22,012	1	September, 1990
(nr)	Mary E. Schwaller Bilingual Elementary	B	$20,964	0	September, 1990

Teachers - Schedule I		Division	Salary	Years of Experience Credit	Increment Date
(nr)	Jacqueline A. Sheehan Elementary	B	$20,964	0	September, 1990
(r)	Tamar D. Smirl Upper Elementary	B	$20,964	0	September, 1990
(nr)	Judith Smith Elementary Montessori	B	$25,680	5	September, 1990
(r)	Stephanie K. Terranova Elementary	B	$23,060	2	September, 1990
(r)	H. Frances Thurston Elementary	B	$20,964	0	September, 1990
(nr)	Mary M. Vail Elementary	B	$20,964	0	September, 1990
(r)	Fred C. Voigt Elementary	B	$22,012	1	September, 1990
(nr)	Maureen E. Waldvogel Elementary	B	$20,964	0	September, 1990
(r)	Richard H. Wastrack Music	B	$22,012	1	September, 1990
(nr)	Allison K. Westley Elementary	B	$22,012	1	September, 1990
(r)	Dennis L. White Upper Elementary	B	$20,964	0	September, 1990
(r)	Brenda Williams English	B	$20,964	0	September, 1990
(nr)	5. Denise Wright Emotionally Disturbed	B	$20,964	0	September, 1990
(r)	Michelle K. Wuenstel Elementary	B	$20,964	0	September, 1990
(nr)	Kristine R. Yirek Emotionally Disturbed	B	$20,964	0	September, 1990

Community Recreation Specialist - Schedule lA

Effective between October 10, 1989, and October 20, 1989, inclusive:

(r)	Martha R. Dixon	lB	$19,335	0	September, 1990

		Division	Salary	Years of Experience Credit	Increment Date
Community Recreation Specialist - Schedule lA					
(r)	Heidi Laeser	lB	$21,269	2	September, 1990

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

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(ITEM 3) Your Committee recommends that the following appointments and promotions be, and they hereby are, effective upon assignment following approval of the Board:

APPOINTMENTS AND PROMOTIONS

(r)	Terrill Balster	Elementary Principal (Cooper)	Schedule III, Range 13d $43,094
(r)	Kathleen Brau	Elementary Principal (Maple Tree)	Schedule III, Range 13d $52,426
(r)	Jacquelyn Brimley	Elementary Principal (81st Street)	Schedule III, Range 13d $52,266
(r)	Sarah Jackson	Elementary Principal (Siefert)	Schedule III, Range 13d $53,595
(r)	James Novak	Elementary Principal (Riley)	Schedule III, Range 13d $54,658
(r)	Robert Schleck	Elementary Principal (Burdick)	Schedule III, Range 13d $46,128
(r)	Bettye Washington	Elementary Principal (Hawthorne)	Schedule III, Range 13d $51,253
(nr)	Estaban de la Torre	Middle School Principal (Kosciuszko)	Schedule III, Range 14d $48,000
(nr)	Ivanka Kuzmanovic	High School Assistant Principal	Schedule III, Range 12c $46,470
(r)	Hector Perez-Laboy	High School Assistant Principal	Schedule III, Range 12c $39,734
(r)	Gregory Wong	High School Assistant Principal	Schedule III, Range 12c $39,734
(r)	Donna Zoble	High School Assistant Principal	Schedule III, Range 12c $47,485

(r)	Cora Coleman	Middle School Assistant Principal	Schedule III, Range lld $49,577
(r)	Donna Elliott	Middle School Assistant Principal	Schedule III, Range lld $40,166
(r)	Clara Moore	Middle School Assistant Principal	Schedule III, Range lld $47,762
(r)	Glenn Schilling	Middle School Assistant Principal	Schedule III, Range lld $37,267
(r)	Katherine Washabaugh Principal	Middle School Assistant $40,000	Schedule III, Range lld
(r)	Robert Wenner	Middle School Assistant Principal	Schedule III, Range lld $44,765
(r)	Erma Cannon	Elementary Assistant Principal	Schedule III, Range 10d $47,762
(r)	Ralph De Vito	Elementary Assistant Principal	Schedule III, Range 10d $39,021
(r)	Bobbie Griffin	Elementary Assistant Principal	Schedule III, Range 10d $48,675
(r)	Renee Hampton	Elementary Assistant Principal	Schedule III, Range 10d $36,110
(r)	Yvonne Hopgood	Elementary Assistant Principal	Schedule III, Range 10d $42,693
(r)	James Sonnenberg	Elementary Assistant Principal	Schedule III, Range 10d $39,955
(r)	David Krueger	Research Specialist	Schedule III, Range 9a $56,104

(r) Resident
(nr) Non Resident

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

LEAVES OF ABSENCE

		Beginning
Illness leave, to June, 1989:		
Kyoko H. Morris	On leave	September 2, 1988
Debra Servi	On leave	May 15, 1989

Illness leave, to June, 1990:

David Elijah	Maple Tree	June 6, 1989
Joyce Roesler	Elem. & Secondary	August 22, 1989

Maternity leave, to June, 1990:

Maura Fitzgerald	Andrews Happy Hill	September 1, 1989
Elizabeth Croswhite	On leave	September 1, 1989
Hollice Olsen	MacDowell	September 1, 1989

Personal leave, to June, 1990:

Maria Jaszewski	Sherman	September 1, 1989
Annie Rheams	Riverside	September 1, 1989

Special teaching assignment, to June, 1990:

Anne C. Davis Franklin	September 1, 1989	

Study leave, to August 31, 1990:

Timothy W. Lichtenwald	Secondary Zone	August 28, 1989

Extension of leave for illness, to January, 1990:

Marilyn Fischer	On leave	September 1, 1989
George M. Herro	On leave	September 1, 1989

Extension of leave for illness, to June, 1990:

Mary Bloch	On leave	September 1, 1989
Jean C. Browning	On leave	September 1, 1989
Myra J. Holland	On leave	September 1, 1989
Jay Madson	On leave	September 1, 1989
Lauri Wynn	On leave	September 1, 1989

Extension of leave for maternity, to January, 1990:

Helen Canellos	On leave	September 1, 1989
Marilyn Finegold	On leave	September 1, 1989
Karen Flanagan	On leave	September 1, 1989
Judith A. Greco-Carr	On leave	September 1, 1989
Catherine Lyman	On leave	September 1, 1989
Maureen Mulcahy	On leave	September 1, 1989
Deanne Pankratz	On leave	September 1, 1989
Maureen Powers-Todt	On leave	September 1, 1989
Diane Rombca	On leave	September 1, 1989
Sharon Rospenda	On leave	September 1, 1989
Margaret Scanlan	On leave	September 1, 1989
Donna Unger	On leave	September 1, 1989
Helene Unruh	On leave	September 1, 1989
Mary Beth Weissert	On leave	September 1, 1989

Extension of leave for maternity, to June, 1990:

Nancy J. Barnhardt	On leave	September 1, 1989
Janine Kalisz	On leave	September 1, 1989
Robin Nehring Brodie	On leave	September 1, 1989
Gina L. Ruminski	On leave	September 1, 1989
Sharon Silverthorn	On leave	September 1, 1989
Linda Teichen	On leave	September 1, 1989
Mary Clare Trainor	On leave	September 1, 1989
Beth Witte-Cleary	On leave	September 1, 1989

Extension of leave for paternity, to January, 1990:

Paul Kinsley	On leave	September 1, 1989

Extension of leave for personal, to January, 1990:

Carol Ann Dadian	On leave	September 1, 1989
Valorie T. Olson	On leave	September 1, 1989

Extension of leave for personal, to June, 1990:

Karen T. Henry	On leave	September 1, 1989

Extension of leave for study, to January, 1990:

Heidi Haeberli	On leave	September 1, 1989

Extension of leave for study, to June, 1990:

Mary Anne Oakvik	On leave	September 1, 1989
Barbara J. Reinken	On leave	September 1, 1989

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(ITEM 5) Your Committee recommends that the following actions taken by the Board granting one sabbatical leave and one study leave be, and they hereby are, rescinded:

RESCINDING OF LEAVES

Lenie T. Dietrich	—was granted a sabbatical leave from September 1, 1989 to June, 1990. Rescinded because of resignation of June l9, 1989.
Kyoko H. Morris	—was granted a study leave from September 2, 1988, to June, 1989. She rescinded her study leave. Her leave was changed from a study leave to an illness leave, without pay, from September 2, 1988, to June, 1989.

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

RESIGNATIONS

Jean Acevedo	Madison	June 23, 1989
Bette Adamopoulos	68th	July 1, 1989
Frederick E. Bahr	Custer	July 2, 1989
Janice M. Bain	Bay View	June 19, 1989
Fred R. Bland, Jr.	King	July 3, 1989
Wilford K. Borth	Muir	July 1, 1989
Louis G. Boudro	Sholes	August 4, 1989
Sherrie S. Bowers	Grandview	June 19, 1989
Peter Boyajian	Pulaski	July 1, 1989
Joe Buckstead	Student Services	September 1, 1989
Katherine Butterfield	Fritsche	July 3, 1989
Nina M. Collier	Cass	July 1, 1989
Dolores P. Collins	Grandview	July 1, 1989
Sherma E. Cornelius	Washington	July 1, 1989
Richard L. Daniels	Trowbridge	July 1, 1989
John S. Degenhart	Victory	July 1, 1989
Ronald J. DeVillers	Pulaski	July 1, 1989
Charmaine Diehl	On leave	June 27, 1989
Beverly J. Donovan	Muir	July 1, 1989
Michael P. Dressler	Hamilton	August 31, 1989
Patrick A. Driscoll	Cooper	July 3, 1989
Kathleen M. Dubiel	81st	August 1, 1989
Frederick G. Ewig	Barton	July 1, 1989
William T. Fantry, Jr.	Walker	July 11, 1989
Lucille L. Farwig	Keefe	July 1, 1989
Susan M. Feider-Kelly	On leave	June 19, 1989
Louis F. Fuhrman	Congress	July 1, 1989
Rosemary D. Gaul	Muir	July 1, 1989
Carolyn C. Gesell	Fernwood	June 19, 1989
Sandra J. Gitter	On leave	June 19, 1989
Rita L. Goepel	Irving	July 1, 1989
Joy B. Goldman	On leave	May 30, 1989
Bernice Gollup	Alcott	June 19, 1989
Jorge Gonzalez	Audubon	June 6, 1989
Dorothy B. Gore	Ex. Ed. & Supp. Serv.	July 18, 1989
Loretta M. Grajek	Trowbridge	July 1, 1989
Mary H. Griesbach	Madison	July 1, 1989
Joanne F. Grochowski	20th	August 3, 1989
Edward K. Grotbeck	Morse	July 1, 1989
Jennifer Heidel	Steuben	July 6, 1989
John W. Heiden	Hartford	July 1, 1989
Mary B. Herbert	Burbank	August 12, 1989
Robert D. Hesselbrock	Vincent	July 2, 1989
Gene R. Hickey	Garfield	July 1, 1989

Allan M. Hida	Madison	July 1, 1989

Carole A. Hoefs	Vincent	July 1, 1989
Neil G. Hoepfner	Pulaski	August 4, 1989
Theresa A. Hoffman	Elem. Zone	July 3, 1989
Gerald A. Holman	Milw. Tech	July 2, 1989
Philip E. Hosler	Bay View	July 1, 1989
Milan F. Huley	Marshall	July 1, 1989
Walter R. Huth	Muir	July 1, 1989
Denise A. Infield	On leave	May 23, 1989
Beverly F. Jacquet	Steuben	June 19, 1989
Carmen M. Jaroch	Grant	July 1, 1989
Jane Jassin	20th	June 19, 1989
Carmen M. Johnson	On leave	May 19, 1989
Michael S. Johnson	Day-to-Day	June 19, 1989
Wanda J. Jones	Hi-Mount	July 1, 1989
Paul K. Jungkuntz	Walker	July 1, 1989
Lenore Juvan	Parkview	July 1, 1989
Glenn L. Kanitz	Pulaski	July 1, 1989
Lawrence Kascht	Riverside	June 19, 1989
Richard J. Kerkenbush	Whitman	July 1, 1989
Mary E. Kijowski	Kluge	June 30, 1989
Arleen A. Knauff	Lady Pitts	July 1, 1989
Helen Marie Knoch	Story	July 2, 1989
Harriet H. Korn	Unassigned	July 5, 1989
Walter A. Kraft	Burroughs	August 3, 1989
Maureen A. Kucera	Irving	June 19, 1989
Lenore S. Kupper	Goodrich	July 1, 1989
Mary Beth LaHaye	On leave	June 1, 1989
Jean E. Langenohl	21st	July 1, 1989
Shirley M. Lennartz	Dover	July 1, 1989
Bonnie L. Linman	On leave	May 17, 1989
Roger W. Linman	Madison	July 1, 1989
George R. Ludwig	Hamilton	July 1, 1989
James P. Ludwig	Audubon	July 1, 1989
Beverly J. Lustig	Dover	July 1, 1989
Roderick J. Lyne	Engleburg	June 19, 1989
William W. Malloy	Ex. Ed. & Supp. Serv.	August 3, 1989
Maureen L. Marek	On leave	June 21, 1989
Klare Markotic	On leave	June 19, 1989
Sheryl L. Martina	Hampton	August 31, 1989
Brenda F. Martins	Pierce	July 1, 1989
Kimberly May	Irving	June 19, 1989
Corinne M. Meyer	On leave	June 26, 1989
Andrew A. Mikaelian	Unassigned	July 1, 1989
Eugene R. Miller	Hamilton	July 1, 1989
Nancy Minty	Lee	June 19, 1989

William R. Morehouse	Ex. Ed. & Supp. Serv.	July 7, 1989
Marion M. Myers	On leave	May 16, 1989
Richard E. Nehring	Unassigned	June 19, 1989
John H. Nelson	King	July 1, 1989
George P. Nicholas	Story	July 1, 1989
Donald F. Norton	Madison	July 1, 1989
Joanne Nowakowski	On leave	June 29, 1989
Ralph Nowicki	Milw Tech	June 19, 1989
Roland S. Olenchek	Secy-Bus-Mgr's. Ofc.	September 10, 1989
Ruth A. Opem	Auer	July 1, 1989
Carolyn A. Outlaw	On leave	June 20, 1989
Donald Paasch	Parkview	July 1, 1989
Douglas R. Pagel	Burroughs	July 1, 1989
James Pantazon, Jr.	King	July 1, 1989
Anna S. Patti	Riverside	July 1, 1989
Loyola M. Pawlowski	Silver Spr	July 1, 1989
Donald Petersen	Hamilton	July 1, 1989
Lloyd E. Peterson	Custer	August 4, 1989
Diane M. Powell	Hamilton	June 19, 1989
John L. Pratt	Hamilton	July 1, 1989
Kathleen K. Radloff	LaFollette	August 31, 1989
Sarah Y. Reardon	On leave	May 30, 1989
Diane J. Reiels	Thoreau	June 27, 1989
Loren D. Rochester	Washington	June 25, 1989
Mary Sue Rodgers	Elem Zone	June 26, 1989
Robert B. Roesler	Hamilton	August 15, 1989
Lori A. Romanski	Clemens	June 19, 1989
Pauline C. Ross	Sherman	May 17, 1989
Shirley B. Ruffin	Holmes	August 4, 1989
Arthur H. Rumpf	Elem & Sec.	July 1, 1989
Robert F. Ruparcich	Kosciuszko	July 1, 1989
Phyllis M. Samore	City-Wide	July 1, 1989
Betty J. Sanders	Riley	July 1, 1989
Julia C. Saunders	Townsend	July 1, 1989
Betty Schlotter	53rd	July 1, 1989
Joseph J. Schmitz	Pulaski	July 1, 1989
Nora K. Schulze	Webster	July 1, 1989
Mary Pat Siewert	Riley	June 30, 1989
Sue Simning-Hoeft	Morgandale	July 2, 1989
J. Wesley Skilton	Muir	July 1, 1989
Phyllis G. Smith	On leave	June 17, 1989
Donald L. Soucie	Pulaski	July 1, 1989
Connie L. Stein	Lancaster	June 22, 1989
Margaret A. Tackes	Pulaski	June 19, 1989
Joseph F. Tarantino	Marshall	July 1, 1989

Kathryne T. Tate	Parkman	July 1, 1989
Magdalene Topitzes	Morse	July 1, 1989
Boris Trboyevich	Hamilton	July 1, 1989
John M. Trgo	Carleton	July 1, 1989
Donald J. Trythall	Juneau	July 1, 1989
Charles A. Tueller	Milw Tech	July 1, 1989
Charlotte P. Udovich	North	June 19, 1989
Marilyn D. Verick	Bay View	July 1, 1989
John T. Washington	Washington	July 14, 1989
Carolyn M. Watring	20th	June 19, 1989
Esten A. Webb	Bell	July 1, 1989
Mary K. Weller	Goodrich	July 1, 1989
Richard L. Welton	Congress	July 1, 1989
Raymond J. White	King	July 1, 1989
Faye L. Wicks	Walker	July 2, 1989
Annie P. Willis	Edison	July 1, 1989
Daniel V. Wisniewski	Pulaski	June 19, 1989
Gordon K. Wolf	Hampton	June 19, 1989
Marilynne Wolf	21st	August 3, 1989
Donald H. Wulff	Marshall	July 1, 1989
Robert C. Zeman	Kluge	July 1, 1989

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

1. At its meeting of August 3, 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, such agreements to be reported to the Board at its next following regular meeting."

2. This procedure has been used since the monthly meetings of the Milwaukee Board and various suburban Boards do not always coincide with the completion of the contractual agreements and the timetable needed to begin implementing the inter-district pupil transfer agreements for a particular school year.

3. The City Attorney has advised 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 effective immediately the Board resume approval of Chapter 220 agreements with the understanding that the administration will move forward with implementation as needed to meet the timetables required with various suburban districts.

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(ITEM 8) The Superintendent advised your Committee that:

1. At the Board meeting on February 22, 1989 (Proc., p. 796), a resolution by Director Bills pertaining to discontinuing of the use of administrative transfers was referred to the Personnel and Negotiations

Committee. The resolution was discussed by the Committee at its meetings on March 13 and April 17, 1989. The administration indicated that it would develop a revised policy and procedure to remedy the perceived shortcomings of the administrative practice which had been followed for many years.

2. This revised policy and plan has now been completed and is submitted for the Committee's consideration. A copy is attached under the title Weapons and Other Criminal Offenses-Administrative Transfer Policy and Plan to the minutes of your Committee's meeting of August 14, 1989.

3. The revised policy and plan addresses the following issues: a) reduction of student disruption and the need for administrative transfers; b) provision of an alternative site with assessment, counseling, supportive services, and individual programming; c) providing the student with an opportunity to return to the school that he or she left by involving the student and the parent in the development of a commitment to change; d) developing local school ownership of their students; e) providing parents with the option of transferring their child to another school after assessment only if extenuating circumstances exist; and f) developing an alternative process, in extreme cases only, where disruption would occur by returning the student to the original school.

Your Committee recommends referring Item 8 to the Board without recommendation requesting that the administration make changes in the Weapons and Other Criminal Offenses: Administrative Transfer Policy and Plan as suggested by Committee members prior to the August Board meeting. Specific changes in the Milwaukee Public Schools Guidelines and Reassignment Options to include city-wide schools should be included.

* * * * *

(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 1988-1989 school year, the Board utilized a panel made up of assistant superintendents. It is being recommended this year that the panel be composed of central office department directors. The directors of the departments of student services, school safety, and alternative and vocational education will not be members of the pool since they are involved in either the investigation and reporting of the incident or the placement of the student.

3. The only change that the legislature made in the law this year was to extend from seven to ten days the period during which the expulsion hearing must be conducted.

Your Committee recommends:

l. That the Board adopt the following resolution:

Be it resolved for the 1989-1990 school year that student expulsions from the Milwaukee Public Schools shall be ordered by a three member independent hearing panel selected from an eight member pool of directors of central office departments; 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 department director 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.

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

1. On June 28, 1989 (Proc., p. 136), the Board received a communication from the Milwaukee Building & Construction Trades Council relative to increases in wages and fringe benefits for various trades (copies attached).

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 in 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 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 be approved.

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(ITEM 11) The Superintendent and the Secretary-Business Manager advised your Committee that at its meeting on June 28, 1989 (Proc., p. 138), the Board referred the following resolution, which was introduced by Director O'Neil, to the Personnel and Negotiations Committee:

WHEREAS, from time to time members of the administration are asked by the media and other parties to give the Board's position on various issues, and

WHEREAS, in many instances the Board has taken no formal action on these same issues, and

WHEREAS, statements about what the Board could or might do can be very misleading to the public, now therefore be it

RESOLVED, that the Board remind staff members that in those instances where to Board has taken no formal position on sensitive issues they should refrain from speculating on what action the Board might or might not take.

Your Committee recommends that the resolution be adopted.

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(ITEM 12) Your Committee reports having received informational reports from the Superintendent and the Secretary-Business Manager on the following matters; these reports have been made a part of the minutes of your Committee's meeting of August 14, 1989 :

A. Report on Affirmative Action Personnel Transactions for the Months of June and July, 1989

B. Report Regarding Assisting the City in Asbestos Inspections

REPORT NO. 2

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Personnel and Negotiations presents the following report:

Your Committee reports having given hearing under Part IV, Section N, of the contract between the Board of School Directors and the Milwaukee Teachers' Education Association (Teachers) in the matter of appeal of disciplinary action of a one-day suspension without pay of Earl Hill, a teacher.

Your Committee reports having determined that there existed cause to discipline Earl Hill based on failure to take proper precautions in storage of oily rags resulting in a spontaneous combustion fire which endangered the welfare and safety of students, staff, and damage to the property of the Milwaukee Public Schools.

Your Committee recommends that the disciplinary action of the Superintendent be reduced to a letter of reprimand in Earl Hill's personnel file regarding concern for following proper safety precautions.

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REPORT NO. 3

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Personnel and Negotiations presents the following report:

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

Your Committee reports having determined that there existed cause to discipline Gary Buchek based on continued use of inappropriate physical force against students to maintain classroom control after he was told not to do so and his continuous use of inappropriate physical force to maintain classroom discipline would result in further disciplinary action.

Your Committee recommends that the disciplinary action of the Superintendent in the form of a three day suspension without pay be sustained.

* * * * *

Director O'Connell moved suspension of any and all Board Rules interfering with the receiving of Report no. 3.

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

Ayes—8; Noes—0.

Separate consideration having been requested of Items 2 and 8 of Report #1, the remainder of the reports were adopted, the vote being as follows:

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

Noes—None.

Voting "Present"—Director Stacy—1.

Item 2 of Report #1, relating to the appointment of teachers, having been set aside for separate consideration, Director O'Connell moved suspension of Board Rules and adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Item 8 of Report #1, relating to the Administrative Transfer Policy and Plan, having been set aside for separate consideration, Director Mitchell moved adoption of the report.

Director Johnson moved an amendment to expand conflict resolution to include staff and student mediation.

The amendment prevailed, the motion being as follows:

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

Noes—None.

Temporarily absent—Director O'Connell—1.

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

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

Noes—None.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM l) The Superintendent advised your Committee that:

1. The administration has received requests from two school based management schools, Fratney and Lee, to change from a six week report card system to a nine week system. These requests were an outcome of the schools' efforts to redesign their report cards in order to improve communication with parents.

2. The forty-seven approved policy changes for school based management schools contain a provision to allow schools to design their own report cards and modify the dates they are given out, but there is no

authority to change from a six week reporting system to a nine week one. It is being recommended that the policy be changed to give school based management schools this option.

Your Committee recommends that the policy change for school based management schools previously adopted by the Board be amended as follows:

Report cards may be designed by the individual SBM schools with report card dates and the number of times the report card is issued being a school option, provided that report cards are issued a minimum of four times per year.

* * * * *

(ITEM 2) The Superintendent advised your Committee that:

1. Pleasant View School was opened as a segregated program serving a population of 120 students who were mentally retarded in September of 1965. A new facility was opened in November of 1971. The student population grew to 320 students who were mentally retarded, ages 3 thru 21 years of age. During the past few years, the enrollment has been decreasing. The 1989-1990 projected enrollment for the Pleasant View Alternative High School is 140 multiple handicapped students.

2. With the district's commitment to the integration of regular and exceptional education students, the enrollment of Pleasant View Alternative High School will continue to decrease. However, there will always be a population of students with the type of exceptional education needs that can not be effectively met by the larger middle and high schools.

3. With the decreasing enrollment, consideration should be given to developing an alternative educational program for approximately 150-200 high school students who are not meeting with success in a regular program but whose needs could be met in a smaller setting, such as the Pleasant View Alternative High School. Pleasant View, as an integrated site, will serve as a model for meaningful interaction between students in regular education and exceptional education.

4. The types of alternative educational programs that could be given consideration include:

    a. A "Satellite Center" for students in the high school career specialty programs at Riverside and North Division High Schools and students in the Young Educators Society (Y.E.S.).

    b. Establishment of a northside two year high school completion program similar to the PLATO or Project S.T.A.Y.

    c. A work adjustment site for other exceptional education students could be accommodated in addition to the existing exceptional education program to utilize the excellent community resources available in the area.

    d. On site and community evaluation programs could be established as an alternative to the Lincoln Downtown Center.

    e. A work/study career education alternative program for identified at-risk students who require a smaller, more individualized, educational experience.

5. A committee comprised of regular education and exceptional education staff, parents, community representatives, a representative from the Exceptional Education Task Force, central office staff and service delivery area #l staff, will be appointed by the Superintendent. The committee will be chaired by the current principal of Pleasant View. This committee will be formed in September of 1989 with the goal of submitting a report to the Superintendent by December, 1989 for his review and transmittal to the Board by January, 1990.

Your Committee recommends that authorization be given to form a committee to make recommendations to the Superintendent relative to the integration of a regular education population with the existing exceptional education population at Pleasant View Alternative High School.

* * * * *

(ITEM 3) The Superintendent advised your Committee that:

1. At its meeting on May 31, 1989 (Proc., p. 58), the Board referred the following resolution, which was introduced by Director Bills, to the Instruction and Community Relations Committee:

   WHEREAS, The current organization of elementary schools does not offer alternative programs for retained pupils, but rather a repetition of the previous year; and

   WHEREAS, Research has been unable to show any benefit from retention, especially for at-risk pupils; and

   WHEREAS, The current organization of elementary schools does not offer alternative programs for retained pupils, but rather a repetition of the previous year; and

   WHEREAS, The National Association of School Psychologists (NASP) has stated that retention can negatively affect achievement and social/emotional adjustment; therefore, be it

   RESOLVED That the Milwaukee Public Schools initiate an ungraded kindergarten primary beginning September, 1990.

2 From January 1942, to September 1982, Milwaukee Public Schools had an ungraded primary organization.

3. In September, 1982, the ungraded primary was replaced by Board action with a graded organization.

Your Committee recommends that:

l. The Board approve the resolution.

2. Six pilot sites be selected for the 1990 school year, one per SDA for an interdisciplinary integrated early childhood model as required by the Early Childhood Task Force with an early childhood structure that has NAESBE goals with basic characteristics of developing appropriate curriculum, improved assessment, responsive to cultural and linguistic diversity, partnership with parents, training and support for staff and administration.

3. The selection of the sites include input from principals, staff members, parents, including parents of children with exceptional education needs, and community advisory committee members.

4. The administration, in conjunction with staff members from the selected sites, develop guidelines for the ungraded grouping procedures and develop a process for communicating pupil progress to parents.

* * * * *

(ITEM 4) The Superintendent advised your Committee that:

1. At its meeting on May 31, 1989 (Proc., p. 58), the Board referred the following resolution, which was introduced by Director Bills, to the Instruction and Community Relations Committee:

   WHEREAS, An educational goal should be to guide young people in developing values through discussion, dialogue and simulations; and

   WHEREAS, The family and religious institutions can no longer be depended upon to convey traditional values alone; therefore, be it

RESOLVED, That the administration develop, as part of its curriculum, character development and moral literacy for implementation in September, 1990.

2. A K-12 Curriculum Steering Committee was empaneled in January, 1989. In June, 1989, the Instruction and Community Relations Committee received the reports of the subcommittees of the K-12 Curriculum Steering Committee. These were: the Higher Education and Community Subcommittee, the Administrators Subcommittee, and the Teachers Subcommittee.

3. The K-12 Curriculum Steering Committee continues to meet on a regular basis to develop the foundation for a K-12 curriculum for Milwaukee Public Schools.

Your Committee recommends that:

1. During the 1989-1990 school year, the K-12 Curriculum Steering Committee incorporate the issues of character development and moral literacy into its deliberations on learning standards and curriculum development for Milwaukee Public Schools.

2. The administration bring back to the Board a plan to implement an advisory program for implementation in September of 1990.

3. More consideration be given to literacy and character development in the textbook adoption process.

* * * * *

(ITEM 5) The Superintendent advised your Committee that:

1. On July 26, 1989, the Board accepted a recommendation from the Superintendent to conduct an in-depth study of athletics utilizing an independent source.

2. The charge to the committee will state that the following issues be addressed and recommendations be made to the Board of School Directors at its March meeting:

   - The importance of high school athletics;
   - The impact of athletics on the total school program;
   - Specific eligibility requirements;
   - The impact of eligibility requirements on special populations such as exceptional education students and "gray area" students;
   - The impact of special programs such as Learnfare on the athletic program;
   - Miscellaneous items which might arise as a result of the task force study.

3. The task force will include professional athletes, university personnel, coaches, community members, parents, including parents of children with exceptional education needs, and high school administrators. MTEA and ASC will be represented. The commissioner of athletics will serve on the task force as a non-voting member.

4. The final list of task force members will be determined by September 1, 1989. It is anticipated that the first meeting will occur during the first two weeks in September. Subsequent meeting dates will be determined by the task force. The final report and recommendations of the task force will be submitted to the Board of School Directors at its March meeting.

Your Committee recommends that the administration be authorized to proceed with the Interscholastic Athletic Program Study as indicated above and report back to the Board in September the make-up of the task force and timeline for approval by the Board.

* * * * *

(ITEM 6) The Superintendent advised your Committee that at its meeting on June 28, 1989 (Proc., p. 137), the Board referred the following resolution, which was introduced by Directors Bills and Mallory, to the Instruction and Community Relations Committee:

WHEREAS, Testimony during the recent budget hearings has highlighted the need for a review of programming for students with exceptional education needs and the distribution of exceptional education classes among the schools, and

WHEREAS, An increase in both the number of students with exceptional education needs and the severity of those needs is anticipated; and

WHEREAS, The district has made a commitment to expanding integration opportunities for students with exceptional education needs; and

WHEREAS, The district has recently initiated a number of new initiatives for students with exceptional education needs such as those at Gaenslen and Brown Street Schools; and

WHEREAS, There are currently a number of vacancies in the department of exceptional education and supportive services; now, therefore be it

RESOLVED, That the Superintendent conduct a comprehensive review of the district's programs for students with exceptional education needs including the distribution of exceptional education classes among the schools; and be it

FURTHER RESOLVED, That the Superintendent convene a special task force to conduct this study, including parents, teachers, administrators, representatives of community groups, and representatives of the Broadly Based Task Force on Exceptional Education; and be it

FURTHER RESOLVED, That the task force consider a plan for balancing the integration of students with exceptional education needs into regular education programs, protecting these students' unique needs, and including exceptional education staff and parents in total school improvement efforts.

Your Committee recommends that the resolution be adopted and the administration bring back to the Board the make-up of the task force and timeline for approval by the Board.

* * * * *

(ITEM 7) The Superintendent advised your Committee that at its meeting on June 28, 1989 (Proc., pp. 136-37), the Board referred the following resolution, which was introduced by Director Bills, to the Instruction and Community Relations Committee:

WHEREAS, There is compelling evidence that we are not investing enough in preventive measures to solve the problems of our children and youth; and

WHEREAS, Numerous reports conclude that preventive measures, rather than crisis intervention, can significantly improve the lives of children; and

WHEREAS, Six human relations positions were reinstated into this year's budget; and

WHEREAS, School assistance coordinators and expanded guidance support are included in this year's budget; and

WHEREAS, Ten safety aides were added to this year's budget; and

WHEREAS, Requests have been made to expand elementary guidance counselors; and

WHEREAS, School support service teams have not fulfilled their potential; and

WHEREAS, Guidance counselors, psychologists, social workers, human relations specialists, student assistance coordinators and safety aides do not have enough direct contact with students needing their services; and

WHEREAS, Budget considerations prevent us from staffing these positions to the point where they can meet student needs today; now, therefore be it

RESOLVED, That the Superintendent develop a comprehensive plan for all of our students and their families which integrates support services; and be it

FURTHER RESOLVED, that the superintendent submit the plan to the Board by January of 1990.

Your Committee recommends that the resolution be adopted.

* * * * *

(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 August 16, 1989:

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 - 1988-89 Summary
f) Pupil Suspensions - In-house - May
g) Pupil Suspensions - In-house - June
h) Pupil Suspensions - In-house - 1988-89 Summary
i) Pupil Attendance - May
j) Pupil Attendance - June
k) Pupil Attendance - 1988-89 Summary
l) Administrative Transfers - May
m) Administrative Transfers - June
n) Report regarding Trends in Out-of-School Suspensions

B. Report on a Partnership Between South Division High School and the University of Wisconsin-LaCrosse

C. Report With Respect to the Recent Audit of Programs for the Emotionally Disturbed

D. Report Regarding Teacher Induction Programs

E. Report on a Proposal to Study the Effects of Pupil Mobility on Achievement

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, Mitchell, O'Connell, O'Neil, Pajewski, and President Cullen—7.

Noes—None.

Voting "Present"—Director Stacy—1.

Item 4 of the report, relating to inclusion of character development and moral literacy in the curriculum, having been set aside for separate consideration, Director Bills moved adoption of the report.

Director Stacy moved a substitute that the administration provide the Board with information on what is currently being done in this area.

The substitute motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Connell, Stacy, and President Cullen—5.

Noes—None.

Voting "Present"—Directors Mitchell and Pajewski—2.

Temporarily absent—Director O'Neil—1.

Item 5 of the report, relating to a study of interscholastic athletics, having been set aside for separate consideration, Director Mitchell moved adoption of the report.

Director Johnson moved an amendment to include race and gender comparisons of academic performance, school dropout rates, competency test performance, employment rate, and post-secondary education enrollment rate of athletes compared to non-athletes.

The amendment prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Connell, O'Neil, Stacy, and President Cullen—6.

Noes—Directors Mitchell and Pajewski—2.

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

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

Noes—Director Mitchell—1.

COMMITTEE ON FINANCE AND FACILITIES

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM 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:

KOSCIUSZKO MIDDLE SCHOOL (Industrial Education & Art Department Modifications) - 971 West Windlake Avenue

Division

1. C. G. SCHMIDT, INC.; General Construction, as per base bid $723,707.00

2. KURTH-CONWAY PLUMBING CORP.; Plumbing Work, as per base bid 39,648.00

3. MARED MECHANICAL CONTRACTORS CORP.; HVAC, as per base bid 106,900.00

4. ROMAN ELECTRIC CO., INC.; Electrical, as per base bid 133,300.00

MORSE MIDDLE SCHOOL - 4601 North 84th Street

AMERICAN ASPHALT PAVING, INC.; Bituminous Paving Work, as per base bid 61,751.60

MADISON HIGH SCHOOL - 8135 West Florist Avenue

M. M. SCHRANZ ROOFING & BUILDING SUPPLY CO.; Roofing Work, as per base bid 63,232.00

BAY VIEW HIGH SCHOOL - 2751 South Lenox Street

M. M. SCHRANZ ROOFING & BUILDING SUPPLY CO.; Roofing Work, as per base bid 67,260.00

GARDEN HOMES SCHOOL - 4456 North Teutonia Avenue

F. J. A. CHRISTIANSEN ROOFING CO., INC.; Roofing Work, as per base bid 62,829.00

FIFTY-FIFTH STREET SCHOOL - 2765 South 55th Street

VOSS JORGENSEN SCHUELER; Construction Management ..... 2.75% of project cost

EIGHTY-SECOND STREET SCHOOL - 3778 North 82nd Street

VOSS JORGENSEN SCHUELER; Construction Management ..... 2.75% of project cost

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(ITEM 2) Your Committee also recommends the following sole source purchase:

LAB CORPORATION; 28 additional systems for the Computer Assisted Design System $118,075.00

* * * * *

(ITEM 3) The Superintendent advised your Committee that the following donations have been offered:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	EST VAL/AMT	GIFT:PURPOSE
Allen Field	Ms. M. Yolanda Garza	$ 50.00	Purchase 100 cup electric coffee pot
Auer	School Fund	8,000.00	Field trips and equipment
Burdick	Burdick P.T.A.	2,598.00	Purchase a Mita DC-2585 Copier
Congress	Congress P.T.O.	4,000.00	Purchase items for the school
Custer	Northwest Side Community. Development Corp	300.00	Incentives for students to improve attendance and academic performance
Engleburg	Engleburg P.T.O.	500.00	To be used for materials for the library
Fairview	Fairview P.T.A.	2,000.00	Purchase a P.A. System in gym
Fifty-fifth	Edward Thomas Family	100.00	Wisconsin flag for classroom
Fritsche	School Fund	620.00	Purchase two walkie-talkies
	School Fund	925.00	Purchase a collator for Mita 5055 copier
	School Fund	980.00	Purchase a camcorder
Garfield	School Fund	550.00	Purchase a refrigerator and cash for good behavior account
	School Fund	2,285.00	Field trips, supplies, birthday party account
	School Fund	555.00	Purchase two fans and a microwave
Golda Meir	Bend Industries	200.00	Purchase a golf practice cage for life sports program
Grant	Grant P.T.O.	350.00	Videos and balloon lunch
	Grant P.T.O.	695.00	Purchase computer printer and corkstrips
Information Systems	Com-Net Midwest	11,984.00	Surplus AT&T modems, power supplies and racks
King	Wisconsin Masonic Foundation Kilbourn Lodge #3	500.00	Scholarship
Lloyd	Robert and Kathy Brumder of Milwaukee	100.00	Vincent VanGogh print and Faces print

Ronald E. McNair	Ronald E. McNair P.T.A.	200.00	Framed picture of Ronald E. McNair
Mitchell piano	Mitchell P.T.A.	455.00	Purchase a KAWAI electronic for music accompaniment

Morgandale	Morgandale P.T.O.	4,298.00	Classroom materials, Christmas gifts, field trips, programs, graduation, risers
Morse	Wisconsin Energy Corp. Foundation, Inc.	500.00	National Science Olympiad expenses
	Morse P.T.O.	251.00	15 Junior Great Books Series Seven and 15 Junior Great Books Series Eight
	Student Council	2,703.00	Purchase a Mita DC-2585 Copier and stand
North Division	Aurora Health Care innovation	2,000.00	HOSA project and faculty
	Boys' and Girls' Club	500.00	Carnegie Hall
Pulaski	School Fund	260.00	Purchase a display cabinet for wall
Riverside University	Wisconsin Economic Education Council	1,000.00	Fund for Excellence Grant
	Rotary Club	427.00	UWM Scholarship, National Honor Society expenses, Badger Girls expenses
	School Fund	572.00	Purchase an IBM Proprinter IIXL
Roosevelt	School Fund	5,000.00	Purchase a scanner laser printer
Seventy-eighth	Seventy-eighth Street P.T.O.	2,848.00	Purchase a P.A. system, books, autoharp, multi-drawer cabinet, manipulatives, games
South	Class Gift	668.00	Purchase a podium to assist speakers
	School Fund	5,788.00	Purchase a Risograph Model 2500 copier
Story	PTA	600.00	Four overhead projectors/field trip money
Thirty-fifth	Thirty-fifth Street P.T.A. donations	814.00	Programs, field trips, cash
Walker	Black Earth Plus	700.00	International Studies Folk Fair
Washington	Wisconsin Bell	5,000.00	Trust for Computer Specialty
Zablocki	Zablocki P.T.O.	900.00	Purchase TV Cart, TV, VCR

EXTENSION FUND

SCHOOL	DONOR	EST VAL/AMT	GIFT:PURPOSE
Municipal Recreation	Laureate Group	$ 2,688.00	Promotion of Seniorfest
	Jane and Lloyd Petit foundation, Inc.	1,000.00	Wheelchair Sports Transportation
	TOTAL	$76,464.00	

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 Superintendent advised your Committee that:

1. At its meeting of January 4, 1989 (Proc., pp. 657-660), the Board approved the "Facility Plan to Meet Enrollment Growth 1989-1993." This plan had been presented to the Board at its October 26, 1988, meeting by the Superintendent and held at the Board level. Contained in this plan were projects totaling $27.5 million for additions and alterations at 55th Street and 82nd Street School, replacement of 8th Street School, and new elementary schools to be located at the former 9th Street School site and Site #76.

2. The educational specifications document for the new elementary school are being presented to the Board for review in accordance with established Board policy and are transmitted under separate cover.

3. The Administration will be working with the appropriate school/committees during the design and construction phases. In the case of Elm, the current parent group will be involved. In the case of the 9th Street site, the involvement model utilized at Brown Street School will be used. Both methods will insure the maximum participation possible prior to opening of these schools in September, 1991.

4. The educational specifications document for Site #76 details the requirements to accommodate the Creative Arts program currently in place at the school, as well as requirements for needs not currently able to be met due to inadequate conditions in the existing building. Spaces include special-use facilities for the arts program, and Instructional Resource Center, additional classroom space to accommodate an increased enrollment, and other spaces to accommodate a modern elementary school program.

5. The educational specifications document for the 9th Street site details the spaces which would be necessary to accommodate a modern elementary school program. This document could serve as the specifications for a prototype elementary school if desired.

6. The Administration is aware of the historical context of the projects, particularly the Elm Creative Arts School which had been discussed to be part of a larger construction project involving Roosevelt Middle School. The sites being recommended by the Administration are those which best meet the needs of the program within the current financial constraints confronting the Board. It should be noted that should the Board desire, the locations of the schools can be changed without modifying the educational specifications documents. The appropriate staff members will be available to answer any questions the Board members may have relative to the documents or other issues.

Your Committee recommends that the program aspects for the new elementary schools to be located at Site #76 and the former 9th Street School site be held in Committee of Instruction and Community Relations and that authorization be given to proceed with planning the new elementary schools to be located on Site #76 and the former 9th Street School site.

* * * * *

(ITEM 5) The Secretary-Business Manager advised your Committee that:

1. In 1981, the Board of School Directors approved the purchase of a VAX 11/750 computer system to support the Computer Data Processing Career Specialty Program. Since 1981 enrollment has grown and system software consumes more machine resources resulting in a steady decline in system performance. The current system can no longer meet demands. Students are routinely waiting for system response (up to several minutes) for class projects.

2. The Computer Data Processing Career Specialty Program recommends a timely (October 1989) delivery of a replacement computer system to minimize disruption of service to students. The cost is $134,000 after trade-in allowance on the old equipment.

3. Currently available financing for the replacement computer would come from the following sources:

Computer Specialty Trust Fund	$20,000
Magnet School Funds	40,000
Transfer of computer maintenance contract funds on VAX 11/750 equipment	10,000
TOTAL	$70,000

4. In addition to the currently available funds, Washington High School staff are working with community groups and business partners to finance the additional $64,000 for the project. Washington High School staff anticipate the monies will be contributed over the next two years.

5. A transfer in the amount of $64,000 is required from the Contingent Fund to finance the purchase and install this equipment by October 1989.

Your Committee recommends that:

1. The Board of School Directors of Milwaukee Public Schools approve the purchase of this computer system.

2. Transfer $10,000 from the computer maintenance account to the equipment account.

3. Transfer $40,000 from the Magnet School funds to the equipment account.

4. Transfer $64,000 from the Contingent Fund with future contributions from the community and business partners used to reimburse the Contingent Fund.

* * * * *

(ITEM 6) The Superintendent advised your Committee that:

1. One of the items in the biennial state budget bill vetoed by the Governor was the Board's request to use desegregation settlement monies to provide extended-day kindergarten programs for three year olds,

four year olds and five year olds and to provide an extended first grade program for six year olds. The funds were intended to be used for the extended day program at Brown Street School.

2. The original Brown Street request in the desegregation fund appropriation was for S376,300, broken down as follows:

2.0 teachers, K-3, K-4	$90,000
14.38 FTE school aides	217,500
10.0 before and after schoolprogram staff	55,000
2.0 assistant coordinators	11,000
clerical services	2,800
Total	$376,300

3. A review of the Brown Street program has revealed that some expenses currently funded under Board funds can be charged to the desegregation account, the governor's veto notwithstanding. These are:

3.0 teachers, all day K-5	$135,000
a portion of the school aide funding	75,625
1.0 teacher, Hi-Scope, Grade 1	45,000
Total	$255,625

4. In summary, the transfer request for first semester costs for Brown Street School is:

Original desegregation fund request	$376,300
Less expenses shifted from Board funding to desegregation funds	-255,625
Total to be funded with Board funds	$120,675
Transfer request: 50% of amount for lst semester	$60,338

5. A transfer is being requested for the first semester only. The administration has requested the Governor to support legislation later this year that would allow MPS to utilize the desegregation monies for the second semester of the year. The administration intends to continue to work with the Governor to clarify any misconceptions that exist about the Brown Street program.

Your Committee recommends that $60,338 be transferred from the School Operations Contingent Fund to the appropriate accounts for Brown Street School for the first semester of the 1989-1990 school year and that the staffing be adjusted as indicated above.

* * * * *

(ITEM 7) The Superintendent advised your Committee that:

1. The Greater Milwaukee Education Trust was established as a civic partnership by the Greater Milwaukee Committee and the Metropolitan Milwaukee Association of Commerce. The Education Trust, a non-profit, independent entity, will facilitate and coordinate the establishment of partnerships and programs between all sectors of the community and the public schools and build support for public education.

   The primary goal of the Education Trust is the continuous improvement of the economic climate and the quality of life for all Milwaukee area citizens by supporting school systems and community efforts. The Education Trust will be responsible for the ongoing operations of four programs initiated by the Greater Milwaukee Committee and the Metropolitan Milwaukee Association of Commerce. They are: a. Teacher Awards Program b. Education Partnership Program c. Management Partners Program d. One on One - Milwaukee's Teen Initiative. Other programs will be developed to meet the needs of the schools.

2. The Education Trust has asked the Milwaukee Public Schools to support the programs of the Trust with a $20,000 contribution for services.

Prior to the establishment of the Education Trust, the Milwaukee Public Schools contracted with the Metropolitan Milwaukee Association of Commerce for participation in the business/education partnership program. MPS budgeted $11,000 in the Contracted Educational Services account for partnership activities. The Superintendent's Program Account is the source of funding for the balance of MPS' contribution. The City Attorney has issued an affirmative opinion on the appropriateness of providing public funds to support the program of the Education Trust.

3. At its meeting on April 20, 1989 (Proc., pp. 993; 999-1000), the Board approved a proposal to establish a committee to met the Milwaukee Public Schools' space needs for the 1990s.

   The minimum cost of the one year study envisioned in the proposal is $120,000. The Board's share of this is $30,000. The city, the county and the private sector have committed to funding, and funding is also being sought from philanthropic organizations. The Board's share of the funding would be taken from the Superintendent's Program Account.

Your Committee recommends that:

1. The agreement with the Greater Milwaukee Education Trust be approved, with $9,000 transferred from the Superintendent's Program Account to the Contracted Educational Services Account to implement it.

2. Authorization be granted to expend up to $30,000 from the Superintendent's Program Account to support the Committee to Meet the Milwaukee Public Schools' Space Needs for the 1990s.

* * * * *

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

1. On October 26, 1988, the Board approved the "Intergovernmental Cooperation Agreement for the Lease-Purchase of Lighting Equipment" as a part of the Wisconsin Electric Power Company (WEPCO) SMART money program for energy conservation .

2. Phase One of the project has been completed with installation of energy conservation equipment being installed in over half of the school district's facilities .

Your Committee recommends that approval of the Second Energy Conservation Loan Agreement between Wisconsin Electric Power Company and the City of Milwaukee for the installation of energy conservation equipment in 58 Milwaukee Public Schools locations be given.

* * * * *

(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 August 17, 1989:

A. <u>New Construction and Building Modification and the Progress Report on the Capital Improvement Program</u>

B. <u>Statements of Operating Revenues</u>

   The Secretary-Business Manager submitted the following Statements of Operating Revenues for the months ending June 30, 1989, and July 31, 1989, showing the following totals for the School Operations, Food Services, Extension, and Construction Funds:

June, 1989

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$451,889,073	($875,560)	$451,013,513	$454,845,129	($3,831,616)	100.8%
Food Services	17,749,742	31,000	17,780,742	18,108,281	(327,539)	101.8%
Extension	8,982,158	(700)	8,981,458	9,094,608	(113,150)	101.3%
Construction	7,681,332	0	7,681,332	7,687,266	(5,934)	100.1%

July, 1989

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$472,668,315	$0	$472,668,315	$297,190	$472,371,125	0.1%
Food Services	18,625,869	0	18,625,869	107,710	18,518,159	0.6%
Extension	9,002,821	0	9,002,821	19,263	8,983,558	0.2%
Construction	34,400,000	0	34,400,000	165	34,399,835	0.0%

C. Statements of Expenses

The Secretary-Business Manager submitted the following Statements of Expenses for the months ending June 30, 1989, and July 31, 1989, showing the following totals for the School Operations, Food Services, Extension, and Construction Funds:

June, 1989

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Expenditures (2)	Unexpended Balance	Percent Expended
School Operations	$451,889,073	($875,560)	$451,013,513	$449,964,062	$1,049,451	99.8%
Food Services	17,749,742	31,000	17,780,742	17,501,716	279,026	98.4%
Extension	8,982,158	(700)	8,981,458	8,612,726	368,732	95.9%
Construction	7,681,332	0	7,681,332	7,959,454	(278,122)	103.6%

(1) Represents 1987-1988 appropriations carried over to the 1988-1989 fiscal year and board approved transfers during the 1988 - 1989 fiscal year.

(2) Expenditures included through June 30, 1989, and payrolls through June 23, 1989.

July, 1989

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Expenditures (2)	Unexpended Balance	Percent Expended
School Operations	$472,668,315	$0	$472,668,315	$9,125,231	$463,543,084	1.9%
Food Services	18,625,869	0	18,625,869	327,126	18,298,743	1.8%
Extension	9,002,821	0	9,002,821	379,081	8,623,740	4.2%
Construction	34,400,000	0	34,400,000	3,344,897	31,055,103	9.7%

(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 July 31, 1989 and payrolls through July 21, 1989.

D. 1988-1989 Year-End Report on Expenditure Control

E. Report Relative to the Saturn School Project of Dade County Florida Public Schools

F. Report Regarding Energy Conservation Potential of MPS Buildings

G. 1988-1989 Fourth Quarter Report on Minority & Women's Business Enterprise Program

* * * * *

Separate consideration having been requested of Items 1, 5, 6, and 7, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Voting "Present"—Director Stacy—1.

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

Director Johnson moved an amendment to audit a portion of the companies regarding their claims for minority participation

The amendment prevailed, the vote being as follows:

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

Noes—Director O'Neil—1.

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

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

Noes—None.

Voting "Present"—Director O'Neil—1.

Item 5 of the report, relating to a Contingent Fund transfer for computer equipment, having been set aside for separate consideration, Director O'Connell moved adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Item 6 of the report, relating to a Contingent Fund transfer for an extended day program at Brown Street School, having been set aside for separate consideration, Director Pajewski moved adoption of the report.

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

Ayes—8; Noes—0.

Item 7 of the report, relating to an agreement with the Greater Milwaukee Education Trust, having been set aside for separate consideration, Director Bills moved adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—Director Stacy—1.

UNFINISHED BUSINESS

Director Pajewski moved to discharge the Committee on Instruction and Community Relations from further consideration of the Educational Specifications for Site 76 in the form of the Ninth Street School.

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

Ayes—Directors O'Connell, O'Neil, Pajewski, and Stacy—4.

Noes—Directors Bills, Johnson, Mitchell, and President Cullen—4.

COMMUNICATIONS AND PETITIONS

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

Communication from Rufus King High School Building Committee requesting modification of the rules for exemptions from final examinations.

Referred to the Committee on Instruction and Community Relations.

Communication from the Milwaukee Building and Construction Trades Council relative to increases in salary and fringe benefits for various trades.

Referred to the Committee on Personnel and Negotiations.

Communication from the Souls Harbor Baptist Church requesting the use of a school for worship services.

Referred to the Committee on Finance and Facilities

Communication from Monumental Missionary Baptist Church requesting the use of a school for worship services.

Referred to the Committee on Finance and Facilities

Communication from the Pulaski High School Class of 1969 requesting that Pulaski Field be renamed in honor of an outstanding and deceased teacher of the school.

Referred to the Committee on Finance and Facilities.

Communication from Gold C Savings Spree relative to the Board's fund raising policies.

Referred to the Committee on Finance and Facilities.

Communication from Gay Youth Milwaukee requesting a hearing on matters concerning lesbian and gay youth in Milwaukee Public Schools.

Referred to the Committee on Instruction and Community Relations.

Communication from Adelman Travel Systems requesting a hearing regarding travel consolidation for Milwaukee Public Schools.

Referred to the Committee on Finance and Facilities.

RESOLUTIONS

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

WHEREAS, Roland Olenchek is retiring from the Milwaukee Public Schools after thirty-six years of loyal and exemplary service to the children and citizens of the City of Milwaukee; and

WHEREAS, Roland's service record as a teacher in the Milwaukee Public Schools from 1953 to 1960 is typified as outstanding; and

WHEREAS, From 1960 to 1975 Roland served in various administrative positions in the Education Department including Assistant to the Assistant Superintendent of Curriculum and Instruction; and

WHEREAS, From 1975 to 1989 Roland served as Assistant Secretary-Business Manager providing loyal and conscientious service to the members of the Milwaukee Board of School Directors and the Secretary-Business Manager; and

WHEREAS, Roland's career reflects his adaptability and solid performance in various diverse positions with the Milwaukee Public Schools; and

WHEREAS, Roland's numerous contributions to the school system were always provided with the best interest of children in mind; therefore, be it

RESOLVED, That the Milwaukee Board of School Directors extend their appreciation for Roland's many years of excellent service to the children and staff of MPS and their well wishes for a healthy and happy retirement; 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 Roland S.

Olenchek 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 President Cullen on behalf of the Board of School Directors:

WHEREAS, Robert W. Long was Assistant Superintendent for School Services from 1976 to 1989; and

WHEREAS, Robert W. Long during that time had responsibility for the daily operation of approximately one hundred and forty schools; and

WHEREAS, Robert W. Long has served the children of the Milwaukee Public Schools in a professional capacity for over thirty-five years, first as a teacher at Oklahoma School, then as an assistant principal at Lancaster and Palmer Schools, then as a principal at Clarke Street School and finally as a central office administrator; and

WHEREAS, Robert W. Long was a product of the Milwaukee Public Schools, having been born and raised in Milwaukee and a graduate of Bay View High School; and

WHEREAS, Robert W. Long, among his many other achievements, was instrumental in maintaining the district's compliance with federal court orders to desegregate, and in devising the plan under which the district was peacefully desegregated; and

WHEREAS, Robert W. Long has accepted a position with the United States Department of Justice in Washington, D. C.; now therefore be it

RESOLVED, that the Board of School Directors of the Milwaukee Public Schools extend deep appreciation and admiration for his years of excellent service to the children of the Milwaukee Public Schools and wish Robert W. Long great success and happiness in his new position; 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 document, suitably signed and sealed, prepared and delivered to Robert W. Long in recognition of his work with pupils and parents, teachers and principals, and with Board members and administrators during an professional career as one of the nation's outstanding educational practitioners.

The resolution was adopted by unanimous consent.

By Director Mitchell:

WHEREAS, MPS is undergoing extensive changes in middle and top level leadership, and supervisors, generalists, assistant principals, principals, community superintendents and the associate superintendent have all been recently appointed; and

WHEREAS, this significant change in leadership provides MPS with an opportunity to forge these new leaders into a unit devoted to the accomplishment of the mission of MPS to expand educational opportunities and increase the academic achievement of all students; and

WHEREAS, this change in leadership provides MPS with the challenge to provide substantive training opportunities so that this valuable human resource is developed to its highest potential; and

WHEREAS, traditional methods of training educational personnel in administrative leadership have often proven to be inconclusive and inadequate; and sporadic inservice opportunities, conferences sponsored by professional organizations and graduate level courses often fail

to prepare today's educational leaders for the academic and administrative challenges of modern management; and

WHEREAS, recent administrative leadership and training opportunities provided MPS administrators have demonstrated the value of leadership and management training often utilized by the private sector; and

WHEREAS, the most recent experience, shared by the superintendent, deputy superintendent, community superintendents, their assistants, and selected principals was enthusiastically received with immediate benefit to the participants; now therefore be it

RESOLVED, that MPS examine the possibility of staff developmental opportunities for middle and top level administrators in line with the most recent advances in leadership and management training as evidenced by several local companies; and be it

FURTHER RESOLVED, that MPS should consider training which deals with issues such as leadership style, communication, organizational development, human resource potential and development, interpersonal relations, external relationships, and shared decision making; and be it

FURTHER RESOLVED, that funds for this purpose be diverted from existing resources once a plan has been derived and submitted for approval.

Referred to the Committee of Finance and Facilities.

By President Cullen:

WHEREAS, With the start of the 1989-1990 school year, great effort is being directed at improving schools and the school climate as well as the accessibility of the schools to parents and the public; and

WHEREAS, In order that our successes or shortcomings can be evaluated, it would be important to have baseline data with respect to the feelings and attitudes of staff and the public toward the Milwaukee Public Schools; therefore, be it

RESOLVED, That the Board authorize retaining an outside firm to poll staff, parents, and the public at large about their feelings and attitudes toward the Milwaukee Public Schools.

Referred to the Committee of Finance and Facilities.

The Board adjourned at 11:33 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 25, 1989

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

Present—Directors Bills, Johnson (7:30 PM), O'Connell, O'Neil, Pajewski, and President Cullen—6.

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

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

September 11, 1989

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President David Cullen, a special meeting of the Board of School Directors will be held at 7:00 PM, Monday, September 25, 1989, in the Board Room of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of giving public hearing relative to considering and taking action on the taking of various properties by the Board of School Directors of the City of Milwaukee, pursuant to Sections 32.06 (1), 32.07 (2), and 119.16, Wisconsin Statutes, for purposes of a new middle school site.

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 proposed taking of properties for a new middle school site.

The motion prevailed by unanimous consent.

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

The Board rose from the Committee of the Whole at 7:25 PM.

President Cullen, who chaired the Committee of the Whole, reported that the Committee gave hearing on the proposed taking of properties for a new middle school site.

Director Pajewski moved the following resolution:

The Milwaukee Board of School Directors, City of Milwaukee, Milwaukee County hereby resolves as follows:

Number one, that this resolution is a resolution of necessity and in accordance with Sections 32.06 (1) and 32.07 (2) Wisconsin Statutes relating to the within described Public Improvement Project further described in the map and/or drawing attached hereto as Exhibit 1.

Second, that it is hereby determined that it is necessary for the Milwaukee Board of School Directors to develop a new middle school.

Third, that it is also necessary and in furtherance of the above-stated public purpose for the Board of School Directors to acquire the fee title in the name of the City of Milwaukee to the following described real estate for said middle school. There's a list of all of the addresses with their tax key numbers and the owners of the properties.

Fourth, that the Board of School Directors will acquire by condemnation in accordance with Chapter 32, Wisconsin Statutes, if necessary, the above-described interest in the above-described real estate from the record owners shown above and from any and all other persons or entities who may have a record interest in said real estate.

That the hearing resolution was passed and adopted by the Milwaukee Board of School Directors, and then it has to be executed by the Board President.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Connell, Pajewski, and President Cullen—5.

Noes—Director O'Neil—1.

The Board adjourned at 7:32 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 27, 1989

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

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

Absent—None.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

September 27, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

State standard "o" requires each school board in the state to annually adopt and publish a performance disclosure report describing the school board's and each school's educational goals and objectives, including learning-related performance objectives and the results of tests administered during the previous school year. The report is to be submitted to the Department of Public Instruction by October 1 of each year.

The attached report, Indicators of Educational Effectiveness. has been developed to meet the requirements of this state standard. It is based on the school report card I initiated last year, and not only meets, but exceeds the state requirements.

I am recommending:

1. That the Board adopt the report for transmittal to the Department of Public Instruction in fulfillment of the state standard; and

2. That the report be referred to the Instruction and Community Relations Committee for hearing and discussion.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Director Mallory moved adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

(Item 2)

September 27, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

Because actual enrollment for the 1989-1990 school year has exceeded the projected enrollment by 386 pupils, and because of the settlement of Section G grievances, 11.4 additional teaching positions are needed. These positions were not authorized in the 1989-1990 budget.

Some savings have been realized during September as a result of using substitute teachers rather than regular teachers, pending finalization of staffing requirements. After taking these savings into account, it is estimated that an additional $100,000 will be needed for the new positions. It is anticipated that the additional pupils will generate an increase in equalization aid, but this aid will not be paid until the 1990-1991 fiscal year.

Therefore, I am recommending that a transfer of $100,000 be made from the Contingent Fund to the appropriate accounts for the additional teaching positions.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Director O'Connell moved suspension of Board rules and adoption of the report

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

Ayes—9; Noes—0.

SECRETARY-BUSINESS MANAGER'S COMMUNICATIONS

(Item 1)

September 27, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

At the Finance and Facilities Committee meeting on Thursday, September 14, 1989, Committee members were informed of the possible budgetary implications with respect to the "Aging Schools Act."

At that time, the Committee requested that the Secretary-Business Manager report to the Board on the current status of investigation regarding this Act. Attached for your information is an update.

A detailed report will be developed containing original recommendation, alternate life-safety measures, cost implications, and timeframes. This detailed report will be presented at the December Finance and Facilities Committee meeting.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

(attachment)

Received and ordered placed on file.

(Item 2)

September 27, 1989

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 1989 census is as follows:

1989 ANNUAL ENUMERATION OF CHILDREN RESIDING
IN THE CITY OF MILWAUKEE
As of June 30, 1989

Ages	Males	Females Total	Attended School	Parochial Public School	Attended Did Not or Private School	Attend
0	2,165	2,105	4,270	0	0	4,270
1	4,356	4,213	8,569	0	0	8,569
2	5,211	4,952	10,163	0	0	10,163
3	5,271	5,172	10,443	0	0	10,443
Total	17,003	16,442	33,445	0	0	33,445
4	5,363	5,099	10,462	1,143	261	9,058
5	5,234	5,046	10,280	3,889	884	5,507
6	5,415	5,205	10,620	7,019	1,867	1,734
7	5,353	5,116	10,469	7,843	2,361	265
8	5,218	5,085	10,303	7,823	2,422	58
9	5,306	5,018	10,324	7,834	2,462	28
10	4,950	4,758	9,708	7,409	2,282	17
11	4,515	4,380	8,895	6,714	2,166	15
12	4,528	4,294	8,822	6,639	2,166	17
13	4,125	4,034	8,159	6,141	2,006	12
14	4,298	4,207	8,505	6,529	1,950	26
15	4,202	4,027	8,229	6,722	1,485	22
16	4,101	4,085	8,186	6,856	1,277	53
17	4,367	4,206	8,573	7,022	1,363	188
18	4,879	5,001	9,880	6,223	2,487	1,170
19	4,666	4,633	9,299	4,182	2,549	2,568
Total 4 - 19	76,520	74,194	150,714	99,988	29,988	20,738
Grand Total	93,523	90,636	184,159	99,988	29,988	54,183

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 ordered placed on file.

(Item 3)

September 27, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

At its meeting of August 3, 1976 (Proc., pp. 34-35). the Board adopted the recommendation that: "The Board President be empowered to enter into inter-district pupil transfer agreements with other school districts on behalf of the Board."

The City Attorney has advised that in accordance with the statutes the Board should be approving the Chapter 220 contracts.

Therefore, based upon the recommendation of the City Attorney, it is recommended that the Board resume approval of the Chapter 220 agreements.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

Director Mallory moved adoption of the report.

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

Ayes—9; Noes—0.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of August 2, 1989, through August 30, 1989, 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. 1232 to 3197, inclusive

Payrolls (net of withholdings)	$4,884,038.85	
Accounts	$14,788,433.63	
		$19,672,472.48

CONSTRUCTION FUND

Accounts, Voucher Nos. 64 to 247, inclusive

Accounts	$2,035,256.21

EXTENSION FUND

Payrolls and Accounts, Voucher Nos. 151 to 354, inclusive

Payrolls (net of withholdings)	$483,918.69	
Accounts	$389,637.85	
		$873,556.54

TOTAL $22,581,285.23

THOMAS PAJEWSKI
Chair

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

Ayes—9; Noes—0.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

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

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 returns from leave, effective as of the dates indicated:

APPOINTMENTS

Name and Assignment	Date	Position and Salary	Increment Date
Dawn Johnson Accounting	08-22-89	School Secretary I $15,837.38/yr. (Replacement for transfer)	08-22
Peter Radomski Accounting	08-07-89	School Bookkeeper $22,464.00/yr. (Replacement for retirement)	08-07
Lynn Hollister Accounting	08-09-89	School Bookkeeper $19,760.00/yr. (Replacement for retirement)	08-09
Kenneth Smith Administrative Services	09-01-89	School Safety Aide $7.02/hr.($10,333.84/yr.) (Replacement for resignation)	09-01
Kimberly Kurcz Accounting	08-28-89	School Secretary I $16,480.88/yr. (Replacement for retirement)	08-28
Keith Alioto Physical Plant	08-28-89	Carpenter $16.18/hr.($32,360.00/yr.) (Replacement for retirement)	08-28
Glen Edman Physical Plant	08-16-89	Pipe Insulator $34,300.00/yr. (New Position)	08-16
James Schwalbach Physical Plant	08-18-89	Office Equipment Technician $26,277.42/yr. (Replacement for promotion)	08-18
Sherry Pearson Internal Audit	09-11-89	Auditor I $27,000.00/yr. (Replacement for promotion)	09-11

JeTaunn Brody Recreation	09-01-89	Activity Specialist $18,393.60/yr. (Replacement for promotion)	09-01

PROMOTIONS

Therese Sommer Bell	08-07-89	School Secretary II $17,897.36/yr.	10-13
Frances Nardelli Purchasing	07-17-89	School Secretary III $20,881.90/yr.	04-29
Robert Cochran Hopkins	06-26-89	School Engineer II $28,543.58/yr.	12-26
Jerome Dropik Palmer	06-26-89	School Engineer II $28,543.58/yr.	12-26
Ralph Olson 38th Street	06-26-89	School Engineer II $27,436.24/yr.	04-08
Brian Rolbiecki Holmes	06-26-89	School Engineer II $28,543.58/yr.	12-26
Gregory Braun Clarke	06-26-89	School Engineer II $28,472.86/yr.	04-06
Linda Fabian Hamilton	08-23-89	School Secretary III $20,881.90/yr.	12-17
Christine Fraley Exceptional Education	09-04-89	School Secretary III $22,098.70/yr.	05-21
Nola Decker Keefe	08-30-89	Food Service Manager I $10,352.20/yr.	08-30
Raymond Mielke Palmer	08-30-89	Food Service Manager I $10,235.90/yr.	08-30
Carol Pscheidt Elm	05-23-89	Food Service Manager II $10,804.87/yr.	01-03
Elvira Zalewski 82nd Street	08-30-89	Food Service Manager II $11,106.86/yr.	03-07

CHANGES IN STATUS

Charles Jenkins # City-Wide Zone	08-30-89	Handicapped Children's Asst. $8,756.93/yr.	08-30
Diane Christian % Staffing Services	08-29-89	Clerk Typist I $13,853.84/yr.	08-29

\# From substitute to regular appointment
% From hourly to regular appointment

RETURNS FROM LEAVE

David Snider Douglass	08-28-89	School Engineer I $27,609.66/yr.	01-01
Salvatore Bartolotta Purchasing	08-17-89	Material Handler II $27,04l.04/yr.	01-01

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 September 1, 1989, and September 13, 1989, inclusive:					
(nr)	Barrett Alexander Music	B	$20,964	0	September, 1990
(nr)	Susan J. Bartelt Elementary	B	$20,964	0	September, 1990
(nr)	Beth Baumhardt Emotionally Disturbed	B	$24,108	3	September, 1990
(r)	Deborah J. Beste Art	B	$20,964	0	September, 1990
(r)	Catherine Bolanos Emotionally Disturbed	B	$22,012	1	September, 1990
(r)	Shaley G. Boulware Upper Elementary	B	$20,964	0	September, 1990
(nr)	Kenneth A. Brock Music	B	$25,680	5	September, 1990
(nr)	Edward J. Burns Spanish	B	$23,060	2	September, 1990
(r)	Alethea A. Burris Upper Elementary	B	$25,680	5	September, 1990
(nr)	Michael Carreon Upper Elementary	B	$22,012	1	September, 1990
(nr)	Michele C. Cheyne Chemistry/Biology	B	$20,964	0	September, 1990

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Increment Date
(r)	Denise A. Clark Art	B	$20,964	0	September, 1990
(nr)	Kelly A. Clark Upper Elementary	B	$20,964	0	September, 1990
(nr)	Rosalyn Corriere-Gazo Art	B	$20,964	0	September, 1990
(r)	Melvyn W. Dobbs Upper Elementary	B	$24,108	3	September, 1990
(nr)	Nadine Drobac Early Childhood	B	$20,964	0	September, 1990
(r)	Alma R. Dunkerson Elementary	B	$25,680	5	September, 1990
(nr)	Elizabeth M. Edwards Upper Elementary	B	$20,964	0	September, 1990
(nr)	Heidi A. Fischer Elementary	B	$20,964	0	September, 1990
(nr)	Karen L. Galaszewski Mentally Retarded	B	$23,060	2	September, 1990
(nr)	Gail A. Gales-Stamsta Upper Elementary	B	$22,012	1	September, 1990
(r)	Jennifer L. Gibson Elementary	B	$20,964	0	September, 1990
(nr)	Julia A. Giwosky Upper Elementary	B	$20,964	0	September, 1990
(r)	Meg J. Gregorcich Elementary	B	$20,964	0	September, 1990
(r)	Teresa J. Hansen Upper Elementary	B	$20,964	0	September, 1990
(nr)	Gail A. Harris Upper Elementary	B	$20,964	0	September, 1990
(r)	Colleen M. Harrison Early Childhood	B	$20,964	0	September, 1990
(r)	Michael R. Hibben Upper Elementary	B	$20,964	0	September, 1990
(r)	Donald L. Hill Emotionally Disturbed	B	$20,964	0	September, 1990

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Increment Date
(r)	Joseph A. Himden Bilingual Upper Elementary	B	$25,680	5	September, 1990
(nr)	Deborah A. Hoffman Learning Disabilities	B	$25,680	5	September, 1990
(nr)	Mark E. Holland Elementary	B	$20,964	0	September, 1990
(nr)	Rosann L. Hollinger Upper Elementary	B	$25,680	5	September, 1990
(nr)	Andrea M. Holm Elementary	B	$20,964	0	September, 1990
(r)	Gloria J. Hubbard Emotionally Disturbed	B	$20,964	0	September, 1990
(r)	Pandora Jackson Elementary	B	$20,964	0	September, 1990
(r)(a)	Ronnie Johnson Elementary	B	$20,964	5	February, 1990
(r)	Terri A. Jones Upper Elementary	B	$20,964	0	September, 1990
(r)	Mary L. Kadera Reading	B	$24,108	3	September, 1990
(r)	Lisa J. Klandrud Upper Elementary	B	$22,012	1	September, 1990
(r)	Jean A. Kowalski Upper Elementary	B	$20,964	0	September, 1990
(nr)	Erin E. Krause Bilingual Elementary	B	$24,108	3	September, 1990
(r)	Karen L. Kreutz Upper Elementary	B	$20,964	0	September, 1990
(r)	Mary E. Lalko Home Economics	B	$22,012	1	September, 1990
(r)	Susan L. Lieven Upper Elementary	B	$22,012	1	September, 1990
(nr)	Catherine J. Listwan Upper Elementary	B	$20,964	0	September, 1990
(r)	Sara Marquez Bilingual Elementary	B	$25,680	5	September, 1990

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Increment Date
(r)	Mary A. Martin Reading	B	$24,108	3	September, 1990
(r)	Thomas M. Mattmiller Upper Elementary	B	$25,680	5	September, 1990
(r)	Katrice McElvain Upper Elementary	B	$20,964	0	September, 1990
(nr)	Karen M. Miller Upper Elementary	B	$20,964	0	September, 1990
(r)	Lisa G. Miller Occupational Therapy	B	$22,012	1	September, 1990
(r)	Mary A. Miller Upper Elementary/Reading	B	$25,680	5	September, 1990
(r)	Gordon P. Mineau Elementary	B	$25,680	5	September, 1990
(r)	Stephen J. Minik Social Studies/Geography	B	$23,060	2	September, 1990
(r)	Jayne M. Mohr Elementary	B	$20,964	0	September, 1990
(nr)	Vickie R. Moultry Upper Elementary	B	$25,680	5	September, 1990
(nr)(b)	Sharon A. Munson Elementary	C	$31,904	8.5	February, 1990
(nr)	Marcia G. Nunes Emotionally Disturbed	B	$25,680	5	September, 1990
(r)	Carmene M. O'Rourke Elementary	B	$25,680	5	September, 1990
(r)	Diane L. Palkowski Upper Elementary	B	$20,964	0	September, 1990
(nr)	Myragene E. Pettit Librarian	B	$25,680	5	September, 1990
(nr)	Matthew E. Ray Montessori	B	$20,964	0	September, 1990
(r)	Brenda R. Reed Guidance	B	$25,680	5	September, 1990
(nr)	Paula J. Rieck Elementary	B	$20,964	0	September, 1990

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Increment Date
(r)	Lisa A. Robinson Spanish	B	$20,964	0	September, 1990
(r)	Lynn A. Roginske Music	B	$25,680	5	September, 1990
(nr)	Emily M. Roos Speech Pathology	C	$21,824	0	September, 1990
(nr)	Cynthia M. Roth Upper Elementary	B	$20,964	0	September, 1990
(r)	Susan E. Rozga Elementary	B	$23,060	2	September, 1990
(nr)	Xenia Ruiz Bilingual Elementary	C	$26,540	5	September, 1990
(nr)	Elizabeth M. Schumacher Upper Elementary	B	$24,108	3	September, 1990
(r)	Nicki H. Spheeris Upper Elementary	B	$20,964	0	September, 1990
(r)	Laura M. Stachnik Upper Elementary	B	$20,964	0	September, 1990
(r)	Kimberly A. Steavpack Art	B	$20,964	0	September, 1990
(nr)	Mary S. Stoner Mentally Retarded	B	$20,964	0	September, 1990
(r)	Pamela L. Suggs Upper Elementary/LD	C	$21,824	0	September, 1990
(nr)	Deborah L. Tauferner Upper Elementary/Math	B	$20,964	0	September, 1990
(r)	Jeffery A. Taylor Emotionally Disturbed	B	$20,964	0	September, 1990
(nr)(b)	Joanne B. Taylor Emotionally Disturbed	B	$24,108	3.5	February, 1990
(nr)	Cathleen B. Walsh Upper Elementary	B	$23,060	2	September, 1990
(nr)	Donovan S. Williams Spanish/Bilingual	B	$20,964	0	September, 1990
(nr)	Sherry B. Williams Earth Science/Biology	B	$24,108	3	September, 1990

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Increment Date
(nr)	Nick Zizzo Reading	B	$23,060	2	September, 1990

School Social Worker - Schedule 02

Effective between August 25, 1989, and August 31, 1989, inclusive:

(r)	Jerrell J. Braxton	$37,412	5	September, 1990
(r)	Mary L. Dobbs	$30,077	0	September, 1990
(nr)	Dori F. Erlich	$37,412	5	September, 1990
(r)	Nancy A. Joyce	$30,077	0	September, 1990
(r)	Mari Jo Scicero	$30,077	0	September, 1990
(nr)	Paul L. Stoltz	$34,478	3	September, 1990

Associate School Psychologist - Schedule 05

Effective between August 25, 1989, and August 31, 1989 inclusive:

(nr)	Luis E. Camacho	$28,693	0	September, 1990
(nr)	Patrick J. Harrington	$28,693	0	September, 1990
(r)	Barbara J. Ingram	$28,693	0	September, 1990
(r)	Richard A. Korducki	$28,693	0	September, 1990
(nr)	Chieh Li	$28,693	0	September, 1990
(r)	James B. Neubert	$28,693	0	September, 1990
(r)	Katherine F. Staff	$31,191	2	September, 1990
(nr)	George A. Weisbeck	$29,942	1	September, 1990

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

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(ITEM 3) Your Committee further recommends that the following individuals be promoted to the classifications indicated, effective upon approval of the Board of School Directors:

ADMINISTRATIVE PROMOTIONS

(r)	Martha Lamelas	Curriculum Specialist - Bilingual Education	Schedule III, Range lla $58,776
(nr)	Katherine Clark	Staff Development Specialist	Schedule III, Range 8a $53,433
(r)	Irva Corbett	Instructional Support Support Team Generalist Elementary (SDA VI)	Schedule III, Range 8b $45,766

(nr)	Gayle Schmitz	Curriculum 6 Instruction Supervisor (Chapter 2) (Reading and Math)	Schedule III, Range 8c $45,457

(r) Resident
(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
Adoption leave, to June, 1990:		
Mary Brenzel-Chavez	Kosciuszko	September 1, 1989
Illness leave, to January, 1990:		
Lana Woodside	Elementary Zone	April 19, 1989
Illness leave, to June, 1990:		
Sylvia Shilcrat	Bryant	September 1, 1989
Maternity leave, to January, 1990:		
Joy E. Carter	Maryland	September 1, 1989
Martha C. John	Morgandale	September 1, 1989
Patricia Kischner-Smudde	McNair	September 1, 1989
Diane L. LaVelle	Bay View	September 1, 1989
Janet M. Peter	Wilbur Wright	September 1, 1989
Karen B. Ramskugler	Eighty-second	September 1, 1989
Janice Smith-Jorjorian	Irving	September 1, 1989
Maternity leave, to June, 1990:		
Diane Braden	Sherman	September 1, 1989
Mila D. Caceres	Elementary Zone	September 1, 1989
Deborah M. Gradian	Custer	September 1, 1989
Jeanette M. Poole	Webster	September 1, 1989
Laura Salituro	Elementary Zone	August 25, 1989
Kristin J. Siegal	Clarke Street	September 1, 1989
Cheryl Stein-Libber	Maryland	September 1, 1989
Kathy Van Wyhe	Eighty-first	September 1, 1989
Maternity leave, to June, 1991:		
Terri Knight	Vincent	September 1, 1989
Paternity leave, to January, 1990:		
James Guten	Trowbridge	September 1, 1989

Personal leave, to January, 1990:

Shirley Williamson	North	September 1, 1989
Jean Alexander	Elementary Zone	September 1, 1989
Susan Ayvazzadeh nee Winterkorn	Sixty-fifth	September 1, 1989
Mary Glass	Fulton	September 1, 1989
Kristin Kieft	Eighty-eighth	September 1, 1989
Susan Levandowski	Thirty-seventh	September 1, 1989

Personal leave, to June, 1991:

Richard Johnson	Riverside	September 1, 1989
Mary Ann Lemke	Twentieth	September 1, 1989

Sabbatical leave, to June, 1990:

Barbara Kliner	Kosciuszko	September 1, 1989

Study leave, to June, 1990:

Anthony J. Piparo	Kilmer	September 1, 1989

Study leave, to June, 1990:

Jose M. Acevedo	Riverside	September 1, 1989

Extension of leave for maternity, to June, 1990:

Priscilla Butts	On leave	September 1, 1989
Ann M. Dart	On leave	September 1, 1989
Ann Marie Fabos	On leave	September 1, 1989
Carol Hokanson	On leave	September 1, 1989

Extension of leave for personal, to June, 1990:

Robert Anderson	On leave	September 1, 1989
James Colter	On leave	September 1, 1989
Donald Ernest	On leave	September 1, 1989
Sidney Hatch	On leave	September 1, 1989
Patrick J. O'Mahar	On leave	September 1, 1989
Hannelore Schilling Zarse	On leave	September 1, 1989
Jean Wreschnig	On leave	September 1, 1989

Extension of leave for special teaching assignment, to June, 1990:

Jeff Taschner	On leave	September 1, 1989

Extension of leave for study, to June, 1990:

Junerose Conlin	On leave	September 1, 1989

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(ITEM 5) Your Committee recommends that the following actions taken by the Board granting two sabbatical leaves be, and they hereby are, rescinded:

RESCINDING OF LEAVES

Stephanie E. Carter — was granted a sabbatical leave from September, 1989 to June, 1990. Rescinded fall semester of the 1989-1990 school year. She will start her sabbatical leave from January 1990, to June 1990.

Jenelle Elder-Green — was granted a sabbatical leave from September 1989, to June, 1990. Rescinded to accept a change in assignment effective July 27, 1989.

* * * * *

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

RESIGNATIONS

Dorene B. Achterberg	McNair	July 1 1989
Christine C. Backey	Barton	August 22, 1989
William J. Bagemihl	Browning	July 1, 1989
Ivira E. Baker	Wright	July 1, 1989
Ellin L. Baranowski	Allen-Field	July 1 1989
Holly J. Behling	20th	August 23, 1989
Nancy C. Behrens	Grant	July 1, 1989
Joy M. Boyer	Grant	August 24, 1989
Karen Broman	Sec. Zone	August 18, 1989
James A. Brown	Bruce	August 4, 1989
Maria E. Brunner	27th	August 31, 1989
Elizabeth A. Bullock	On leave	June 1, 1989
Donna L. Callies	Hayes	August 31, 1989
Andrea R. Carroll	Burroughs	August 1, 1989
James D. Daniels	Grant	August 4, 1989
James E. Davis	Vincent	August 7, 1989
Mary J. Denk	Bryant	August 30, 1989
Carolyn A. DuPuis	8th	June 19, 1989
Mary E. Eberhardy	Day-to-Day	August 3, 1989
Gail M. Epping	Fulton	August 5, 1989
Vernessa F. Erhunmwunsee	Bryant	August 31, 1989
Jane E. Fairbairn	Victory	August 31, 1989
Dawn J. Ferree	Garfield	July 12, 1989
Mary E. Fischer	On leave	August 16, 1989
Robert J. Foti	Vincent	August 4, 1989
Connie Friedman	Roosevelt	August 23, 1989
Doris J. Friedman	Elem. Zone	July 1, 1989
Frederick W. Frommgen	Thoreau	July 1, 1989
Linda M. Furlong	Gaenslen	August 3, 1989
Barbara Gabos	Browning	July 1, 1989
Arlene E. Gehring	Clemens	July 1, 1989
Mary Ann Goetzman	Unassigned	May 16, 1989
Donna J. Gondek	Clemens	August 4, 1989
Debra Gressen	Madison	August 21, 1989

Mary C. Guerra	Morgandale	July 27, 1989

Mary A. Gumm	Bruce	August 17, 1989
Teresa Hamilton	65th	August 14, 1989
Gordon E. Harrison	On leave	May 16, 1989
Jane A. Hoelzel-Warren	Bryant	August 14, 1989
Sharon C. Jackson	Meir	August 29, 1989
Irving Kahn	Bay View	August 1, 1989
Patrice M. Kasprzak	Burroughs	August 1, 1989
Joanna Kendrick	MacDowell	July 24, 1989
Alyce Koenig	Sec. Zone	September 1, 198
Bernice G. Koepp	Custer	July 2, 1989
Robert H. Kolell	Parkview	July 1, 1989
Judith M. Kundert	78th	August 8, 1989
Cindy L. Landon	Vincent	August 31, 1989
William J. Laste	53rd	July 1, 1989
Virginia H. Laurent	8th	August 9, 1989
Michael Lawrence	King	July 21, 1989
Vicki A. Leydorf	Walker	August 1, 1989
George H. Liebl	Hartford	Auguse 3, 1989
Robert W. Long	Ofc. of Dep. Supt.	September 15, 1939
Karl R. Marquardt	Bryant	August 10, 1989
Arthur R. Maze	On leave	May 16, 1989
Jennifer E. McKay	On leave	June 19, 1989
Mary E. Menzel	Stuart	August 2, 1989
Mary Murphy	Wright	August 21, 1989
Scott P. Murphy	Riverside	August 30, 1989
James R. Neubauer	Muir	July 1, 1989
Laurie J. Neumann	67th	August 21, 1989
Dorothy A. Nottelson	Allen-Field	July 5, 1989
Kristine M. O'Leary	Lancaster	August 11, 1989
Jayne A. Olson	Story	August 23, 1989
Wayne G. Olson	Hamilton	July 1, 1989
Karen M. Pingel	Kilbourn	August 4, 1989
Lynne M. Plantico	Holmes	July 1, 1989
Teresa Przybylski	Lancaster	July 1, 1989
Alice Rast	Audubon	July 21, 1989
Nancy E. Reinke	On leave	May 17, 1989
Wilda A. Rosario	SDA VI Ofc	August 7, 19898
Julia I. Rude	Gaenslen	August 1, 1989
Margaret C. Rudkowsky	Whitman	July 1, 1989
Phyllis Santacroce	Vincent	July 31, 1989
Claire T. Savage	Fritsche	August 4, 1989
Patricia M. Schenk	Pulaski	July 31, 1989
Gail M. Schlicht	Kosciuszko	August 31, 1989
Saundra J. Schneider	Irving	July 25, 1989
Christine M. Shebu	67th	August 22, 1989
Lori L. Sirianni	Goodrich	August 18, 1989
Gloria C. Sommer	Bruce	July 1, 1989
Connie Spanaus	On leave	July 24, 1989
Nancy M. Spoerl	Marshall	June 20, 1989
Sharon L. Stephan	Guid. Dept	August 14, 1989

Sally A. Stock	Forest Home	July 1, 1989
Karin A. Strasser	65th	August 22, 1989
Gerald E. Strozewski	Marshall	July 1, 1989
Marie J. Swietlik	On leave	May 16, 1989
Judy Switalski	Gaenslen	August 31, 1989
Paula Talamantes	Clement	August 18, 1989
Monica Tatum	37th	August 18, 1989
Allyn S. Travis	Greenfield	July 23, 1989
Karen J. Van Handel	Elem. Zone	July 25, 1989
Mary Ann Wacker	78th	July 31 1989
Susan M. Walczak	Edison	August 15, 1989
Irma C. Walker	King	July 1, 1989
Robin C. Weber	South	August 3, 1989
Laura G. Weden	On leave	July 17, 1989
Roy J. Wiberg	Cooper	August 9, 1989
Janet G. Wolff	53rd	June 19, 1989
Jo Ann E. Zeisloft	Kagel	August 9, 1989

* * * * *

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

1. On August 30, 1989 (Proc., p. 214), the Board received two communications 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 in 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 or the Board Rules and was further affirmed by the Board in December, 1962 (Proc., 12-11-62, pp. 301-302; 12-19-67, 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 communications, be approved.

* * * * *

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

1. In accordance with the Board action on May 25, 1988, the actuarial firm of Mercer-Meidinger-Hansen conducted a study of the actuarial unfunded liability of retiree medical benefits and provided alternate methods of funding this liability.

2. The unfunded liability calculated in accordance with rules established by the Financial Accounting Standards Board (FASB) establishes current liability of approximately $202 million. The consultants recommend that this liability be amortized over 30 years at level funding of $20 million per year for the next 30 years. The $520 million includes both the funding of the unfunded liability plus all retiree health claims filed in the year and is subject to periodic actuarial review in a manner similar to pension fund valuations.

3. The consultant report provides prefunding options that may be available. These options would require legal advice and consultation services in the areas of tax exemptions, selection of fund managers, and development of trust documents.

Your Committee recommends that:

1. The consultant report be accepted and approved.

2. Authorization be given to contract with necessary consulting firms and seek necessary legal assistance to create the funding vehicle with charges to be allocated to the existing health insurance accounts.

3. The recommendations for such a funding vehicle be referred to the Board prior to implementation.

* * * * *

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

1. At its meeting on August 30, 1989 (Proc., p. 216-217), the Board referred the following resolution, which was introduced by Director Mitchell, to the Personnel and Negotiations Committee:

WHEREAS, MPS is undergoing extensive changes in middle and top level leadership, and supervisors, generalists, assistant principals, principals, community superintendents and the associate superintendent have all been recently appointed; and

WHEREAS, This significant change in leadership provides MPS with an opportunity to forge these new leaders into a unit devoted to the accomplishment of the mission of MPS to expand educational opportunities and increase the academic achievement of all students; and

WHEREAS, This change in leadership provides MPS with the challenge to provide substantive training opportunities so that this valuable human resource is developed to its highest potential; and

WHEREAS, Traditional methods of training educational personnel in administrative leadership have often proven to be inconclusive and inadequate; and sporadic inservice opportunities, conferences sponsored by professional organizations and graduate level courses often fail to prepare today's educational leaders for the academic and administrative challenges of modern management; and

WHEREAS, Recent administrative leadership and training opportunities provided MPS administrators have demonstrated the value of leadership and management training often utilized by the private sector; and

WHEREAS, The most recent experience, shared by the superintendent, deputy superintendent, community superintendents, their assistants, and selected principals was enthusiastically received with immediate benefit to the participants; now therefore be it

RESOLVED, That MPS examine the possibility of staff developmental opportunities for middle and top level administrators in line with the most recent advances in leadership and management training as evidenced by several local companies; and be it

FURTHER RESOLVED, That MPS should consider training which deals with issues such as leadership style, communication, organizational development, human resource potential and development, interpersonal relations, external relationships, and shared decision making; and be it

FURTHER RESOLVED, That funds for this purpose be diverted from existing resources once a plan has been derived and submitted for approval.

2. If the resolution is adopted, the administration intends to work cooperatively with the Administrators' and Supervisors' Council in implementing it.

Your Committee recommends that the resolution be adopted, with the administration to report back next month with implementation plans.

* * * * *

(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 18, 1989:

A. Report on Affirmative Action Personnel Transactions for the Month of August, 1989

B. Report of the Teacher Professionalization Committee

Separate consideration having been requested of Item 3, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—9; Noes—0.

Item 3 of the report, relating administrative appointments, having been set aside for separate consideration, Director Stacy moved to retire to executive session to discuss the matter.

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

Ayes—9; Noes—0.

The Board retired to executive session at 8:27 PM.

The Board reconvened in open session at 9:10 PM.

Director Stacy moved to remove Dr. Cecil Austin's name from Item 3 of the Committee on Personnel and Negotiations report and include it on the list of appointments to be approved.

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

Ayes—Directors Johnson, O'Connell, O'Neil, and Stacy—4.

Noes—Directors Bills, Mallory, Mitchell, Pajewski, and President Cullen—5.

Director Pajewski moved adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM l) The Superintendent advised your Committee that:

1. At its meeting on August 30, 1989 (Proc., p. 200), the Board approved the following resolution, which has been introduced by Director Bills:

   That the Milwaukee Public Schools initiate an ungraded kindergarten primary beginning September, 1990.

2. The Administration, in concurrence with the Instruction and Community Relations Committee, is requesting that the board approve the following conceptual framework for development of a three-year-old kindergarten - grade 3 ungraded primary program:

   a. That one pilot site be selected by each community superintendent for the 1990 school year, giving consideration to P5 schools whose Third Grade Test results indicate a need for programs beyond kindergarten.

   b. That the selection of the sites include input from principals, staff members, parents of exceptional and regular education children, and community advisory committee members.

   c. That the administration, in conjunction with staff members from the selected sites, develop guidelines for the ungraded grouping procedures which are:

      -- based on the NASBE recommended components:

         - Developmentally appropriate curriculum
         - Improved assessment
         - Responsiveness to cultural and linguistic diversity
         - Partnerships with parents
         - Training and support for staff and administrators

      -- integrate the Early Childhood Integrated Attendance Area Specialty School Model with High Scope Curriculum and parent resource center

      -- consider programs which could continue beyond third grade, as at-risk children go to intermediate grades and on into Project Focus at the middle school; and

      -- include before and after school programming

   d. That funding for the six pilot ungraded kindergarten-primary sites be supported by desegregation monies and P5 monies.

Your Committee recommends that:

1. The Board approve the conceptual framework for development of a three-year old kindergarten - Grade 3 ungraded primary program.

2. That a working committee be formed to develop a plan of action and that the administration report back to the Board with a fiscal note.

* * * * *

(ITEM 2) The Superintendent advised your Committee that:

1. In the Superintendent's Transition Report to the Board of School Directors, Dr. Peterkin proposed the following:

   A revision of the textbook adoption process to enhance the choices available to the classroom teacher that allows for selection of materials that are matched to the philosophy and approaches taken in our programs.

2. The current textbook adoption process includes forming committees in the Spring of the year following Board approval of the subject areas to be opened for study. The committees, composed primarily of teachers, include representation from each Service Delivery Area. They are racially balanced and, wherever appropriate, include teachers from Exceptional Education and from Specialty Programs. The committees are approved by the Deputy Superintendent.

3. Publishers submit texts to the textbook evaluation committees who evaluate them according to an agreed upon set of criteria. The Citizens' Advisory Committee reviews all books under consideration for sex-role stereotyping or racial bias. Final recommendations are made by the Superintendent to the Board of School Directors each spring.

4. The process for revising the textbook adoption process will include input from principals, teachers, and parents from every Service Delivery Area, and representatives from exceptional education, curriculum specialists, and Milwaukee Teachers Educational Association. The tentative agenda includes the following topics:

First Meeting -	Review present practices in textbook selection and listen to concerns regarding current process.
Second Meeting -	Identify needs in the textbook adoption process and discuss the need for allowing some choices by individual schools.
Third Meeting -	Suggest a revised process for adopting textbooks.
Fourth Meeting -	Refine the new textbook adoption process and approve a recommended procedure to be sent to the Instruction and Community Relations Committee in December.

Your Committee recommends that the Board approve the procedure for revising the textbook adoption process.

* * * * *

(ITEM 3) The Superintendent advised your Committee that:

1. On August 16, the Instruction and Community Relations Committee recommended that the administration proceed with a study of the Interscholastic Athletic Program.

2. A task force will be formed to conduct the study. The recommended members of the task force are as follows:

Professional Athletics
Sal Bando (Co-chair)
Bob Lanier (Co-chair)

University Personnel
Tamie Tills - Marquette University
To Be Determined - University of Wisconsin - Milwaukee

Gray Area Specialist
Dr. Audrey Potter

High School Coaches
Marshall Gallant - King
Gregory Lehman - Washington
Joyce Dunning - Riverside

High School Administrators
Robert Peters - Principal - Custer
Anne Griffiths - Assistant Principal - Pulaski
Harry Oden - Acting Principal - Juneau

Community Representatives
Roy C. Hill - Athletes for Youth
Christopher Gilbert - St. Aemilians/Head Program
Rob Kehoe - Winning Ways

Parents
David Stuck - Vincent Booster Club
Rev. David Hemphill

Students
Athlete - to be determined
Inter-High Council - to be determined

Bargaining Units
MTEA - to be determined
ASC - Melanie Moore

Miscellaneous - non-voting members
Dave Begel - Director of the Department of Public Affairs and Communications
Janis Doleschal - Commissioner of Athletics

3. The timeline includes the following:

September, 1989	-	Task force members announced to Board
October, 1989	-	Organizational meeting
October, 1989	-	January 1990 On-going task force meetings.
February, 1990	-	Preparation of final report
March, 1990	-	Final report to the Board

4. The task force will address and make recommendations at the March meeting of the Board of School Directors regarding the following:

   -- the importance of athletics
   -- the impact of athletics on the total school program
   -- specific eligibility requirements
   -- the impact of eligibility requirements on special populations such as exceptional education students and "'gray area" students
   -- the impact of special programs such as Learnfare on the Athletic program
   -- miscellaneous items which might arise as a result of the task force study.
   -- a race/gender comparison of the academic performance of varsity athletes with their non-athletic peers in all varsity sports (or a number of them to be determined)
   -- a race/gender comparison of the school dropout rates of varsity athletes and their non-athletic peers
   -- a race/gender comparison of varsity athletes' performance on competency tests with their non-athletic counterparts
   -- a survey of a sample of varsity athletes who have graduated from MPS in the last three years (1987, 1988 and 1989) compared to a sample of their non-athletic peers for those same years to document their rate of employment, enrollment in post-secondary educational institutions and other factors to be determined by the Board and Task Force members.

Your Committee recommends that the Board approve the study of the Interscholastic Program as described and that the task force, which conducts this study, include a female parent representative.

* * * * *

(ITEM 4) The Superintendent advised your Committee that:

1. When it adopted the 1989-1990 budget, the Board allocated $100,000 for additional elementary guidance services, with the understanding that a specific request for the use of the funds would be submitted at a later date.

2. In developing plans for the use of these funds, the administration has taken into account both the need to continue and expand programs currently in place that principals feel provide strong support for children, and the need to provide for new initiatives that schools might develop and which could in time be replicated in other schools.

3. Based on these needs, the administration is proposing the following use of the funds:
   One additional guidance counselor to expand service to two or three additional schools;
   One half-time additional social worker, to expand the parent school collaboration project currently at Auer Avenue, Burdick, and Sherman Schools; and
   Creation of an incentive fund to fund proposals from schools which are designed to improve school climate.

4. The allocation of the $100,000 would be:

1.0 Guidance counselor	$39,544
O.5 Social worker	21,350
Fringe benefits	19,486
Incentive Fund	19,620
Total	$100,000

5. The administration intends to solicit proposals from schools during the month of October, and to implement those proposals that are selected as soon thereafter as possible. A progress report would be submitted to the Committee at the first meting after the selection process is completed.

6. Board rule 2.04 provides that the Instruction and Community Relations Committee "shall have the authority to reallocate instructional funds within instructional areas."

Your Committee recommends that authorization be given to transfer funds for elementary guidance services as indicated above.

* * * * *

(ITEM 5) Your Committee reports having received informational reports from the Superintendent on the following matters; these reports have been made a part of the minutes of your Committee's meeting of September 13, 1989:

A. Report on the Evaluation Summary of Staff Development Activities for 1988-1989

B. Report on the MPS/DHHS Youth Initiative Program-Student Services Team Project

Separate consideration having been requested of Items 1 and 4, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—9; Noes—0.

Item 1 of the report, relating to the development of an ungraded primary program, having been set aside for separate consideration, Director Mallory moved for adoption of the report.

Director Mallory moved an amendment that the Board approve the conceptual framework for a K-4-third grade program and, where appropriate, three-year-old program be included if there is a program currently in the building.

The substitute prevailed, the vote being as follows:

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

Noes—Director Pajewski—1.

Director Bills moved that any P-5 school considered for this pilot would get a waiver from the DPI prior to approval.

The motion died for lack of a second.

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

Ayes—Directors Bills, Johnson, Mallory, O'Neil, Stacy, and President Cullen—6.

Noes—Director Pajewski—1.

Voting "Present"—Director O'Connell—1.

Temporarily Absent—Director Mitchell—1.

Item 4 of the report, relating to a fund transfer for elementary guidance services, having been set aside for separate consideration, Director Bills moved for adoption of the report.

Director Bills moved a substitute that the entire amount be used for planning and programs that support guidance activities.

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

Ayes—Director Bills and President Cullen—2.

Noes—Directors Johnson, Mitchell, O'Connell, O'Neil, Pajewski, and Stacy—6.

Voting "Present"—Director Mallory—1.

Director Stacy moved a substitute that the amount be used for two elementary guidance counselors.

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

Ayes—Directors Johnson, O'Connell, O'Neil, and Stacy—4.

Noes—Directors Bills, Mallory, Mitchell, Pajewski, and President Cullen—5.

Director Mallory moved a substitute to remove the social worker and use that money for incentives.

The substitute prevailed, the vote being as follows:

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

Noes—Director Pajewski—1.

COMMITTEE ON FINANCE AND FACILITIES

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM 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:

MILWAUKEE HIGH SCHOOL OF THE ARTS AT WEST DIVISION - 2300 West Highland Avenue
CESARZ COMPANY, INC.; Sprayed Acoustical Treatment, as per base bid .....$ 17,600.00

WRIGHT MIDDLE SCHOOL - 8400 West Burleigh Street
CESARZ COMPANY, INC.; Sprayed Acoustical Treatment, as per base bid 68,000.00

RIVERSIDE HIGH SCHOOL - 1615 East Locust Street
VALLEY SCHOOL SUPPLY, DIVISION OF Q III CORPORATION;
Locker Replacement Work, as per base bid 223,070.00

RUFUS KING HIGH SCHOOL - 1801 West Olive Street
PENCO PRODUCTS; Locker Replacement Work, as per base bid 163,350.00

HAPPY HILL SCHOOL - 7171 West Brown Deer Road
AMERICAN ASPHALT PAVING, INC.; Bituminous Paving Work
(Install Play-ground and Roadways), as per base bid 63,310.00

FIFTY-FIFTH STREET SCHOOL (New Addition Shell - Bid Package I) - 2765 S. 55th Street

Division

1. J. F. L. TRUCKING & EXCAVATING, INC.; Excavation/Backfill/Demolition, as per base bid 39,540.00

2. LLOYD S. HAMM, INC.; Poured in Place Concrete I, as per base bid 110,400.00

3. LLOYD S. HAMM, INC.; Masonry I, as per base bid 215,000.00

4. CARDINAL FABRICATING CORPORATION; Structural Steel, as per base bid.....87,000.00

5. F. J. A. CHRISTIANSEN ROOFING CO., INC.; Roofing, as per base bid 76,057.00

EIGHTY-SECOND STREET SCHOOL (New Addition Shell - Bid Package I) - 3778 North 82nd Street

Division

1. J. F. L. TRUCKING & EXCAVATING, INC.; Excavation/Backfill/ Demolition, as per base bid 97,990.00

2. W. S. BURKHART, d/b/a BURKHART CONSTRUCTION CO.; Poured in Place Concrete I, as per base bid 173,512.00

3. MONONA MASONRY CO., INC.; Masonry I, as per base bid $249,900.00

4. CARDINAL FABRICATING CORPORATION; Structural Steel, as per base bid.....92,980.00

5. DEHLING & VOIGT, INC.; Roofing, as per base bid.....78,847.00

* * * * *

(ITEM 2) Your Committee also 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:

HI-LITER GRAPHICS; Printing of 1989-1990 Roster (10,000 copies) .....$ 10,212.00

SCHMIT FORD MERCURY CORP.; 1 Diesel Truck Chassis 25,370.00

BRUCE MUNICIPAL EQUIPMENT; 1 Refuse Compactor Truck (trade-in: $2,900).....21,400.00

GLADWIN MACHINERY 6 SUPPLY; 1 Press Brake.....47,800.00

VOELL MACHINERY; 1 CNC Mill 20,475.00

* * * * *

(ITEM 3) The Superintendent advised your Committee that the following donations have been offered:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	EST. VAL./AMT.	GIFT/PURPOSE
Burdick	PTA	$2,598	MITA DC-2585 Copy Machine
Exceptional Education Department	Auto Dealers Association of Mega Milwaukee	2,332	Special Olympics
North	Janine A. James	100	Choir Trip to New York
	St. Mark's Church	300	Choir Trip to New York
	Ruth and Leonard Zubrensky	50	Choir Trip to New York
	Ethel Bergman	50	Choir Trip to New York
	Lucille Schmidt	100	Choir Trip to New York
	North Division Class of '39	650	Choir Trip to New York
	Marquette University EOP Program	300	Choir Trip to New York
	Arlene Skwierawski	450	Choir Trip to New York
	Adele O'Shaughnessy	100	Choir Trip to New York
	Elliott and Eva Ripchik	25	Choir Trip to New York
	Knights of Peter Claver	1,000	Choir Trip to New York
	Wisconsin Gas Company	250	Choir Trip to New York
	TOTAL	$8,305	

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 4) The Superintendent and the Secretary-Business Manager advised your Committee that:

1. At its meeting on August 30, 1989 (Proc., p. 217), the Board referred the following resolution, which was introduced by President Cullen, to the Finance and Facilities Committee:

WHEREAS, With the start of the 1989-1990 school year, great effort is being directed at improving schools and the school climate as well as the accessibility of the schools to parents and the public; and

WHEREAS, In order that our successes or shortcomings can be evaluated, it would be important to have baseline data with respect to the feelings and attitudes of staff and the public toward the Milwaukee Public Schools; now, therefore, be it

RESOLVED, That the Board authorize retaining an outside firm to poll staff, parents, and the public at large about their feelings and attitudes toward the Milwaukee Public Schools.

2. If the resolution is adopted, the administration will seek requests for proposals and report back to the Board as soon as possible. Since many schools are also interested in surveying their parents and staff as to their performance, especially the school based management schools, the administration would include the design of an appropriate instrument to achieve this as part of the proposal specifications.

The resolution failed due to a tie vote; therefore, the matter is sent to the Board without recommendation.

* * * * *

(ITEM 5) The Secretary-Business Manager advised your Committee that:

1. On August 30, 1989 (Proc., p. 214), the Board received a communication from Mr. Paul Hoover, Pastor of Souls Harbor Baptist Church. The communication requests rental of facilities at MacDowell Elementary School for use on Sunday mornings for church services and related activities.

2. The length of time requested is for one year or less depending on the completion of construction work on their new church site.

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 or the Board Rules has not yet been amended. Therefore, suspension or the Rules would be required to approve such requests. The Board has previously granted such permission to religious groups.

5. Since school facilities are normally not used for school activities on Sundays, there is no conflict for this usage. The school principal has been notified and finds this request acceptable.

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

1. On August 30, 1989 (Proc., p. 214), the Board received a communication from Reverend Olee L. Sutton, on behalf of Monumental Missionary Baptist Church. The communication transmitted a

request for the temporary use of Keefe Avenue Elementary School for religious services. A temporary location is needed until the construction work on their new church building is completed.

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

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

4. Since school facilities are normally not used for school activities on Sundays, there is no conflict for this usage. The school principal has been notified and is very supportive of the request.

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 7) The Superintendent advised your Committee that:

1. At its meeting of August 30, 1989 (Proc., p. 215), the Board received a communication and petition from the Pulaski High School Class of 1969 requesting that Pulaski Stadium be renamed Harry Max Field. The communication was received and referred to the Finance and Facilities Committee.

2. Current Board policy on naming of schools states that the school shall be named after the street upon which it is located. As such, the existing school name complies with this policy. Schools can be renamed after a person. Current Board policy on renaming of a school building after a person is as follows:

> "When a school is named after a person, the person after whom it is named shall have been deceased for a period of not less than 10 years; shall have been a citizen of the united States or shall have rendered valuable service to the United States; and shall have made an outstanding contribution for the public welfare.
>
> A school named after a person shall not be renamed, except for compelling reasons; and once official action is taken to name a school, the name shall not be changed unless there is a confusion in names."

Although not considered schools, the naming of the stadiums has always followed the Board policy for naming schools since their names denoted their locations adjacent to the appropriate schools.

3. In reviewing the request two (2) faces were considered:

   a. Changing the name would require an exception to the Board policy since Mr. Max has been deceased less than one year. The Board has made only four (4) exceptions to its policy, all in recent years. These exceptions were for Jackie Robinson Middle School (Peckham Jr. High, 1976), Golda Meir School (Fourth Street School, 1979), Clement J. Zablocki School (Oklahoma Avenue School, 1985), and Ronald E. McNair School (Twenty fourth Street School, 1988).

   b. The stadium facilities are city-wide facilities, serving the athletic programs of numerous schools, not just that of Pulaski High School.

4. The current Board policy on naming of schools requires a joint recommendation from the Instruction and Community Relations and the Finance and Facilities Committees. During the discussion of the naming of the Frederick Douglass School in March, 1988 and Ronald E. McNair in December, 1988,

concern was raised by some members as to whether to continue this practice or have only the Finance

and Facilities Committee recommend to the Board a name. Any change to the policy would have to be referred to the Legislation and Rules Committee of the Board for action. Each committee may wish to recommend such action if they desire.

Your Committee reports having given hearing to a representative of the Pulaski High School Class of 1969.

Your Committee recommends that the principal of Pulaski High School poll the faculty and other community members and that the results of this survey be brought before the Finance and Facilities Committee in November.

* * * * *

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

1. At its meeting of March 22, 1989 (Proc., p. 807-808), the Board received a communication from Police Chief Robert J. Ziarnik requesting the use of certain high schools as police command posts in the case of a major disaster or disorder in the city.

   The communication was referred to the Committee on Finance and Facilities.

2. In his letter, Chief Ziarnik indicates that the specific request is for the use of gymnasium and restroom facilities. Further, he indicates that the facility would only be used if the schools were not in session.

3. The six high schools requested are Hamilton, Marshall, Pulaski, Riverside, Vincent and Washington.

4. Subsequent to the April 13, 1989, committee meeting discussion of this request, a second letter from Acting Chief Jahnke indicates that the City will be responsible for any damage to school property resulting from the Police Department use. Additionally, the letter defines the term "major disorder" as meaning any situation that poses an imminent danger to persons and/or property sufficient, in the judgment of the Chief, to require an all-City call up of all off-duty Milwaukee Police Department sworn personnel.

5. This communication was held at committee level on May 18, 1989, pending receipt from the City Attorney of a Memorandum of Understanding between the Milwaukee Board of School Directors and the City of Milwaukee Police Department.

6. The agreement has now been received and is drafted for a five year term which would be renewable for a like term upon mutual agreement between the Milwaukee Board of School Directors and the City of Milwaukee Police Chief.

Your Committee recommends that authorization be given to accept and approve the Memorandum of Understanding between the Milwaukee Board of School Directors and the City of Milwaukee Police Department for the use of gymnasiums and restrooms in the six high schools indicated above as police command posts in the event of a major disaster or disorder provided the schools are not in session.

* * * * *

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

1. On July 13, 1983, the Office or 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, 1938, 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 (Proc., p. 215), 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.

4. In addition, the sale of these gift check books as a fund raiser by staff or students of the MPS would be in violation of Article X of the Board Rules which reads, in part, "no one shall promote any religious, political or commercial propaganda, nor shall any advertisement of such nature be displayed or distributed at any time in school buildings or upon school premises. . ."

Your Committee recommends that this matter be referred to the Committee on Legislation and Rules and that the Secretary-Business Manager obtain a legal opinion from the City Attorney relative to school activity groups using coupon books as a fund raiser.

* * * * *

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

1. At its meeting of August 30, 1989 (Proc., p. 215), the Board received a communication on behalf of Adelman Travel Systems which was referred to the Committee on Finance and Facilities.

2. The communication requests the opportunity to address the Committee regarding current practices used by MPS in organizing travel arrangements for staff members.

3. Currently, the travel agency handling the Board's travel, provides MPS with a special travel agent, a line of credit for arrangements made, free delivery service, hotel arrangements if necessary, with no administrative costs or penalties.

Your Committee reports having given hearing to interested parties relative to providing travel services to MPS staff and recommends that the administration consolidate efforts for future travel needs and seek RFPs from various travel agencies.

* * * * *

(ITEM 11) The Superintendent advised your Committee that:

1. Through the years the Department has made a concerted effort to seek alternate sources of funding to supplement local tax revenues.

2. One source of supplemental funding available to the Department is through User Fees and Charges especially as applied to adult patrons. User Fees And Charges, which have been in effect since 1964 were last increased by Board action on March 1, 1984.

3. As in the past, fees are not assessed children and youth participating in traditional supervised playgrounds and recreation center activities. However, minimal fees are assessed to defray the cost of special instruction and supplies, food service, admissions, and transportation.

4. The Proposed 1990 User Fees And Charges Schedule was reviewed by the Recreation Task Force. The Task Force approved the proposed schedule with the following recommendations:

   a. Fees for children and youth programs should be maintained at a low cost/no cost level and should be reduced or waived for those who cannot afford to pay.

   b. Fees for adults/senior citizens should be increased gradually based upon what community economic conditions will allow with the long-term goal of becoming as self supporting as possible.

5. The proposed schedule to be implemented in 1990 will bring in additional revenue of about $35,000.

Your Committee recommends approval of the Proposed 1990 User Fees And Charges Schedule.

* * * * *

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

1. On August 30, 1989 (Proc., p. 169), the Board received a communication from the Community Relations-Social Development Commission regarding the third quarter billing of $34,730 and the expenditure report for the quarter ending June 30, 1989.

2. As of the month ending August 31, 1989, 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 13) The Superintendent advised your Committee that the Department of Public Affairs and Communications is in the process of redesigning and revamping all in-house publications. A new position of internal communications specialist is in the process of being filled and a graphic artist has been transferred to the department. Both of these individuals need computers to perform their tasks. A transfer is being requested from the consultant account within the department to provide the equipment.

Your Committee recommends that $10,000 be transferred from the Consultant Account to the Additional Equipment Account in the Department of Public Affairs and Communications.

* * * * *

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

1. Over the last ten years, Milwaukee Public Schools has purchased the services of a vendor to sweep playgrounds. The amount allocated in the budget allowed for two playground sweepings per year for each school (one in spring and one in fall).

2. Over this period of time, conditions on playgrounds have drastically changed to the degree that too many of our sites are in need of weekly sweepings. In order to meet the needs of the district, Plant Operation has recently purchased its own playground sweeper and services are now being provided by Plant Operation personnel.

3. Through sweeping services being provided by Plant Operation personnel, Milwaukee Public Schools students are being provided with cleaner and safer playgrounds.

4. In an effort to further meet the needs of the district, Plant Operation is proposing the purchase of one additional 4-wheel drive vehicle, with plow and salter, two-way radio, etc., to be used for future snow removal operations.

Your Committee recommends that $25,000 be transferred from Purchased Services for playground sweeping to Additional Equipment in the Plant Operation Division budget allowing Plant Operation to purchase additional snow removal equipment to better meet the needs of the district.

* * * * *

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

1. During the period of 1985 to 1989 ITT brand personal computers were competitively procured and installed in each of our 107 elementary school offices.

2. Repair of this equipment is the responsibility of the Physical Plant Division. Acquisition of repair parts has become very difficult and when parts can be found the cost generally exceeds the cost of purchasing a new computer.

3. The vendor supplying the first ITT units purchased in 1985 withdrew from the personal computers business in 1988.

4. The 50 ITT units purchased by board bid in 1985 are now obsolete and the Physical Plant Division recommends replacement of at least seven units this year due to hardware failure.

5. The replacement of seven ITT units is necessary by January of 1990 to facilitate the use of this equipment in local elementary school offices.

Your Committee recommends that:

1. A Contingent Fund transfer of $24,000 be made to the appropriate accounts that would be available for the procurement of new computers needed to replace unrepairable or obsolete units at school sites.

2. Beginning with the 1990-1991 budget, a new line item be established for the purpose of providing monies for the replacement of unusable or obsolete administrative computer equipment.

* * * * *

(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 September 14, 1989:

A. New Construction and Building Modification and the Progress Report on the Capital Improvement Program

B. Statement of Operating Revenues

The Secretary-Business Manager submitted the following Statement of Operating Revenues for the month ending August 31, 1989, showing the following totals for the School Operations, Food Services, Extension, and Construction Funds:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Revenue	Unrealized Revenue	Percent Realized
School Operations	$472,668,315	$1,376,359	$474,044,674	$4,801,569	$469,243,105	1.0%
Food Services	18,625,869	0	18,625,869	278,335	18,347,534	1.5%
Extension	9,002,821	64,000	9,066,821	91,512	8,975,309	1.0%
Construction	34,400,000	0	34,400,000	325	34,399,675	0.0%

C. Statement of Expenses

The Secretary-Business Manager submitted the following Statement of Expenses as of August 31, 1989, showing the following totals for the School Operations, Food Services, Extension, and Construction Funds:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Expenditures (2)	Unexpended Balance	Percent Expended
School Operations	$472,668,315	$1,376,359	$474,044,674	$26,601,598	$447,443,076	5.6%
Food Services	18,625,869	0	18,625,869	1,051,105	17,574,764	5.6%
Extension	9,002,821	64,000	9,066,821	1,199,994	7,866,827	13.2%
Construction	34,400,000	0	34,400,000	3,861,817	30,538,183	11.2%

(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 August 31, 1989, and payrolls through August 18, 1989.

D. Monthly Report on Expenditure Controls

* * * * *

Separate consideration having been requested of Items 1, 4, 5, 6, 8, 13, and 15, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—9; Noes—0.

Item 1 of the report, relating to awarding of contracts, having been set aside for separate consideration, Director Bills moved adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—Director Johnson—1.

Item 4 of the report, relating to a resolution to retain an outside firm to conduct a public opinion poll, having been set aside for separate consideration, Director Mallory moved adoption of the report.

Director Stacy moved a substitute to follow the recommendation in September, 1990 with the understanding that it will be accompanied by a fiscal note and a time line.

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

Ayes—Directors O'Connell and Stacy—2.

Noes—Directors Bills, Johnson, Mallory, Mitchell, O'Neil, Pajewski, and President Cullen—7.

Director Mallory moved an amendment to the original motion that the administration bring back a timeline and fiscal note.

The amendment prevailed, the vote being as follows:

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

Noes—Director Pajewski—1.

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

Ayes—Directors Bills, Johnson, Mallory, Mitchell, O'Neil, and President Cullen—5.

Noes—Directors O'Connell, Pajewski, and Stacy—3.

Item 5 of the report, relating to use of facilities for religious services, having been set aside for separate consideration, Director Pajewski moved adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Item 6 of the report, relating to use of facilities for religious services, having been set aside for separate consideration, Director Pajewski moved adoption of the report.

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

Ayes—9; Noes—0.

Item 8 of the report, relating to a request for possible use of district facilities by the Milwaukee Police Department, having been set aside for separate consideration, Director Pajewski moved adoption of the report.

Director Mallory moved a substitute to hold the item at Board level.

There being no objection, Director Mallory withdrew the substitute motion.

The original motion prevailed, the vote being as follows:

Ayes—Directors Mallory, O'Connell, O'Neil, Pajewski, and Stacy—5.

Noes—None.

Voting "Present"—Directors Bills, Johnson, Mitchell, and President Cullen—4.

Item 13 of the report, relating to a fund transfer for a graphic artist position, having been set aside for separate consideration, Director Pajewski moved adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Item 15 of the report, relating to a Contingent Fund transfer for new computers, having been set aside for separate consideration, Director Pajewski moved adoption of the report.

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

Ayes—9; Noes—0.

COMMUNICATIONS AND PETITIONS

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

Communication from Ms. Donna Powell of Windsor Publications, Inc., relating to a publication dealing with the quality of life in Milwaukee.

Referred to the Committee on Instruction and Community Relations.

RESOLUTIONS

By Director Johnson, on behalf of the Board of School Directors:

WHEREAS, Michael Magulski is retiring from the Milwaukee Public Schools after thirty years of loyal and exemplary service to the children and citizens of the City of Milwaukee; and

WHEREAS, Michael Magulski's record as a Recreational Instructor, Director, Supervisor and Executive Director in the Milwaukee Public Schools from 1959 to 1976 is typified as outstanding; and

WHEREAS, From 1976 to 1989 Michael Magulski served as Assistant Superintendent of the Division of Municipal Recreation and Community Education, providing loyal and conscientious service and establishing new programs including: Lifetime Recreation Skills for Special Populations, Primary Play Time, Intergenerational Program, Safe Halloween Program, Senior Fest, Hawthorn Glen Multi-use Center, and Tiny Tot Swim Program; and

WHEREAS, Under Michael Magulski's leadership the Division of Municipal Recreation and Community Education received numerous awards and recognition for excellence and creative recreational programming; therefore, be it

RESOLVED, That the Milwaukee Board of School Directors extend deep appreciation and admiration for Michael Magulski's many years of excellent service to the children and staff of the Milwaukee Public Schools and their well wishes for a healthy and happy retirement; 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 Michael Magulski 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.

Adopted by unanimous consent.

By Directors Bills and Mitchell:

WHEREAS, Reduced class sizes "can produce improved academic achievement in elementary school students," especially for low achievers, according to the Study Committee on Teacher Professionalization; and

WHEREAS, Reduced class size can improve teacher morale; and

WHEREAS, New teachers most often leave teaching within the first two years due to frustration and lack of support; and

WHEREAS, New teachers most often ask for help with classroom management and discipline; and

WHEREAS, All children benefit from smaller schools and smaller classrooms which promote more family-like environments; and

WHEREAS, Building smaller schools with classroom sizes of 15:1 are fiscally prohibitive; and

WHEREAS, Allocating resources at the elementary level is money well-spent in terms of prevention and spending less money later for remediation; therefore, be it

RESOLVED, That aides be hired for every elementary classroom, beginning in the 1990-1991 school year.

Referred to the Committee on Personnel and Negotiations.

By President Cullen:

WHEREAS, The Superintendent and the Secretary-Business Manager are evaluated on a yearly basis by the Board of School Directors; and

WHEREAS, The Board sets the annual salaries for the Superintendent and the Secretary-Business Manager based upon their evaluations; and

WHEREAS, Performance evaluation is a professional undertaking reflecting the judgment and expertise of all parties involved; and

WHEREAS, Properly conducted evaluations lead to improved performance, personal growth and professional esteem; and

WHEREAS, The Board wishes to gather adequate performance data and provide quality feedback to the Superintendent and the Secretary-Business Manager; therefore, be it

RESOLVED, That the Board of School Directors hire a consulting firm to review the existing evaluation process for the Superintendent and the Secretary-Business Manager; and be it

FURTHER RESOLVED, That this consulting firm make recommendations to the Board of School Directors relative to the development of an evaluation system based upon performance objectives.

Referred to the Committee on Personnel and Negotiations.

By Directors Johnson and O'Neil:

WHEREAS, Mickey Leland was elected to the United States House of Representatives in November, 1978 and was reelected to each succeeding Congress until the time of his death in 1989; and

WHEREAS, Mickey Leland was Chairman of the House Select Committee on Hunger where he worked diligently to address the international issues of hunger and malnutrition; and

WHEREAS, Congressman Leland was a member of other Congressional committees and appointed an At-Large Whip for the 100th Congress; and

WHEREAS, Congressman Leland in 1985 and 1986 served as Chairman of the Congressional Black Caucus; and

WHEREAS, Mickey Leland served as a role model for all children in his personal, professional and humanitarian endeavors; and

WHEREAS, The Milwaukee Board of School Directors wishes to promote greater cultural awareness and appreciation; and

WHEREAS, The naming of a school after Congressman Leland would help reflect and place emphasis on our diverse cultural environment and promote greater awareness of minority academic and real life achievement; therefore, be it

RESOLVED, That the Milwaukee Board of School Directors name one of the proposed middle schools after the Honorable George (Mickey) Leland, U. S. Congressman.

Referred to the Committee on Finance and Facilities.

The Board adjourned at 11:23 PM.

JOHN J. PETERBURS
Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of September 30, 1989

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	370	401		9	642	12	46	53	9		771
K3	97	100		2	108	7	12	62	6		197
PK	517	232		5	448	5	39	238	14		749
K4	1651	1662		22	1553	124	316	1258	40		3313
K5	4293	3914		94	4320	277	758	2666	88	4	8207
01	4848	4442		96	5262	339	856	2628	107	2	9290
02	4261	4097		96	4632	271	815	2446	98		8358
03	4079	3865		96	4508	254	708	2301	77		7944
04	4109	3893		103	4628	229	728	2220	94		8002
05	3760	3658		86	4294	201	699	2062	76		7418
06	3505	3201		91	3837	170	614	1929	65		6706
07	3309	3148		86	3724	140	569	1867	71		6457
08	2932	2963		62	3306	198	524	1742	63		5895
09	4123	3767		106	4337	206	761	2399	81		7890
10	3627	3555		80	3913	178	559	2386	66		7182
11	3005	3014		69	3089	179	444	2168	70		6019
12	2191	2475		45	2339	146	286	1809	41		4666
13	19	6			12		4	9			25
Invalid		1								1	1
TOTAL	50696	48394		1148	54952	2936	8738	30243	1066	7	99090

Total Active Detached..... 34 (Included above) Total Suburban Transfers—5112

Total Inactive..... 843 (Not included above)

Brown Deer	165	Greendale	289	New Berlin	66	St. Francis	116
Cudahy	195	Greenfield	296	Nicolet	185	Wauwatosa	730
Elmbrook	141	Hamilton	6	Oak Creek	305	West Allis	463
Fox Point	132	Maple Dale-Indian Hills	88	Shorewood	274	Whitefish Bay	321
Franklin	247	Menomonee Falls	245	South Milwaukee	290	Whitnall	282
Glendale-River Hills	131	Mequon-Thiensville	145				

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1842	89.5	119.0	5.0	North Division	1321	83.4	106.0	6.0
Custer	1161	82.4	87.0	5.0	Pulaski	1839	90.4	115.0	5.0
Hamilton	1807	89.5	113.0	5.0	Riverside	1677	91.5	113.0	5.0
Juneau	901	89.8	65.0	4.0	South Division	1839	79.0	139.0	5.0
King	1197	97.0	72.0	3.0	Vincent	1784	89.1	110.0	5.0
Madison	1860	88.9	113.0	5.0	Washington	1611	85.6	119.0	5.0
Marshall	1208	88.7	92.0	4.0	HS of the Arts	729	95.4	55.0	3.0
Milwaukee Tech	1938	94.2	124.0	4.0	TOTAL	22711	88.7	1542.0	69.0
MIDDLE SCHOOLS									

Audubon	1013	93.1	66.0	3.0	Parkman	585	88.8	45.0	3.0
Bell	936	93.3	63.0	3.0	Robinson	487	96.1	38.0	2.0
Burroughs	916	93.9	59.0	3.0	Roosevelt	630	95.2	42.0	2.0
Edison	835	93.0	64.0	3.0	Sholes	865	92.0	58.0	3.0
Eighth St.	345	96.2	27.0	2.0	Steuben	916	94.6	59.0	3.0
Fritsche	976	92.0	67.5	3.0	Walker	848	90.7	57.0	3.0
Fulton	667	90.2	53.0	3.0	Webster	987	93.1	62.0	3.0
Kosciuszko	757	91.1	62.0	3.0	Wright	794	95.1	56.0	4.0
Morse	1031	95.9	65.0	3.0					
Muir	943	93.1	64.5	3.0	TOTAL	14531	93.1	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	400	96.4	17.2	1.0	Hopkins	865	94.5	45.5	2.0
Allen Field	1022	95.4	50.0	2.0	Humboldt Park	559	96.7	26.6	1.5
Auer	635	96.3	34.8	1.5	Irving	718	93.5	36.0	2.0
Barton	559	96.6	27.0	1.0	Kagel	447	96.0	23.0	1.0
Berger	558	96.3	31.6	1.5	Keefe Av.	636	95.1	39.2	1.5
Brown St.	595	94.2	35.0	2.0	Kilbourn	356	93.9	20.5	1.0
Browning	437	95.8	21.3	1.0	Kluge	588	94.9	30.1	1.5
Bruce	548	95.7	27.1	1.5	LaFollette	656	95.5	39.8	2.0
Bryant	583	95.8	29.0	1.5	Lancaster	559	95.5	29.0	1.0
Burbank	558	96.9	22.8	1.0	Lee	676	94.5	36.8	1.5
Burdick	495	93.1	29.6	1.5	Lincoln Av.	632	98.2	30.5	1.5
Carleton	537	95.9	24.1	1.0	Lloyd St.	584	96.8	28.0	1.0
Cass	565	94.3	35.6	2.0	Longfellow	627	95.1	28.8	1.5
Clarke	520	96.4	30.3	1.0	Lowell	275	93.9	12.9	1.0
Clemens	404	95.4	20.2	1.0	MacDowell	545	96.6	26.0	1.0
Clement	476	96.2	21.0	1.0	Manitoba	380	96.3	32.5	2.0
Congress	505	95.8	23.9	1.0	Maple Tree	524	95.9	23.0	1.0
Cooper	410	95.4	21.5	1.0	Maryland Av.	327	95.8	19.2	1.0
Curtain	338	96.1	16.7	1.0	Mitchell	734	94.2	33.5	1.5
Doerfler	666	96.0	30.0	1.5	Morgandale	599	97.0	25.8	1.5
Douglass	331	97.1	15.7	1.0	Neeskara	411	96.9	27.5	1.0
Dover	638	95.5	26.1	1.5	Ninety-fifth	329	96.9	17.1	1.0
Eighty-eighth	369	96.5	17.9	1.0	Palmer	592	95.2	39.8	2.0
Eighty-first	491	96.3	19.8	1.0	Parkview	408	96.1	18.5	1.0
Eighty-second	409	96.9	17.2	1.0	Phillip	334	96.3	17.7	1.0
Elm	379	97.1	20.0	1.0	Pierce	653	95.6	30.0	1.5
Emerson	292	95.9	16.9	1.0	Riley	603	96.4	29.6	1.5
Engleburg	470	96.0	26.6	1.0	Seventy-eighth	570	93.7	29.0	1.0
Fairview	438	95.5	27.5	1.0	Sherman	577	96.0	27.7	1.5
Fernwood	481	93.3	27.0	1.0	Siefert	627	94.1	34.0	1.5
Fifth-fifth	370	95.6	14.9	1.0	Silver Spring	391	95.0	18.7	1.0
Fifty-third	385	96.9	18.4	1.0	Sixty-fifth	392	96.9	20.5	1.0
Forest Home	817	96.6	38.5	2.0	Sixty-seventh	338	95.5	15.7	1.0
Franklin	641	96.3	40.6	1.5	Story	536	96.8	30.5	1.5
Fratney	326	95.8	18.7	1.0	Stuart	328	95.5	16.0	1.0
Gaenslen	611	95.3	56.0	2.0	Thirty-eighth	559	94.0	26.9	1.5
Garden Homes	516	95.8	29.1	1.5	Thirty-fifth	342	96.3	14.9	1.0
Garfield	462	97.0	28.0	1.0	Thirty-first	596	95.2	29.1	1.0
Garland	357	95.3	14.9	1.0	Thirty-seventh	670	95.0	30.1	1.5
Golda Meir	260	98.1	12.8	1.0	Thoreau	705	97.2	31.0	1.5
Goodrich	441	95.9	23.0	1.0	Tippecanoe	244	96.7	12.5	1.0
Grandview	316	95.8	17.5	1.0	Townsend	509	97.1	20.5	1.0
Grant	579	96.2	26.2	1.0	Trowbridge	328	93.9	17.4	1.0
Grantosa	593	95.3	30.5	1.5	Twentieth	707	94.3	36.3	1.5
Granville	471	96.5	21.5	1.0	Twenty-first	628	96.5	34.5	1.5
Green Bay Av.	578	96.6	30.6	1.5	Twenty-fourth	366	95.2	21.0	1.0
Greenfield	407	97.4	17.0	1.0	Twenty-seventh	736	94.9	38.0	2.0
Hampton	599	96.5	27.0	1.5	Victory	568	94.2	27.0	1.5
Happy Hill	500	95.6	23.3	1.5	Vieau	657	96.4	35.1	2.0
Hartford	632	96.4	32.2	1.5	Whitman	443	95.0	22.5	1.0
Hawley	311	96.1	14.4	1.0	Whittier	212	97.9	8.9	1.0
Hawthorne	404	95.0	18.0	1.0	Wisconsin Av.	688	95.4	28.8	2.0
Hi-Mount	487	95.4	24.3	1.0	Zablocki	689	93.0	31.0	1.5
Holmes	667	96.1	45.6	2.0	TOTAL	54862	95.7	2812.0	138.0

OTHER SCHOOLS

Craig	62	77.2	11.0	1.0	Lincoln Alt. HS	87	73.3	7.5	1.0
Demmer	23	82.0	2.0	1.0	Lincoln Voc.Lab.	53	84.8	18.0	1.0
Hayes	80	83.8	12.0	1.0	Manitoba Ortho.	115	92.5	0.0	0.0
Kilmer	163	83.9	17.5	1.0	Pleasant View	126	89.1	23.0	1.0
Lady Pitts	165	77.7	16.0	1.0	Sixty-eighth	206	72.9	10.0	1.0
Lapham Park	70	72.3	10.0	1.0	Commun. Based	724		9.0	1.0
					TOTAL	1874	81.1	136.0	11.0
					MPS TOTAL	93978	93.4	5498.0	270.0

SUPERINTENDENT'S MONTHLY REPORT as of September 30, 1989
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.	72	0	1735	13	17	0	273	1	874	14	27	1	2968	29	2997
Emotion. Dist.	18	0	1194	29	4	0	101	2	529	22	30	1	1876	54	1930
Autistic	0	0	65	6	3	0	4	0	44	2	1	0	117	8	125
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	2	1	35	25	2	0	40	3	21	32	0	1	64	62	126
Physically Hdcp.	3	2	197	106	8	3	3	13	165	142	8	4	419	270	689
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Deaf/Hard of H.	2	0	68	21	13	0	11	1	90	15	9	0	193	37	230
Mentally Ret.	11	2	1099	159	11	30	106	21	377	101	10	6	1614	292	1906
Speech/Languag	35	17	1468	1105	34	24	183	177	984	656	31	26	2735	2005	4740
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par. Disability Total	113	22	5861	1464	92	30	720	218	3084	984	116	39	9986	2757	12743
Ethnic Totals	135		7325		122		938		4068		155		12743		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 17, 1989

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

Present—Directors Bills (7:48 PM), Johnson (7:14 PM), Mallory, Mitchell, O'Connell, O'Neil, Pajewski, and President Cullen—8.

Absent and excused—Director Stacy—1.

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

October 2, 1989

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President David Cullen, a special meeting of the Board of School Directors will be held at 7:00 PM, Tuesday, October 17, 1989, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of the annual review of the Superintendent.

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

JOHN J. PETERBURS
Secretary-Business Manager

Director Mitchell moved that the Board retire to executive session for the purpose of conducting the annual review of the Superintendent.

The motion prevailed by unanimous consent.

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

The Board reconvened in open session at 10:43 PM.

Director Bills moved to approve the revised compensation plan and direct the Secretary-Business Manager and the City Attorney to amend the contract to conform with the intent of the Board.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, Mitchell, O'Connell, and President Cullen—6.

Noes—Directors O'Neil and Pajewski—2.

The Board adjourned at 10:50 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
OCTOBER 25, 1989

Regular meeting of the Board of School Directors called to order by President Cullen at 8:08 PM.

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

Absent and excused—Director Mitchell—1.

COMMUNICATIONS FROM CITY AND COUNTY DEPARTMENTS

Communication from the Community Relations-Social Development Commission relative to their fourth quarter billing and their report of expenditures for the quarter ending September 30, 1989.

Referred to the Committee on Finance and Facilities.

SECRETARY-BUSINESS MANAGER'S COMMUNICATIONS

(Item 1)

October 25, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

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

Notice of claim against the Milwaukee Public School Board, filed by Mr. Thomas M. Jacobson, attorney, on behalf of Gregory Hamilton, a minor, and his mother, Debra White, for injuries allegedly sustained by Gregory Hamilton while enroute to school and/or home on June 8, 1989.

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

CNA Insurance Company which carries the Board's comprehensive general 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)

On the motion of Director Mallory, the claim was disallowed, the vote being as follows:

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

Noes—None.

(Item 2)

October 25, 1989

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 the Board to direct the Common Council to issue promissory notes in an amount of $27,500,000 not to exceed $10,000,000 in 1989 and the balance of $17,500,000 to be acquired in 1990, for the purpose of providing additional classroom space to accommodate anticipated school enrollments.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

(attachment)

Director Mallory moved adoption of the report.

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

Ayes—8; Noes—0.

(Item 3)

October 25, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

On Wednesday, October 25, 1989, Circuit Judge William Shaughnessy extended the temporary restraining order enjoining the Milwaukee Public Schools from appointing new personnel to the position of elementary school principal.

A second hearing on this matter will be held the week of October 30, 1989.

Therefore, the administrative appointments (Item 3) of the three elementary principals will need to be held at the Board level.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

Director Stacy moved adoption of the report.

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

Ayes—8; Noes—0.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of September 1, 1989, through September 29, 1989, 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. 3198 to 5629, inclusive

Payrolls (net of withholdings)	$16,173,879.69	
Accounts	$27,116,614.14	
		$43,290,493.83

CONSTRUCTION FUND

Accounts, Voucher Nos. 248 to 385, inclusive

Accounts	$699,622.28

EXTENSION FUND

Payrolls and Accounts, Voucher Nos. 355 to 530, inclusive

Payrolls (net of withholdings)	$340,272.72	
Accounts	$446,041.73	
		$786,314.45

TOTAL $44,776,430.56

THOMAS PAJEWSKI
Chair

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

Ayes—8; Noes—0.

Director O'Neil moved to retire to executive session for the purpose of discussing personnel items.

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

Ayes—8; Noes—0.

The Board retired to executive session at 8:17 PM.

The Board reconvened in open session at 8:50 PM.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM 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
Sarah C. Blomme School Safety	09-01-89	School Safety Aide $7.02/hr.($10,333.84/yr.) (New position)	09-01
Robert Cabot Plant Operation	08-21-89	Boiler Attendant $19,569.16/yr. (Replacement for retirement)	08-21
Audrey L. Daniels School Safety	09-01-89	School Safety Aide $7.02/hr.($10,333.84/yr.) (New position)	09-01
Everett Dassow Physical Plant	09-18-89	Carpenter $16.64/hr.($33,280.00/yr.) (Replacement for retirement)	09-18
Paul Davis School Safety	09-01-89	School Safety Aide $7.02/hr.($10,333.84/yr.) (New position)	09-01
Richard Foley Plant Operation	09-18-89	Boiler Attendant $19,569.16/yr. (Replacement for retirement)	09-18
David P. Jankowski School Safety	09-01-89	School Safety Aide $7.02/hr.($10,333.84/yr.) (New position)	09-01
Mark Knippel Physical Plant	09-18-89	Carpenter $16.64/hr.($33,280.00/yr.) (Replacement for retirement)	09-18
Richard Lacy LaFollette	08-30-89	Food Service Manager Trainee $5.90/hr.($9,015.20/yr.) (Replacement for promotion)	08-30

David Lee Hi-Mount	08-30-89	Food Service Mgr. Trainee $5.90/hr.($9,015.20/yr.) (Replacement for promotion)	08-30
Jeffrey A. Loew School Safety	09-01-89	School Safety Aide $7.02/hr.($10,333.84/yr.) (New position)	09-01
Rose Lusk School Safety	09-25-89	School Safety Aide $7.02/hr.($10,333.84/yr.) (Replacement for resignation)	09-25
Cheryl Morgan School Safety	09-01-89	School Safety Aide $7.02/hr.($10,333.84/yr.) (New position)	09-01
Jay Navone School Safety	09-18-89	School Safety Aide $7.02/hr.($10,333.84/yr.) (Replacement for resignation)	09-18
Nathan Shoate School Safety	09-01-89	School Safety Aide $7.02/hr.($10,333.84/yr.) (New position)	09-01
Leslie Smith Hamilton	09-18-89	Boiler Attendant $19,569.16/yr. (Replacement for retirement)	09-18
Edward J. Sturino School Safety	09-01-89	School Safety Aide $7.02/hr.($10,333.84/yr.) (New position)	09-01
Kevin A. Tate School Safety	09-01-89	School Safety Aide $7.02/hr.($10,333.84/yr.) (New position)	09-01
Samuel Thomas M.H.S.A.	08-30-89	Food Service Manager Trainee $5.90/hr.($9,015.20/yr.) (Replacement for promotion)	08-30
Raymond Torres School Safety	09-01-89	School Safety Aide $7.02/hr.($10,333.84/yr.) (New position)	09-01
Curtis Woods School Safety	09-15-89	School Safety Aide $7.02/hr.(10,333.84/yr.) (Replacement for resignation)	09-15
Carla S. Yorke School Safety	09-01-89	School Safety Aide $7.02/hr.($10,333.84/yr.) (Replacement for resignation)	09-01

PROMOTIONS

Name and Assignment	Date	Position and Salary	Increment Date
Edith Brunson Juneau	08-30-89	Food Service Manager Trainee $6.70/hr.($10,237.60/yr.)	08-30
Anthony Burns Plant Operation	09-05-89	Boiler Attendant $19,569.16/yr.	09-05
Barbara Fischer Clemens	08-30-89	Food Service Manager III $13,040.63/yr.	08-26
Kristine Goff Goodrich	08-30-89	Food Service Manager Trainee $6.29/hr.($9,611.12/yr.)	08-30
Bobbie Rembert Hamilton	08-30-89	Food Service Manager Trainee $7.24/hr.(S11,062.72/yr.)	08-30
Sharlene Stiller 20th	09-03-89	Food Service Manager V $13,251.15/yr.	08-26
Sandra Yokofich 81st	08-30-89	Food Service Manager I $10,352.20/hr.	08-30
Patricia Zandron Purchasing	08-17-89	Buyer II $28,506.14/yr.	08-17

CHANGES IN STATUS

Christine Albin %	09-11-89	Food Service Mgr. III $12,136.56/yr.	04-11
Louise Johnson #	08-30-89	Food Service Manager Trainee $6.09/hr.($9,305.52/yr.)	08-30
Rosemary Miller #	08-30-89	Food Service Manager Trainee $5.90/hr.($9,015.20/yr.)	08-30
Corinne Sansone %	09-08-89	Food Service Mgr. IV $13,959.13/yr.	09-11

From substitute to regular appointment
% Reinstatement of Food Serv. Mgrs. per Appendix A, page 43, 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 September 1, 1989, and September 13, 1989, Inclusive:				
(r)	Stephanie W. Astrin Upper Elementary	B	$20,964	0	September, 1990
(r)(b)	Cecil Austin Emotionally Disturbed	F	$36,866	9.5	February, 1990
(r)	Jeffrey D. Buczek Math/Computer Science	B	$22,012	1	September, 1990
(r)(a)	Kathleen A. Chudy Art	B	$26,517	4.5	February, 1990
(r)(a)	Frances D. Coles Upper Elementary	B	$24,109	3	September, 1990
(nr)	Michelle R. Dale Upper Elementary	B	$20,964	0	September, 1990
(nr)	Jennifer L. Davis Emotionally Disturbed	C	$22,872	1	September, 1990
(nr)	Lucy M. Deblitz Learning Disabilities	B	$24,108	3	September, 1990
(nr)	Jennifer L. DeMoe Upper Elementary	B	$20,964	0	September, 1990
(nr)	Wendy S. Dittmar EC:EEN	B	$25,680	5	September, 1990
(r)	Rosita J. Dorsey Guidance	B	$20,964	0	September, 1990
(nr)	Mary K. Dunn Elementary	B	$20,964	0	September, 1990
(r)	Nancy M. Ehlinger Music	B	$25,680	5	September, 1990
(r)	Denise L. Fahl Upper Elementary	B	$20,964	0	September, 1990
(r)	Earl R. Feltyberger Chemistry/Physics	B	$25,680	5	September, 1990
(nr)	Michael E. Fendry Art	B	$20,964	0	September, 1990
(r)	LuAnn F. Flom	B	$23,060	2	September, 1990

Elementary

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Increment Date
(r)	Lisa J. Forsyth Upper Elementary	B	$20,964	0	September, 1990
(r)	Susan Gaudynski Kindergarten	C	$22,872	1	September, 1990
(r)	Maria N. Gonzalez Spanish/Bilingual	B	$20,964	0	September, 1990
(r)(a)	Teri L. Goode Upper Elementary	B	$20,964	0	September, 1990
(nr)	Richard A. Graycarek Emotionally Disturbed	B	$20,964	0	September, 1990
(r)	Janelle H. Herro Elementary	B	$22,012	1	September, 1990
(r)(b)	Thomas E. Hesiak Physical Education	G	$41,853	22.0	January, 1990
(nr)	Tracy A. Hudrick Upper Elementary	B	$20,964	0	September, 1990
(r)	Kathie S. Hugin Physical Education	B	$22,012	1	September, 1990
(r)	Wendy A. Iwanski English	B	$23,060	2	September, 1990
(r)	Rose Marie Kaiser Upper Elementary	B	$25,680	5	September, 1990
(r)	Clare Kennedy Music	B	$20,964	0	September, 1990
(nr)	Nancy J. Kraft Upper Elementary	B	$20,964	0	September, 1990
(nr)	Margaret R. Kush Upper Elementary	B	$25,680	5	September, 1990
(r)	Melissa K. LeClair Art	B	$20,964	0	September, 1990
(nr)	Michelle A. Leonard Elementary	B	$20,964	0	September, 1990
(r)	Thomas E. Loomis Elementary	B	$20,964	0	September, 1990

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Increment Date
(r)(a)	Andrea D. Madison Reading	B	$23,061	2.5	February, 1990
(r)	June R. Mamon Speech Pathology	C	$26,540	5	September, 1990
(nr)	Teresa G. Martin Emotionally Disturbed	B	$23,060	2	September, 1990
(r)	Jane M. Moran Upper Elementary	B	$23,060	2	September, 1990
(nr)	Steven A. Moses Elementary	B	$20,964	0	September, 1990
(nr)	Eric M. Mueller Upper Elementary	B	$20,964	0	September, 1990
(r)(a)	Karen J. Nesmith Upper Elementary	B	$24,108	3	September, 1990
(nr)	Mary K. Olson Speech Pathology	B	$22,012	1	September, 1990
(r)	Jayne M. O'Malley Upper Elementary	B	$20,964	0	September, 1990
(r)	Amy M. Ottens EC:EEN	B	$20,964	0	September, 1990
(r)	Altamese Pelzer Learning Disabilities	C	$25,492	4	September, 1990
(r)	Robert J. Petroff Biology/Chemistry	B	$20,964	0	September, 1990
(r)	Barbara N. Pittman Emotionally Disturbed	B	$22,012	1	September, 1990
(nr)(b)	Michael R. Pliszka Upper Elementary	B	$27,462	5.5	February, 1990
(r)	Susan C. Powell Music	B	$20,964	0	September, 1990
(r)	Daniel J. Pryzbyla Upper Elementary	B	$20,964	0	September, 1990
(r)	Gerard A. Randall Emotionally Disturbed	B	$24,108	3	September, 1990

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Increment Date
(nr)	Jeffrey D. Ristow Math/Computer Science	B	$20,964	0	September, 1990
(r)	Leonor Romero Bilingual Elementary	B	$20,964	0	September, 1990
(r)	Joseph M. Schauer Social Studies	B	$20,964	0	September, 1990
(r)	Therese M. Scherbert Elementary/LD	B	$22,012	1	September, 1990
(r)	Christopher H. Schnell Emotionally Disturbed	B	$20,964	0	September, 1990
(nr)	Jon L. Senzig Music	B	$22,012	1	September, 1990
(r)	Mark A. Silverstein Media/A-V	B	$25,680	5	September, 1990
(nr)	Daron K. Smith Upper Elementary	B	$20,964	0	September, 1990
(r)	Mary L. Sullivan Emotionally Disturbed	B	$22,012	1	September, 1990
(nr)	Sue A. Swieciak Upper Elementary	B	$24,108	3	September, 1990
(nr)	Bonnie J. Thomas Emotionally Disturbed	B	$20,964	0	September, 1990
(r)	Janis M. Thomas Mentally Retarded	B	$20,964	0	September, 1990
(nr)	Brian B. Thompson Vocational Electronics	B	$25,680	5	September, 1990
(r)(b)	Joyce A. Urquhart Upper Elementary	B	$36,088	16.6	January, 1990
(r)	Mark A. Witter Upper Elementary	B	$20,964	0	September, 1990
(r)	Karen E. Wood Kindergarten (half-time)	B	$11,006	1	September, 1990
(r)	Susan B. Wucinski French	B	$20,964	0	September, 1990

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Increment Date
(nr)	Darice R. Yench Upper Elementary	B	$24,108	3	September, 1990
	Effective between September 14, 1989, and September 26, 1989, inclusive:				
(r)	Lynda G. Flowers Medical/Dental Specialty	C	$26,540	5	September, 1990
(nr)	Thomas Kreuser Spanish	B	$20,964	0	September, 1990
(r)	Kris M. Kumbera EC:EEN	B	$20,964	0	September, 1990
	School Social Worker - Schedule 02				
	Effective between September 1, 1989, and September 13, 1989, inclusive:				
(r)	Stephanie H. Schmahl		$30,077	0	September, 1990
	Physical Therapist - Schedule 04				
	Effective between September 1, 1989, and September 13, 1989, inclusive:				
(r)	Nancy L. Heimbold		$34,366	5	September, 1990

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

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

ADMINISTRATIVE APPOINTMENTS, PROMOTIONS, AND REASSIGNMENTS

(r)	Harry Oden	High School Principal	Schedule III, Range 15c $61,192.00
(r)	Susan Buss	Elementary Principal	Schedule III, Range 13d $52,426.00
(r)	Susan Kappas	Elementary Principal	Schedule III, Range 13d $41,767

(r)	Theodore Rehl	Elementary Principal	Schedule III, Range 13d $54,658
(r)	Donna Luebke	School Psychologist Supervisor	Schedule III, Range 8a $53,433
(r)	Thomas Hanley	Elementary Instructional Support Team Generalist (SDA II)	Schedule III, Range 8b $37,785
(r)	Martin Ordinans	Science Inservice Supervisor (Kluge Science Center)	Reassignment No salary change

In addition, the Superintendent wishes to withdraw the recommendation to approve Cecil Austin to the position of Assistant Principal. This recommendation has been held in committee since the Committee's August 14, 1989 meeting.

The Superintendent would like to inform the Board that Mr. Fermin Burgos is being reassigned to the principalship of Wilbur Wright Middle School.

(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, 1990:		
Janice Makurat	Thirty-first	September 1, 1989
Maternity leave, to June, 1990:		
Christine Bradfield	Lancaster	September 1, 1989
Deborah A. David	Kilbourn	September 22, 1989
Donna M. Janisch	MacDowell	September 1, 1389
Anne Knackert	Webster	September 5, 1989
Personal leave, to January, 1990:		
Alba N. Santiago	Morgandale	September 5, 1989
Yvette M. Watkins	Clark	September 1, 1990
Personal leave, to June, 1990:		
Kathleen Conley	Audubon	September 6, 1989
Linda M. Long	Mitchell	August 25, 1989
Kathleen L. Olwy	Lincoln Ave.	September 1, 1989
Study leave, to January, 1990:		

Leo B. Guild	Hawthorne	September 1, 1989

Study leave, to June, 1990:

Joseph A. Jeffrey	Vincent	September 19, 1989
Patricia Meagher-Springer	Day-to-Day	September 1, 1989

Extension of leave for illness, to January, 1990:

Donald J. Barczak	On leave	September 1, 1989
Dorothy Shane	On leave	September 1, 1989

Extension of leave for study, to January, 1990:

Anita Simansky	On leave	September 1, 1989

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(ITEM 5) Your Committee recommends that the following action taken by the Board granting a child rearing leave be, and it hereby is, rescinded:

RESCINDING OF LEAVE

Marilyn Finegold —was granted an extension of her child rearing leave from September 1, 1989, to January, 1990. Leave was rescinded as of September 1, 1989. She will be reassigned to Garfield School.

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

RESIGNATIONS

Lonnie B. Adams	Lady Pitts	June 19, 1989
John D. Allen	Holmes	August 31, 1989
Stewart D. Antelis	Edison	August 20, 1989
Cathy A. Brehm	Stuart	August 30, 1989
Christopher P. Brown	Fulton	August 22, 1989
Earl E. Campbell	Rec- Div.	December 29, 1989
Callie S. Cram	On leave	August 30, 1989
Alice Mary Drew	Mitchell	July 1, 1989
Mary J. Duffy	Bell	August 25, 1989
Terina G. Edwards	Bell	August 31, 1989
Elizabeth Egan	Gaenslen	August 28, 1989
Kathleen Erdman	Elem. Zone	August 30, 1989
Darlene M. Evancho	On leave	August 31, 1989
Carol J. Garrett	35th	October 5, 1989
Robert M. Geniusz	Lincoln Avenue	August 15, 1989

Pamela Gilge	Edison	August 23, 1989
Judith A. Goodlet	Sholes	August 25, 1989
Shelley Grochowski	Tippecanoe	September 12, 1989
Diane Heath	Pulaski	August 31, 1989
Catherine A. Herbert	65th	August 25, 1989
Debra Hergott	Vincent	August 31, 1989
Ronald Hettwer	Hamilton	August 30, 1989
Dale R. Hinz	Vincent	July 1, 1989
Harold H. Hohenfeldt	Elem. & Sec.	September 15, 1989
Mary B. Holder	Audubon	August 26, 1989
Grace G. Horn	Irving	July 1, 1989
Cheryl K. Johnson	8th	August 31, 1989
Erin Kosch	Wright	August 23, 1989
Jeffrey Kubel	South	August 28, 1989
Darlene M. Lehman	Sherman	August 31, 1989
Stephanie Lichtig	Berger	August 26, 1989
Patricia A. Liebsch	On leave	August 18, 1989
Michael Magulski	Rec. Div.	December 8, 1989
Susan E. Marty	Maple Tree	August 22, 1989
Daniel Y. Mayer	Vincent	August 23, 1989
DuWane Morrow	Clement	August 31, 1989
Kathleen A. Murphy	37th	August 22, 1989
Carol A. Neuens	21st	August 18, 1989
Howard C. Noe	Washington	August 25, 1989
Jennifer Nogalski	Walker	August 26, 1989
Patricia L. Ondishko	Walker	August 29, 1989
Rosemary Otzelberger	Emerson	August 28, 1989
Cheryl J. Patterson	Fritsche	August 23, 1989
Janet M. Peter	Unassigned	September 30, 1989
Lisa M. Regan	Clarke	August 25, 1989
Jean R. Riemer	Happy Hill	August 31, 1989
Carlyle R. Sivesind	Pulaski	July 1, 1989
Alma Smith	Steuben	July 1, 1989
Ann L. Sterner	Sherman	August 24, 1989
Harriet M. Wallis	Burroughs	July 1, 1989
Melvin L. Weakley	Madison	August 25, 1989
Jean L. Wreschnig	Bruce	September 1, 1989

* * * * *

(ITEM 7) The Superintendent advised your Committee that:

1. At its meeting on September 27, 1989 (Proc., pp. 238-239), the Board adopted the following resolution by Director Mitchell:

   WHEREAS, MPS is undergoing extensive changes in middle and top level leadership, and supervisors, generalists, assistant principals, principals, community superintendents and the associate superintendent have all been recently appointed; and

WHEREAS, this significant change in leadership provides MPS with an opportunity to forge these new leaders into a unit devoted to the accomplishment of the mission of MPS to expand educational opportunities and increase the academic achievement of all students; and

WHEREAS, this change in leadership provides MPS with the challenge to provide substantive training opportunities so that this valuable human resource is developed to its highest potential; and

WHEREAS, traditional methods of training educational personnel in administrative leadership have often proven to be inconclusive and inadequate; and sporadic inservice opportunities, conferences sponsored by professional organizations and graduate level courses often fail to prepare today's educational leaders for the academic and administrative challenges of modern management; and

WHEREAS, recent administrative leadership and training opportunities provided MPS administrators have demonstrated the value of leadership and management training often utilized by the private sector; and

WHEREAS, the most recent experience, shared by the superintendent, deputy superintendent, community superintendents, their assistants, and selected principals was enthusiastically received with immediate benefit to the participants; now therefore be it

RESOLVED, that MPS examine the possibility of staff developmental opportunities for middle and top level administrators in line with the most recent advances in leadership and management training as evidenced by several local companies; and be it

FURTHER RESOLVED, that MPS should consider training which deals with issues such as leadership style, communication, organizational development, human resource potential and development, interpersonal relations, external relationships, and shared decision making; and be it

FURTHER RESOLVED, that funds for this purpose be diverted from existing resources once a plan has been derived and submitted for approval.

2. Since 1987, the ASC has had an inservice education committee which has developed inservice proposals for administrators and sought, for the most part unsuccessfully, grants to implement them. In planning to implement Director Mitchell's resolution, this committee will work jointly with a team appointed by the Superintendent.

3. Experiences for participants would be designed along the lines envisaged in the resolution: leadership style, communications, organizational development, human resource potential and development, interpersonal relations, external relationships, shared decision making, managing change, team building, and creative problem solving.

4. There is a clear need in the district for a comprehensive professional development program for administrators. The ASC and the administration, as an outgrowth of the agreements contained in the current contract agreed to last year, are proposing the formation of a leadership academy to develop and coordinate such a program for all administrators. One of the components of the academy would be a principals' center dealing specifically with the professional development of our principals. The leadership academy could work closely with business community and the universities, involving them in both the design and presentation phases of the program.

5. The comprehensive program to be developed would include: -long term professional training and career goals; -assistance for first and second year principals; -development of minority and female administrators; -administrative skills needed for school based management; -identification of staff members with leadership potential; -preparing leaders to replace retirees; and -multicultural training for administrators.

6. The following timeline for implementation of the resolution and development of the leadership academy is proposed:

December, 1989	Complete needs assessment
January, 1989	Submit plan for leadership academy for Committee and Board approval
March, 1990	Operationalize academy; begin planning programs for summer and fall, 1990
June, 1990	Approve budget for academy
July, 1990	Academy fully operational

Sessions are scheduled during the ASC convention on November 3 to begin the needs assessment and planning for the leadership academy.

Your Committee recommends that the administration be authorized to proceed as indicated above to plan for implementation of Director Mitchell's resolution and the development of a leadership academy, and that this training also be made available to teachers and other support staff who demonstrate an interest.

* * * * *

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

1. At its meeting Or 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 9) The Secretary-Business Manager advised your Committee that:

1. 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 or student incentives including: movie passes, fast food coupons, tickets to athletic events, radios, bicycles, watches, TVs, and automobiles.

2. These promotions are often co-sponsored with area businesses. Article X of the Board rules (10.06) reads: 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."

3. Acknowledgment of the donor in these promotions may, in some instances, be construed as advertising. Article X, General Provisions of the Board Rules (10.01), prohibits advertising in schools: No one shall promote any religious, political, or commercial propaganda, nor shall any advertisement of such nature be displayed or distributed at any time in school buildings or upon school premises."

4. In an opinion dated September 25, 1989, the City Attorney's office recommended that the Board address the issue ofr whether it desires to continue such attendance/academic achievement incentive programs.

Your Committee recommends that:

1. Schools presently sponsoring motivational contests as described above be allowed to continue for the remainder of the school year, with the understanding that these promotions will be carried out in compliance with Board rules and adhering to recommendations made by the Board's insurance carrier.

2. Article X of the Board rules (10.06) which prohibits contests "in school buildings or upon school premises" be suspended to allow schools, as described in #l above, to continue their promotional contests through June, 1990.

3. The administration develop a set of guidelines, with the assistance of the City Attorney's office, for schools to following in the future. 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.

* * * * *

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

1. At its meeting on September 27, l989 (Proc., p. 258), the Board referred the following resolution, which was introduced by President Cullen, to the Personnel and Negotiations Committee:

   "WHEREAS, The Superintendent and the Secretary-Business Manager are evaluated on a yearly basis by the Board Or School Directors; and

   WHEREAS, The Board sets the annual salaries for the Superintendent and the Secretary-Business .Manager based upon their evaluations; and

   WHEREAS, Performance evaluation is a professional undertaking reflecting the judgment and expertise of all parties involved; and

   WHEREAS, Properly conducted evaluations lead to improved performance, personal growth and professional esteem; and

   WHEREAS, The Board wishes to gather adequate performance data and provide quality feedback to the Superintendent and the Secretary-Business Manager; therefore, be it

   RESOLVED, That the Board of School Directors hire a consulting firm to review the existing evaluation process for the Superintendent and the Secretary-Business .Manager; and be it

   FURTHER RESOLVED, That this consulting firm make recommendation to the Board of School Directors relative to the development of an evaluation system based upon performance objectives."

2. On January 4, 1983 (Proc., p. 550), the Board retained Arthur Young Company to perform a compensation study for administrators and supervisors.

3. On November 30, 1988 (Proc., pp. 540-541; 547), the Board authorized the administration to contract with Arthur Young & Company to determine salary classification placements of positions affected by the Superintendent's Transition Plan.

4. Arthur Young & Company has acquired, over the past few years, a substantial knowledge base with respect to the MPS organizational structure. This information is critical in its relationship to this resolution. An understanding of MPS job classifications, responsibilities and compensation is a basic necessity for any firm that develops the evaluation plan for the Superintendent and the Secretary-Business Manager.

Your Committee recommends that:

1. The resolution be adopted and that the Board retain Arthur Young & Company to develop the evaluation process for the Superintendent and the Secretary-Business Manager. This process to be in place for the 1990-1991 school year.

2. Representatives of the consulting firm meet with the Board prior to the development of the evaluation process to establish goals and objectives and develop a work plan and timeline.

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(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 October 9, 1989:

A. Report on Affirmative Action Personnel Transactions for the Month of September, 1989

B. Annual Sick Leave Report

* * * * *

Separate consideration having been requested of Items 3, 9, and 10, 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 Cullen—8.

Noes—None.

Item 3 of the report, relating to administrative appointments, having been set aside for separate consideration, Director Mallory moved adoption of the report.

Director Johnson moved a substitute that the item be held at Board level until the November Board meeting.

Director Johnson withdrew his substitute.

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

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

Noes—Director Johnson—1.

Voting "Present"—Directors O'Neil and Stacy—2.

Item 9 of the report, relating to motivational rewards for student contests, having been set aside for separate consideration, Director O'Connell moved suspension of Board rules and adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting "Present"—Director O'Neil—1.

Item 10 of the report, relating to hiring a consultant firm to review the evaluation process for the Superintendent and the Secretary-Business Manager, having been set aside for separate consideration, Director Mallory moved adoption of the report.

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

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

Noes—Directors Johnson, O'Connell, O'Neil, Pajewski, and Stacy—5.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM l) The Superintendent advised your Committee that:

1. State standard "o" requires each school board in the state to annually adopt and publish a performance disclosure report describing the school board's and each school's educational goals and objectives, including learning-related performance objectives and the results of tests administered during the previous school year. The report is to be submitted to the Department of Public Instruction by October 1 of each year.

2. The MPS report, Indicators of Educational Effectiveness, was developed to meet the requirements of this state standard. It is based on the school report card initiated last year, and not only meets, but exceeds the state requirements.

3. The report was adopted by the Board on September 27, 1989 (Proc., p. 221) and was also referred to the Instruction and Community Relations Committee for hearing and discussion.

Your Committee reports having given hearing to interested parties.

* * * * *

(ITEM 2) The Superintendent advised your Committee that:

1. The Integration Settlement Agreement states that by November 1 of each school year that the agreement is in effect, the Board of School Directors shall approve a plan that will correct the academic deficiencies of educationally and economically disadvantaged students and that will achieve

a more effective and responsive program within MPS. By November 15 of each school year, the plan is to be

submitted to the State Superintendent and the Governor for inclusion in their respective State budget proposals.

The budget is as follows:

School Year	Amount
1988-1989	$3,000,000
1989-1990	5,000,000
1990-1991	7,000,000
1991-1992	7,000,000
1992-1993	8,000,000

2. At its meeting on September 27, 1989, the Board approved the conceptual framework for the development of ungraded primary units. These units would integrate the Early Childhood Integrated Attendance Area Model with the High Scope curriculum and parent resource centers. Funding for the units would be supported by desegregation monies and P5 monies.

3. A recommended plan for the use of the desegregation funds for the 1990-1991 school year is:

	1988-1989	1989-1990	1990-1991
All-day kindergarten	$2,400,000	$3,627,000	$4,533,750
Day Care Contracts	600,000	729,000	785,000
Mentor Program	100,000	100,000	
Head Start			100,000
First Grade Program		374,000	406,000
Parent Information Center		160,000	175,000
Ungraded Primary Centers			1,000,250
			$ 7, 000, 000

4. As programs are developed and expanded, the settlement monies will be correlated with the use of P-5 monies in order to impact the children with the greatest needs. The results of the third grade reading tests will be considered as an indication of where there is a need for programs, and plans will include before and after school programming. Programs will be considered which could continue beyond the primary grades, as at-risk children go to intermediate grades and on into Project FOCUS at the middle school, in order to provide a continuum of supportive programs from Head Start and other pre-kindergarten programs through high school. Because of district-wide shortages of classroom space, any reductions in pupil-teacher ratio will be done by adding adults to a room, rather than by reducing the number of children in a room. There is an expectation that the State will continue to fund programs after the desegregation monies are expended.

Your Committee recommends that the plan for the use of the desegregation settlement monies be approved.

* * * * *

(ITEM 3) The Superintendent advised your Committee that:

1. At its meeting on August 30, 1989 (Proc., p. 215), the Board referred a communication from Gay Youth Milwaukee to the Instruction and Community Relations Committee.

2. The communication requests an opportunity to speak to the Committee on the implementation of Wisconsin Statues 118.13, which prohibits discrimination in the schools towards pupils regarding sexual orientation.

Your Committee reports having given hearing to representatives of Gay Youth Milwaukee and other interested parties on the matter.

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(ITEM 4) The Superintendent advised your Committee that:

1. A Health Education Task Force, composed of twenty people, was empaneled to review the study of programs that have impact on health instruction in Milwaukee Public Schools. Their work is based on the philosophical premise that health is a multidimensional, dynamic concept that includes physical, mental, social, emotional, and moral components. Health education provides opportunities for students to develop and demonstrate increasingly sophisticated health-related knowledge, attitudes, skills and practices.

2. For the purposes of this study, the following major health content areas were reviewed: accident prevention, community health, consumer health, human growth and development, mental and emotional health, personal health, prevention and control of diseases, and drugs and alcohol. A survey indicated that all topics were being taught, but not in a well-coordinated, sequential, comprehensive manner.

3. The task force recommends a review of the health curriculum in order to update the human growth and development concepts and emphasize a holistic approach to health rather than a focus on single issues. They also recommend an increase in inservice training opportunities and better coordination of the delivery of the health education curriculum.

Your Committee recommends that:

1. The Board accept the report of the Health Education Task Force.

2. The Board extend its appreciation to the members of the Task Force for their efforts.

3. The administration bring to the Board in December their recommendations as gleaned from this report with the understanding that those matters that would have monetary implications would be forwarded to the Budget Committee.

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(ITEM 5) The Superintendent advised your Committee that:

1. In 1983 the Milwaukee Board of School Directors adopted a K-12 Human Growth and Development program for implementation which has been reviewed regularly. In 1985, Wisconsin Statute 118.019 encouraged instruction, "... in topics related to human growth and development in order to promote accurate and comprehensive knowledge in this area and responsible decision making and to support and enhance the efforts of parents to provide moral guidance to their children." The Ad Hoc Nursing Study Committee to the Department of Public Instruction has added, "School health services shall meet established standards throughout the entire growth and development period for children and youth. The Human Growth and Development Curriculum shall be age appropriate and it shall enhance the efforts of parents to provide moral, ethical, and cultural guidance to their children."

2. City Health Commissioner Paul W. Nannis has proposed that MPS adopt the following mission statement developed by the Ad Hoc Nursing Study Committee for school health:

   "Within the overall mission of elementary and secondary education in Milwaukee, the mission of school health is to enhance the individual abilities of children and youth to use their intellectual potential for learning in school. The mission also includes improving pupil abilities to make decisions that support their present and future physical, social and emotional health by means of individual, group and environmental interventions. School health has three critical elements: health education, health services and a healthy and safe environment. The contribution of health services to this mission is to enhance the educational process by preventing, limiting and removing health-related barriers to public learning and to promote decision-making, self-esteem, communication and goal setting that leads to their optimal level of health."

3. Commissioner Nannis has expressed the willingness of the City Health Department to support the MPS health curriculum. Specifically, he has related that "The City of Milwaukee Health Department shall support the implementation of the Human Growth and Development Curriculum through a variety of activities. Professionally qualified nurses shall be available as a resource and consultant to health education instruction, health counseling and preventive services. Health counseling for students shall include family planning which involves a full range of options from abstinence to various birth control measures. The Health Department recognizes that students need to have relevant information in making informed decisions about their own health and programs which promote the practice of positive health behaviors."

Your Committee recommends that:

1. The Board adopt the above mission statement for health services.

2. The Board accept this offer of health education and service from Commissioner Nannis and the Milwaukee Health Department in the on-going Human Growth and Development program in Milwaukee Public Schools.

3. Appreciation be expressed to Commissioner Nannis and the Milwaukee Health Department for their continued service to the students and staff of Milwaukee Public Schools.

* * * * *

(ITEM 6) Your Committee reports having received an informational report from the Superintendent on the following matter; this report has been made a part of the minutes of your Committee's meeting of October 11, 1989:

Report On Programs Sponsored By the Young Lawyers Division of the American Bar Association

Separate consideration having been requested of Items 3 and 4, 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 Cullen—8.

Noes—None.

Item 3 of the report, relating to hearing given to representatives of Gay Youth of Milwaukee, having been set aside for separate consideration, Director Stacy moved adoption of the report.

Director Stacy moved a substitute that discrimination policies be reviewed to determine whether sexual orientation is addressed.

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

Ayes—8; Noes—0.

Item 4 of the report, relating to a report of the Health Education Task Force, having been set aside for separate consideration, Director Pajewski moved adoption of the report.

Director O'Neil moved a substitute to hold the item at Board level until December.

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

Ayes—Director O'Neil—1.

Noes—Directors Bills, Johnson, Mallory, O'Connell, Pajewski, Stacy, and President Cullen—7.

The original motion prevailed, the vote being as follows:

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

Noes—Director O'Neil—1.

Director O'Neil moved for reconsideration of Item 5 of the report.

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

Ayes—Director Johnson, O'Neil, Stacy, and President Cullen—4.

Noes—Directors Bills, Mallory, O'Connell, and Pajewski—4.

COMMITTEE ON FINANCE AND FACILITIES

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

SIEFERT SCHOOL - 1547 North 14th Street

STATE PAINTING COMPANY; Exterior Painting Work, as per base bid $29,890.00

* * * * *

(ITEM 2) Your Committee also 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:

PRECISION METALS, INC.; 215 Locks and Parts ..... $ 9,441.00

ART'S CAMERAS PLUS; 39 Video Camcorders 35,223.63

REINDER BROTHERS, INC.; 2 Lawn Tractors 23,560.00

ALPINE PRINTING; Printing of Stationery and Envelopes 24,685.22
less 2% cash discount - 10 days

MIDWEST VISUAL EQUIPMENT CO.; 384 Student Tape Recorders 17,568.00

SUPERIOR AUDIO VISUAL CO.; 65 Classroom Tape Recorders 11,178.70

WISCONSIN PAPER CO.
32,000 Reams Duplicator Paper 71,520.00*
14,000 Reams Mimeograph Paper 34,940.00*
*less 2% cash discount - 10 days

LESLIE PAPER CO.: 31,800 Reams Copier Paper 72,552.60
less 2% cash discount - 20 days

DATA SYSTEMS NETWORK CORPORATION; 15 Laser Computer Printers 20,077.35

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(ITEM 3) The Superintendent advised your Committee that the following donations have been offered:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	EST.VAL/AMT.	GIFT/PURPOSE
Allen-Field	Sheldon Henschel	$ 700	Tractor/mower/ snow plow
Bay View	School Fund	2,850	5 walkie-talkies
Burdick	P.T.A.	230	Apple drive for computer center
Douglass	Ms. Carol Schaeve	300	Field trips
Engleburg	P.T.O.	3,000	Copy machine
Grantosa			

Drive	Walk for Mankind	345	School use

HS of the Arts	Judith Knuth	175	Books for theater library
Hamilton	Senior class gift	5,210	Granite sign & installation
King	School Fund	475	Typewriter
Lee	P.T.O.	350	Breakfast for honor roll students
Maryland	P.T.A.	300	Field trips
North	Friends of Jim Moody	35	Band
	Milwaukee Frontiers	500	Carnegie Hall trip
	Mr. Laube	100	Carnegie Hall trip
	Mayor John Norquist	100	Carnegie Hall trip
	Milwaukee Youth Foundation	2,500	Carnegie Hall trip
	Anonymous	22,000	Carnegie Hall trip
	Friends of North	1,000	Indianapolis trip
	City Festival Committee	1,400	School use - first place in parade
Pulaski	General Fund	524	Bulletin board and character set
	Pulaski Athletics Booster Club	584	Promote athletics
Sherman	Anonymous	300	Incentives for attendance
Vincent	Wisconsin Electric Power Co.	7,000	1980 truck, 1980 van, 1982 Ditch Witch trailer-ANR program
Walker	Poor Richard's	56	Awards for students
	Kupper, Inc.	102	Awards for students
	Usinger's	83	Awards for students
	Milwaukee Admirals	160	Awards for students
	Musicland	30	Awards for students
	Jeff Toy's Sun Garden	125	Awards for students
	Khyber Restaurant	10	Awards for students
	First Wisconsin Bank, 52nd & North	48	Awards for students

Whittier	P.T.O.	350	VCR

EXTENSION FUND

Municipal Recreation A.G.I. Ltd. Printing	634	Programs for Senior-fest
TOTAL	$51,576	

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 Superintendent advised your Committee that:

1. During the budget review process, concerns were raised relative to the extent of involvement by various segments of the community into the design and/or development of new schools. These concerns centered on three key issues:

   a. Involvement during development of educational specifications and preliminary planning phase of Capital Improvement Program;

   b. Involvement of the community in determining future school requirements and needs; and

   c. Involvement in program design and implementation.

   In addition, concerns were also raised relative to school size - particularly at the elementary school level.

2. During the past few months, the Administration has reviewed the current Board policy relative to involvement in capital projects, as well as presented to the Board materials regarding the Saturn School Project used in the Dade County (Florida) Public Schools. As a result of this effort, the Administration has developed a concept which goes beyond Saturn called Project Pluto. This concept contains elements to address each of these issues in the following manner.

   a. It creates a prototype school design which permits the construction of one large building serving two (2) smaller separate schools. This concept is the Two In One School.

   b. It permits a effort to review, research, and develop a new standard for the 21st Century, by creating a group to develop the needs of a school for the future.

   c. It expands the existing involvement process for new schools, by creating a mechanism for proposals for program elements to be developed and supported by all segments of the city.

   d. It continues the existing involvement process for capital projects in the development of new space for existing schools and programs. This process is already recognized as one of the best in the nation.

   e. It permits the creation of prototype plans and elements to provide greater cost economies and equity in facilities.

3. Should the Board authorize the Project Pluto concept, the Administration would propose the projects in the current capital program utilize the concept wherever possible. This will not result any additional delay in completion and will allow for broad community input.

Your Committee recommends that:

1. The Project Pluto concept be approved and incorporated into existing projects as required.

2. The existing involvement process be expanded as required to include the Project Pluto elements.

3. The administration bring back to the Board as soon as possible the new requirements for the school of the future for approval.

* * * * *

(ITEM 5) The Superintendent advised your Committee that at its meeting on September 27, 1989, (Proc., p. 256), the Board received a communication from Donna Powell requesting an opportunity to make a presentation to the Committee on the soon to be published book Milwaukee, The Best of all Worlds.

Your Committee reports having given hearing to Donna Powell and other interested parties.

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(ITEM 6) The Superintendent advised your Committee that:

1. State law PI 13 requires that districts with specified concentrations of limited English proficient (LEP) students with the same home language in particular schools (10 in grades K-3, 20 in grades 4-8, and 20 in grades 9-12) establish bilingual-bicultural programs for those students.

2. The current enrollment of LEP Hmong and Lao students in Milwaukee Public Schools dictates the need for bilingual-bicultural programs for those students at various sites.

3. Qualified and certified bilingual Southeast Asian candidates for teacher, social worker, and paraprofessional aide positions are now available.

4. One teacher position, one social worker position, and one paraprofessional aide position would suffice to begin a pilot program for bilingual resource services.

5. Milwaukee Public Schools will be reimbursed by the state under the Bilingual Claim of Services for 63% of the cost of salaries and fringe benefits of instructional staff.

Your Committee recommends that $101,600 be transferred from the Contingent Fund to the appropriate accounts for the bilingual Southeast Asian (Hmong and Lao) teacher, social worker, and paraprofessional aide positions.

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(ITEM 7) Your Committee reports having received informational reports from the Superintendent and the Secretary-Business Manager on the following matters; these reports have been made a part of the minutes of your Committee's meeting of October 12, 1989:

A. Facilities Reports

B. Statement of Operating Revenues

The Secretary-Business Manager submitted the following Statement of Operating Revenues for the month ending September, 1989, 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	$1,376,359	$474,044,674	$5,453,662	$468,591,012	1.2%
Categorically Aided	22,430,383	12,538,455	34,968,838	451,658	34,517,180	1.3%
School Nutrition	18,625,869	0	18,625,869	363,003	18,262,866	1.9%
Construction	34,400,000	0	34,400,000	1,091	34,398,909	0.0%
Extension	9,002,821	64,000	9,066,821	160,733	8,906,088	1.8%

C. Statement of Expenses

The Secretary-Business Manager submitted the following Statement of Expenses as of September 30, 1989, 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	$1,376,359	$474,044,674	$65,748,204	$408,296,470	13.9%
Categorically Aided	22,430,383	12,538,455	34,968,838	3,342,170	31,626,668	9.6%
School Nutrition	18,625,869	0	18,625,869	2,278,503	16,347,366	12.2%
Construction	34,400,000	0	34,400,000	4,386,540	30,013,460	12.8%
Extension	9,002,821	64,000	9,066,821	1,921,799	7,145,022	21.2%

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

(2) Encumbrances and expenditures included through Septermber 30, 1989 and payrolls through September 29, 1989.

D. Report on WEPCO "Smart Money" Program

E. Expenditure Control Report

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Separate consideration having been requested of Items 2 and 6, 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 Cullen—8.

Noes—None.

Item 2 of the report, relating to purchases, having been set aside for separate consideration, Director Pajewski moved adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting "Present"—Director Johnson—1.

Item 6 of the report, relating to a Contingent Fund transfer for bilingual staffing, having been set aside for separate consideration, Director Bills moved adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

LEGISLATION AND RULES

President Cullen presented the following report for the Committee on Legislation and Rules:

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

1. AB 569 authorizes the use of desegregation settlement funds for the K-3 grade 1 extended day program at Brown Street School in the second semester.

2. SB 31 authorized MPS to use up to $385,000 of the Desegregation Settlement funds in 1989-1990 for the K3-grade 1 extended day program at Brown Street School. The Governor vetoed that authorization. As a result, the $385,000 MPS intended for the extended day program is limited to all day K-5.

Your Committee recommends that the Board support Assembly Bill 569.

* * * * *

(ITEM 2) The Superintendent and the Secretary-Business Manager advised your Committee that SB 185/AB 336 are identical bills which would eliminate staggered terms for the Milwaukee School Board and provide that all nine members will be elected in April 1992, for 4 year terms.

Your Committee recommends that the Board oppose Senate Bill 185 and Assembly Bill 336.

* * * * *

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

1. The President has declared a national war on drugs. The U. S. Senate Committee on Governmental Affairs has held a public hearing in Milwaukee on the President's proposal. The Governor has developed an anti-drug initiative which includes measures for education and prevention. The Governor has also convened a special legislative session to address issues related to drug abuse. The Mayor has created a task force for a Drug-Free Milwaukee. The County has created a Citizen's Task Force and the Providers Consortium and they have developed the Fighting Back proposal.

2. All of these efforts are directed at the problems of drug abuse and drug trafficking and their effect on schools, neighborhoods, workplaces, and medical and social service systems. Specific proposals address law enforcement, the court system, mandatory sentencing, seizure of assets, taxation of drugs, infant addiction, treatment, community prevention, in school education and public awareness.

Your Committee recommends that the Board:

1. Support the general coordinated efforts of other governmental agencies to combat drug abuse.

2. Support specific proposals to provide in school drug prevention education in all grades, at all schools with the cost to be covered by a state tax on drugs or general state revenues.

3. Support the creation of "drug free zones" around all schools in the district.

* * * * *

(ITEM 4) The Superintendent and the Secretary-Business Manager advised your Committee that AB 444 provides grants to assist school districts in establishing other alcohol and drug abuse prevention programs. School boards are required to establish individually or cooperatively with other school districts, CESA or County handicapped children's education boards, an alcohol and other drug abuse prevention program coordinated by an alcohol and other drug abuse prevention program coordinator. The standards for the program would be established by the state superintendent.

Your Committee recommends that the Board support state grants for AODA prevention programs.

* * * * *

(ITEM 5) The Superintendent and the Secretary-Business Manager advised your Committee that:

1. The 1989 total assessed value of all 11 tax incremental financing districts in the city is approximately $318.6 million. The value increment increased by about $59.6 million during 1988 and is expected to grow rapidly in the future so that TlF values will soon approach $600 million.

2. MPS received no funds from the property tax base growth in TIF districts. None of the TIF values are taxable for school purposes. School aid computations (since 1983) include TIF values as though they were taxable for school purposes.

3. The Governor's budget proposal would have ignored TIF values in the computation of school aid, thereby increasing aids to districts with above average TIF values. This formula change would have

provided $366,000 to MPS last year and would provide about $700,000 this year. The legislature rejected the Governor's proposal.

Your Committee recommends that the Board introduce and support legislation to either:

a. eliminate the adverse financial impact TIFs have created for MPS, or

b. eliminate the authority for any city or village to create any additional tax incremental financing districts.

* * * * *

(ITEM 6) The Superintendent and the Secretary-Business Manager advised your Committee that AB 519 eliminates the allocation of federal handicapped aid as reimbursement for developmentally disabled children from the Central Wisconsin Center who are attending the Madison public schools. Enactment would make approximately $2 million available for handicapped education programs and grants to all school districts.

Your Committee recommends that the Board support Assembly Bill 519.

* * * * *

(ITEM 7) The Superintendent and the Secretary-Business Manager advised your Committee that AB 506 expands the scope of required remedial reading services from K-3 to K-4. Currently, MPS provides remedial reading services for K-6. The bill requires remedial reading services for fourth graders who fail to score above the state standard on the third grade reading test and both parent and teacher agree that the test accurately reflects the pupil's reading ability or the teacher determines objectively that the test score reflects reading ability. In 1989, 1040 (15.4%) MPS third graders scored at the DPI standard and 842 (12.4%) scored below.

Your Committee recommends that the Board support Assembly Bill 506 by substituting remedial reading services with accelerated reading services.

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(ITEM 8) The Superintendent and the Secretary-Business Manager advised your Committee that AB 542 requires DPI to create and distribute individualized assessment instruments for K-2 students (effective 7/1/91); and prohibits school districts from administering standardized tests to kindergarten through grade 2 students.

Your Committee recommends that the Board support Assembly Bill 542.

* * * * *

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

1. AB 80 (ASA 1 and AA l) provides that if a school has given public notice that a pupil's name, address, date of birth and telephone listing have been designated as directory data, and the parent has informed

the school that such information may be released, the school district clerk, upon request, shall provide a

law enforcement officer who is acting in his or her official capacity with the name, address, date of birth and telephone listing of any such pupil enrolled in the school district.

2. Current law provides that directory data may be disclosed to any person, if the school has given public notice of the categories of information which it has designated as directory data and has allowed a reasonable time thereafter for the parent to inform the school that all or any part of the directory data may not be released without the prior consent of the parent. But, if a school has given public notice that a pupil's name and address has been designated as directory data, has allowed a reasonable time thereafter for the parent to inform the school that the pupil's name and address may not be released without the prior consent of the parent and the parent has not so informed the school, the school district clerk, upon request, shall provide a vocational, technical and adult education district board with the name and address of each such pupil who is expected to graduate from high school in the current school year.

3. The Milwaukee School Board has designated the following as directory data: student's name, participation in officially recognized activities and sports, weight and height of members of athletic teams, degrees and awards received, and name of the school most recently attended by the pupil. Guidepost indicates that the release of student information other than directory data would require the advance consent of the parent.

4. The effect of AB 80 is to require the release of the pupil's address, date of birth and telephone listing if the Board includes that information as directory data and the parent consents to the release. Because the Milwaukee School Board has not designated that information as directory data, it could not be released. AB 80 would have no effect on MPS unless the Board designated some or all of this information as directory data or directory data was determined by state law.

Your Committee recommends that the Board:

1. Support AB 80 as long as the Board is authorized to determine the directory data information.

2. Oppose AB 80 if directory data is determined by state law.

* * * * *

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

1. AB 252 (ASAl) allows a law enforcement agency, upon request of a school district administrator, to provide the administrator with any information in its records relating to the use, possession or distribution of alcohol or other drugs by a pupil enrolled in the school district. The information may be used by the school district only for the purpose of providing alcohol and other drug abuse (AODA) programs for pupils enrolled in the school district. The definition of pupils' behavioral records is modified to include those records a public school obtained from peace officers. A school district must maintain these records separately from a pupil's other pupil records and these records may be made available only to those designated personnel involved in AODA programs.

2. The bill also requires the school district clerk, upon request of public or private school, law enforcement officer, social services agency or court, to disclose the name, address, date of birth and telephone listing of any pupil enrolled in the school district.

3. Under current law, when a child is adjudicated delinquent, the clerk of court must notify the school district in which the child is enrolled of the adjudication, unless the child's parent requests that the information not be forwarded. This bill requires the clerk of court to send the information in all cases in which school attendance is a condition specified in the child's dispositional order. The bill also requires the school board of the school district in which the child is enrolled to notify the county

department

responsible for supervising the child if school attendance is a condition specified in the child's dispositional order and the child has violated that condition.

4. Two basic issues must be considered in determining the effect of this bill on MPS:

(a) whether the additional information to be made available to MPS by law enforcement agencies and the clerk of court will assist MPS in serving the concerned pupils, and

(b) whether MPS should be required to provide youth serving agencies with a pupil's address, date of birth and telephone listing.

Your Committee recommends that the Board oppose mandatory release of the address, date of birth and telephone listing relating to any MPS pupil provided in AB 252.

* * * * *

(ITEM 11) The Superintendent and the Secretary-Business Manager advised your Committee that AB 511 requires all school boards (beginning in 1991) to include specific school-related crime statistics in their annual reports. Some of the required statistics are: the kind of crime, sex and age of offender, suspension/ expulsion status, etc. The bill provides no indication of the purpose or use of this additional information.

Your Committee recommends that the Board oppose Assembly Bill 511.

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(ITEM 12) The Superintendent and the Secretary-Business Manager advised your Committee that AB 518 would prohibit MPS from requiring or negotiating residency as a condition of employment.

Your Committee recommends that the Board oppose Assembly Bill 518.

* * * * *

(ITEM 13) The Superintendent and the Secretary-Business Manager advised your Committee that SB 281 and AB 556 are identical bills which permit an 11th or 12th grade pupil to attend a center or institution within the UW system, a VTAE school or a private, nonprofit college located in Wisconsin. The school district in which the pupil is enrolled would be required to pay the postsecondary institution if the course/courses are taken for high school credit and are not offered by the school district. The school district would reimburse the UW system for tuition, fees, books, and other necessary materials related to the course. For a VTAE school, the school district would pay the VTAE board an amount agreed to by the two boards. For a private institution, the school district would pay either tuition, fees, books and materials, or an amount based on the state average shared cost per high school credit. A low-income pupil may apply to the state superintendent for transportation costs.

Your Committee recommends that the Board oppose Senate Bill 281 and Assembly Bill 556.

* * * * *

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

1. SB 161 mandates one credit of art education as a high school graduation requirement starting September 1, 1992. The bill has been amended to require "fine arts" which is defined as including music, dance, theater and creative writing.

2. Currently, art is an elective in grades 7-12 within MPS. The concern is that mandating art isolates it from the electives of music, industrial arts, home economics and business education.

Your Committee recommends that the power to review graduation requirements remain at the local school board level.

* * * * *

(ITEM 15) The Superintendent and the Secretary-Business Manager advised your Committee that AB 415 allows a school board to submit an alternative compliance plan to meet state requirements for: reading instruction, bilingual-bicultural education programs, special observance days, at risk, school attendance enforcement, employing of school district administrators, gifted and talented programs, employing certified teachers and the 21 school district standards. The bill establishes approval criteria for the allowance of an alternative compliance plan and the promulgation of rules to implement and administer the legislation.

Your Committee recommends that the Board support Assembly Bill 415.

* * * * *

(ITEM 16) The Superintendent and the Secretary-Business Manager advised your Committee that AB 417 changes the state reimbursement from 20¢ per meal to 15% of the cost of the meal (reasonable expenses) not to exceed 50¢ per meal. Any cost above these amounts may be charged to the participants. The state reimbursement has been 20¢ since the program began.

Your Committee recommends that the Board support Assembly Bill 417.

* * * * *

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

1. AB 419 provides $25,000 per school (4 to 8 grants) to school districts to establish or contract for before/after school day care services, or after school academic or recreational programs for children 4 to 11 years of age.

2. AB 419 provides $25,000 per school board for after school or summer school tutoring for pupils in grades 1-6 who are one or more years behind. There are provisions for applicability, evaluation and cooperation with community based organizations.

Your Committee recommends that the Board support Assembly Bill 419.

* * * * *

(ITEM 18) The Superintendent and the Secretary-Business Manager advised your Committee that AB 437 amends the state educational goals and expectations and the human growth and development

instruction to include sexual assault education in the K-12 curriculum. MPS now complies with these provisions.

Your Committee recommends that the Board support Assembly Bill 437.

* * * * *

(ITEM 19) The Superintendent and the Secretary-Business Manager advised your Committee that AB 461 adds AIDS education to Human Growth and Development Instruction, to the Health Problems Education Program and to the state educational goals and expectations. MPS now complies with these provisions.

Your Committee recommends that the Board support Assembly Bill 461.

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(ITEM 20) The Superintendent and the Secretary-Business Manager advised your Committee that AB 572 provides $1,000,000 to DPI for grants to ten school districts to operate a year-round high school for the purpose of offering, during the summer, academic classes for acceleration, enrichment, promotion and remediation. Pupils are not required to attend.

Your Committee recommends that the Board support Assembly Bill 572.

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(ITEM 21) The Superintendent and the Secretary-Business Manager advised your Committee that AB 502 provides $2 million (1989-1990) and $4 million (1990-1991) grants to counties for early intervention programs for high risk youth (8-11 years old). The bill defines high risk youth as ages 8-12 in need of protection or services, and one at high risk of committing serious delinquent acts. The grants are awarded by DHSS to counties that meet the requirements in the bill for various activities including intensive school and school-related programming, and structured after-school, evening, weekend and summer activities (counseling, recreation and tutoring).

Your Committee recommends that the Board support Assembly Bill 502 and that intervention programs for high risk youth begin at age 6.

* * * * *

(ITEM 22) The Superintendent and the Secretary-Business Manager advised your Committee that AB 504 appropriates $500,000 annually for grants administered by DPI for transitional education programs for juvenile offenders under the age of 17. The school district must apply jointly with the county. AB 504 also requires the state superintendent to submit a report on the effectiveness of the programs.

Your Committee recommends that the Board support Assembly Bill 504.

* * * * *

(ITEM 23) The Superintendent and the Secretary-Business Manager advised your Committee that AB 505 provides $700,000 annually in grants administered by DHSS for a pilot program for adjudicated delinquents and provides grants to counties that meet application requirements consisting of aftercare services that include "school tutoring and other educational services."

Your Committee recommends that the Board support Assembly Bill 505.

* * * * *

Separate consideration having been requested of Items 1, 2, 3, 5, 12, and 13, 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 Cullen—8.

Noes—None.

Item 1 of the report, relating to use of desegregation settlement funds for an extended day program at Brown Street School, having been set aside for separate consideration, Director Bills moved adoption of the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, Pajewski, and President Cullen—6.

Noes—Directors O'Neil and Stacy—2.

Item 2 of the report, relating to staggered terms for Board members, having been set aside for separate consideration, Director Mallory moved adoption of the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, and President Cullen—6.

Noes—Directors Pajewski and Stacy—2.

Item 3 of the report, relating to —efforts to combat drug abuse, having been set aside for separate consideration, Director Mallory moved adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Item 5 of the report, relating to the financial impact of TIF districts, having been set aside for separate consideration, Director Mallory moved adoption of the report.

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

Ayes—8; Noes—0.

Item 12 of the report, relating to the employee residency requirement, having been set aside for separate consideration, Director O'Connell moved adoption of the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, Pajewski, and President Cullen—7.

Noes—Director Stacy—1.

Item 13 of the report, relating to 11th or 12th grade students attending post-secondary institutions, having been set aside for separate consideration, Director Mallory moved adoption of the report.

Director O'Connell moved a substitute to support the legislation if the private non-profit institutions and the reimbursement for tuition, books, and other materials were removed.

The substitute prevailed, the vote being as follows:

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

Noes—Director Bills, Johnson, and Mallory—3.

SPECIAL COMMITTEES

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

Director Mallory moved to accept the report of the Independent Hearing Panel of October 5, 1989, at 2:00 PM.

The motion prevailed, the vote being as follows:

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

Noes—None.

Director Mallory moved to accept the report of the Independent Hearing Panel of October 5, 1989 at 3:00 PM.

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

Ayes—8; Noes—0.

Director O'Connell moved to accept the report of the Independent Hearing Panel of October 16, 1989.

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

Ayes—8; Noes—0.

COMMUNICATIONS AND PETITIONS

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

Communication from the Compact for Educational Opportunity requesting an accounting services agreement.

Referred to the Committee on Finance and Facilities.

Communication from the Friends of the French Exchange Program at 88th Street School pertaining to a request for Board support of a trip to France for the 5th grade French Immersion students.

Referred to the Committee on Finance and Facilities.

RESOLUTIONS

By Vice President Mallory and Director Mitchell:

WHEREAS, During the 1987-1988 school year the district began implementation of the school based management pilot; and

WHEREAS, We are in Phase III of the pilot with 28 schools participating in the implementation; and

WHEREAS, The school based management pilot has successfully addressed the initial start up issues; and

WHEREAS, A Monitoring Committee, was established by the Board and appointed by the Board President and charged with:

-- advising the Superintendent on the step by step implementation of school based management in the pilot schools;
-- assisting in monitoring and evaluating the implementation of school based management;
-- assisting in developing long range plans for future implementation of school based management; and

WHEREAS, A need exists for a restructured committee that utilizes the experience of those who have shaped school based management in the district; and

WHEREAS The Committee has responsibilities beyond a monitoring function, now therefore be it

RESOLVED, That the Board change the name of the committee to the School Based Management Steering Committee; and be it

FURTHER RESOLVED that the Board authorize the President to reorganize the Committee to include (up to a maximum of 20 members):

1. School Board members;
2. Several experienced SBM principals;
3. School staff representatives with SBM experience;
4. The Superintendent and the Secretary-Business Manager (or their designees);
5. Union Representatives;
6. Parents with SBM experience;
7. Representatives from the Education Trust; and be it

FURTHER RESOLVED that a budget be provided for the Committee.

Referred to the Committee on Personnel and Negotiations.

By Director Johnson:

WHEREAS, The Committee Chairs of the Milwaukee Board of School Directors meet once per month to discuss committee agenda items; and

WHEREAS, These Committee Chairs discuss with the administration items which may appear on the Board committee meeting agendas; and

WHEREAS, This information is open to the full Board; and

WHEREAS, There is no set policy for Board members to develop agenda items; and

WHEREAS Members cannot hold items from appearing on committee meeting agendas; therefore, be it

RESOLVED, That all future Committee Chairperson meetings be publicly noticed according to Section 19.85 of the Wisconsin Statutes.

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

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

Ayes—Directors Johnson, O'Connell, O'Neil, Pajewski, and Stacy—5.

Noes—Director Bills and President Cullen—2.

Voting "Present"—Director Mallory—1.

Referred to the Committee on Legislation and Rules.

The Board adjourned at 10:40 PM.

JOHN J. PETERBURS
Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of October 31, 1989

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	345	377		9	607	7	39	52	8		722
K3	96	99		2	107	7	11	62	6		195
PK	529	244		5	467	7	38	242	14		773
K4	1632	1628		20	1525	119	316	1243	37		3260
K5	4281	3905		97	4337	275	760	2630	87		8186
01	4828	4424		99	5268	341	857	2583	104		9252
02	4245	4081		95	4612	269	821	2430	99		8326
03	4060	3841		95	4494	253	700	2283	76		7901
04	4079	3876		101	4606	226	734	2195	93		7955
05	3741	3640		86	4277	201	696	2045	76		7381
06	3489	3200		92	3835	170	621	1908	63		6689
07	3319	3147		84	3739	140	566	1866	71		6466
08	2929	2791		62	3300	199	535	1743	61		5900
09	4109	3747		107	4332	203	764	2371	79		7856
10	3582	3497		76	3838	177	562	2363	63		7079
11	2943	2894		68	3041	177	444	2128	69		5927
12	2142	2448		42	2283	143	289	1791	42		4590
13	14	3			8		1	8			17
Invalid	1							1			1
TOTAL	50364	48112		1140	54676	2914	8754	29944	1048		98476

Total Active Detached..... 41 (Included above) Total Suburban Transfers—5066

Total Inactive..... 812 (Not included above)

Brown Deer	164	Greendale	279	New Berlin	66	St. Francis	117
Cudahy	191	Greenfield	289	Nicolet	185	Wauwatosa	724
Elmbrook	141	Hamilton	6	Oak Creek	303	West Allis	459
Fox Point	135	Maple Dale-Indian Hills	84	Shorewood	275	Whitefish Bay	320
Franklin	238	Menomonee Falls	246	South Milwaukee	287	Whitnall	281
Glendale-River Hills	130	Mequon-Thiensville	146				

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1790	77.4	119.0	5.0	North Division	1263	74.1	106.0	6.0
Custer	1166	78.0	87.0	5.0	Pulaski	1838	83.1	115.0	5.0
Hamilton	1794	84.1	113.0	5.0	Riverside	1657	86.6	113.0	5.0
Juneau	883	85.0	65.0	4.0	South Division	1859	73.7	139.0	5.0
King	1194	95.2	72.0	3.0	Vincent	1659	82.0	110.0	5.0
Madison	1835	79.3	113.0	5.0	Washington	1604	81.6	119.0	5.0
Marshall	1215	80.3	92.0	4.0	HS of the Arts	714	92.7	55.0	3.0
Milwaukee Tech	1921	92.9	124.0	4.0	TOTAL	22392	82.6	1542.0	69.0
MIDDLE SCHOOLS									

Audubon	1002	90.2	66.0	3.0	Parkman	596	87.9	45.0	3.0
Bell	938	90.1	63.0	3.0	Robinson	486	94.0	38.0	2.0
Burroughs	918	91.6	59.0	3.0	Roosevelt	625	93.4	42.0	2.0
Edison	836	91.4	64.0	3.0	Sholes	866	88.0	58.0	3.0
Eighth St.	342	94.4	27.0	2.0	Steuben	908	93.5	59.0	3.0
Fritsche	965	89.3	67.5	3.0	Walker	855	86.8	57.0	3.0
Fulton	666	83.6	53.0	3.0	Webster	972	91.3	62.0	3.0
Kosciuszko	753	87.4	62.0	3.0	Wright	798	92.7	56.0	4.0
Morse	1021	94.7	65.0	3.0					
Muir	942	89.2	64.5	3.0	TOTAL	14489	90.4	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	409	94.9	17.2	1.0	Hopkins	796	92.3	45.5	2.0
Allen Field	1012	92.7	50.0	2.0	Humboldt Park	558	93.9	26.6	1.5
Auer	637	94.7	34.8	1.5	Irving	736	93.2	36.0	2.0
Barton	570	94.8	27.0	1.0	Kagel	450	94.2	23.0	1.0
Berger	531	92.6	31.6	1.5	Keefe Av.	641	91.6	39.2	1.5
Brown St.	586	91.8	35.0	2.0	Kilbourn	360	93.0	20.5	1.0
Browning	437	93.1	21.3	1.0	Kluge	586	94.2	30.1	1.5
Bruce	564	93.6	27.1	1.5	LaFollette	648	93.5	39.8	2.0
Bryant	586	94.0	29.0	1.5	Lancaster	559	94.8	29.0	1.0
Burbank	554	93.5	22.8	1.0	Lee	666	92.4	36.8	1.5
Burdick	499	89.2	29.6	1.5	Lincoln Av.	640	93.9	30.5	1.5
Carleton	521	94.5	24.1	1.0	Lloyd St.	574	95.0	28.0	1.0
Cass	572	95.7	35.6	2.0	Longfellow	626	94.0	28.8	1.5
Clarke	501	94.5	30.3	1.0	Lowell	290	93.3	12.9	1.0
Clemens	400	92.1	20.2	1.0	MacDowell	543	94.6	26.0	1.0
Clement	472	93.8	21.0	1.0	Manitoba	377	95.1	32.5	2.0
Congress	505	94.0	23.9	1.0	Maple Tree	526	94.0	23.0	1.0
Cooper	415	92.0	21.5	1.0	Maryland Av.	322	93.7	19.2	1.0
Curtain	341	94.5	16.7	1.0	Mitchell	732	93.1	33.5	1.5
Doerfler	670	94.5	30.0	1.5	Morgandale	599	94.6	25.8	1.5
Douglass	309	95.6	15.7	1.0	Neeskara	419	95.4	27.5	1.0
Dover	637	93.0	26.1	1.5	Ninety-fifth	344	95.3	17.1	1.0
Eighty-eighth	371	95.4	17.9	1.0	Palmer	589	95.6	39.8	2.0
Eighty-first	455	94.9	19.8	1.0	Parkview	383	96.1	18.5	1.0
Eighty-second	410	95.8	17.2	1.0	Phillip	335	94.2	17.7	1.0
Elm	379	95.6	20.0	1.0	Pierce	636	92.5	30.0	1.5
Emerson	293	91.5	16.9	1.0	Riley	600	93.3	29.6	1.5
Engleburg	469	93.9	26.6	1.0	Seventy-eighth	561	90.5	29.0	1.0
Fairview	451	94.4	27.5	1.0	Sherman	590	96.6	27.7	1.5
Fernwood	506	90.8	27.0	1.0	Siefert	583	92.7	34.0	1.5
Fifth-fifth	369	96.3	14.9	1.0	Silver Spring	389	94.0	18.7	1.0
Fifty-third	394	95.6	18.4	1.0	Sixty-fifth	366	90.4	20.5	1.0
Forest Home	843	94.7	38.5	2.0	Sixty-seventh	339	93.1	15.7	1.0
Franklin	602	94.8	40.6	1.5	Story	545	95.6	30.5	1.5
Fratney	325	94.1	18.7	1.0	Stuart	329	94.5	16.0	1.0
Gaenslen	610	91.0	56.0	2.0	Thirty-eighth	558	96.6	26.9	1.5
Garden Homes	519	93.9	29.1	1.5	Thirty-fifth	339	94.6	14.9	1.0
Garfield	448	95.2	28.0	1.0	Thirty-first	541	93.1	29.1	1.0
Garland	359	92.8	14.9	1.0	Thirty-seventh	663	94.6	30.1	1.5
Golda Meir	259	97.1	12.8	1.0	Thoreau	704	95.5	31.0	1.5
Goodrich	454	95.0	23.0	1.0	Tippecanoe	244	94.7	12.5	1.0
Grandview	329	89.0	17.5	1.0	Townsend	509	96.3	20.5	1.0
Grant	585	92.9	26.2	1.0	Trowbridge	328	91.6	17.4	1.0
Grantosa	619	94.7	30.5	1.5	Twentieth	671	92.7	36.3	1.5
Granville	478	95.0	21.5	1.0	Twenty-first	635	95.8	34.5	1.5
Green Bay Av.	583	94.1	30.6	1.5	Twenty-fourth	342	92.1	21.0	1.0
Greenfield	407	96.8	17.0	1.0	Twenty-seventh	691	92.9	38.0	2.0
Hampton	604	94.2	27.0	1.5	Victory	567	90.9	27.0	1.5
Happy Hill	505	93.9	23.3	1.5	Vieau	664	94.0	35.1	2.0
Hartford	607	95.5	32.2	1.5	Whitman	449	92.5	22.5	1.0
Hawley	312	94.9	14.4	1.0	Whittier	212	95.9	8.9	1.0
Hawthorne	403	93.6	18.0	1.0	Wisconsin Av.	681	93.4	28.8	2.0
Hi-Mount	484	93.7	24.3	1.0	Zablocki	685	91.9	31.0	1.5
Holmes	707	93.6	45.6	2.0	TOTAL	54587	93.9	2812.0	138.0

OTHER SCHOOLS

Craig	67	71.8	11.0	1.0	Lincoln Alt. HS	88	65.1	7.5	1.0
Demmer	23	69.6	2.0	1.0	Lincoln Voc.Lab.	64	73.2	18.0	1.0
Hayes	82	72.6	12.0	1.0	Manitoba Ortho.	109	91.4	0.0	0.0
Kilmer	199	80.7	17.5	1.0	Pleasant View	125	80.5	23.0	1.0
Lady Pitts	189	61.3	16.0	1.0	Sixty-eighth	184	67.7	10.0	1.0
Lapham Park	80	72.2	10.0	1.0	Commun. Based	732		9.0	1.0
					TOTAL	1942	73.2	136.0	11.0
					MPS TOTAL	93410	90.2	5498.0	270.0

SUPERINTENDENT'S MONTHLY REPORT as of October 31, 1989
EXCEPTIONAL EDUCATION PROGRAM
ETHNIC SUMMARY

	Amer. Indian		Black		Asian		Hispanic		White		Other		Total		Program Total
System Totals	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	
Learning Disab.	39	0	1689	13	16	0	67	1	865	14	26	0	2902	28	2930
Emotion. Dist.	18	0	1144	29	4	0	94	2	509	21	26	1	1795	53	1848
Autistic	0	0	64	6	3	0	4	0	45	2	1	0	117	8	125
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	2	1	35	25	20	0	4	3	21	32	0	1	64	62	126
Physically Hdcp.	3	2	198	106	9	4	38	10	163	141	8	4	419	267	686
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	1	0	71	21	13	0	10	10	92	15	9	0	196	37	233
Mentally Ret.	11	2	1084	160	12	3	104	20	377	98	10	6	1598	289	1887
Speech/Languag	35	16	1450	1085	34	24	185	171	977	654	31	27	2712	1977	4689
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par. Disability Total	109	21	5735	1445	93	31	706	208	3049	977	111	39	9803	2721	12524
Ethnic Totals	130		7180		124		914		4026		150		12524		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 6, 1989

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

Present—Directors Bills, Johnson (7:10 PM), Mallory (7:10 PM), Mitchell, O'Connell (7:10 PM), O'Neil, Pajewski, and President Cullen—8.

Absent and excused—Director Stacy—1.

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

October 30, 1989

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President David Cullen, a special meeting of the Board of School Directors will be held at 7:00 PM on Monday, November 6, 1989, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of the annual review of the Secretary-Business Manager.

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

JOHN J. PETERBURS
Secretary-Business Manager

Director Bills moved that the Board retire to executive session for the purpose of the annual review of the Secretary-Business Manager

The motion prevailed, the vote being as follows:

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

Noes—None.

The Board retired to executive session at 7:05 PM.

The Board reconvened in open session at 8:55 PM.

Director O'Connell moved to accept the evaluation.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Mallory, Mitchell, O'Connell, O'Neil, and President Cullen—6.

Noes—Directors Bills and Pajewski—2.

The Board adjourned at 8:57 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 29, 1989

Special meeting of the Board of School Directors called to order at 6:45 PM.

Present—Directors Bills, Johnson (6:53 PM), Mitchell (6:53 PM), O'Connell, O'Neil, Pajewski, and Stacy—7.

Absent and excused—Director Mallory and President Cullen—2.

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

November 27, 1989

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President David Cullen, a special meeting of the Board of School Directors will be held in executive session at 6:30 PM, Wednesday, November 29, 1989, in the Board Room of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering negotiation matters.

This meeting immediately precedes a special meeting of the Budget Committee scheduled at 7:00 PM and the regular meeting of the Board of School Directors scheduled at 8:00 PM this same evening.

All members of the Board are urged to attend.

JOHN J. PETERBURS
Secretary-Business Manager

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

The motion prevailed, the vote being as follows:

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

Noes—None.

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

The Board adjourned from executive session at 7:20 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
NOVEMBER 29, 1989

Regular meeting of the Board of School Directors called to order by President Cullen at 8:00 PM.

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

Absent—None.

JOINT COMMUNICATIONS FROM THE SUPERINTENDENT AND SECRETARY-BUSINESS MANAGER

(Item 1)

November 29, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

Negotiations between the Milwaukee Board of School Directors and the Milwaukee Teachers' Education Association (Substitute Teachers) have been concluded.

The negotiated agreement is hereby transmitted and recommended to the Board for approval.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

JOHN J. PETERBURS
Secretary-Business Manager

Attachment

Director O'Connell moved adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

(Item 2)

November 29, 1989

TO THE BOARD OF SCHOOL DIRECTORS

In accordance with the provisions of Chapter 119.12(6) of the Wisconsin Statutes, the administration hereby requests that the Board authorize the administration to retain outside legal counsel for the purpose of reviewing a city attorney opinion regarding eligibility requirements for the inclusion of part-time

personnel under the City of Milwaukee Employee's Retirement System. The city attorney opinion in question, on a retroactive basis, expands the number of employees to be included under the pension system and greatly increases the MPS costs in employing part-time personnel. Time is of the essence in securing this second

opinion in that the Employee's Retirement System has demanded that the districts comply with the city attorney's opinion.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

JOHN J. PETERBURS
Secretary-Business Manager

Director Mitchell moved adoption of the report.

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

Ayes—9; Noes—0.

(Item 3)

November 29, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

At the November 15, 1989, meeting of the Finance and Facilities Committee, staff presented a report updating the committee on the status of projects in the Capital Improvement Program. Contained in this report was information pertaining to increased costs being experienced on the projects. Several members of the Board have expressed concern that these costs will now jeopardize the providing of space in a timely manner, and may result in the cancellation of one of the projects. The Administration wishes to assure the Board that all of the projects are proceeding on schedule, and that funds will exist to complete them in a timely manner.

As indicated to the committee, a number of factors are contributing to the increased costs for the projects. These include:

1. Additional program requirements not anticipated at the time of estimating.
2. Inflationary pressures.
3. Poor climate for soliciting bids due to strong construction activity throughout the metropolitan area.
4. Additional construction costs not anticipated at the time of estimating such as asbestos removal, fees for services, etc.

The staff has prepared a detailed estimate of expenditures for the next two years which is enclosed. As can be seen, sufficient funds exist to finance and complete the projects on a timely basis. This was accomplished through:

1. Delay of site development for the Elm Creative Arts and Project Pluto Schools until 1991-1992 school year.
2. Reallocation of some of the construction costs for the Project Pluto School to the 1990-1991 school year.
3. Removal of all hazardous substance financing from the Construction Fund from the 1990-1991 school year. Funding for this activity will be included in the 1990-91 Operations Fund of the budget.

It must be emphasized that while concern is being expressed, there is not a situation which requires anything other than a reasoned approach to the resolution of the problem. The Administration will continue to monitor the situation closely and keep the Board apprised of any future developments. Appropriate staff members will be present to answer questions and provide information as required.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

JOHN J. PETERBURS
Secretary-Business Manager

Director Mitchell moved adoption of the report.

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

Ayes—9; Noes—0.

SECRETARY-BUSINESS MANAGER'S COMMUNICATIONS

(Item 1)

November 29, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Notice of Claim For Damages filed against the City of Milwaukee, Milwaukee Public School District, Milwaukee Board of School Directors and Diane Neicheril, principal, served by the Law Offices of Alvin H. Eisenberg, on behalf of Dreama Morrison, a minor, and her mother, Maxine Morrison, for injuries allegedly sustained by Dreama Morrison at the Clarke Street School on January 28, 1989.

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

2. Notice of Injury and Claim For Damages filed against the City of Milwaukee, Dr. Robert Peterkin, Mr. Glen Burk and Miss Joan Salinger, served by Emmanuel Muwonge, attorney, on behalf of Quinn Payton, a minor, and her mother, Joy Parker for injuries allegedly sustained by Quinn Payton at the Wisconsin Ave. School on April 7, 1989.

   Claim is made in the sum of $50,000 for Quinn Payton and in the sum of $50,000 for her mother, Joy Parker.

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

I, therefore, recommend that the Board disallow the above-mentioned claims and place them on file. Under the provisions of Sections 119.68 (2) and 893.80 of the Wisconsin Statutes, these disallowances 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)

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

Ayes—9; Noes—0.

(Item 2)

November 29, 1989

TO THE BOARD OF SCHOOL DIRECTORS:

Please be advised that President David Cullen has directed the Secretary-Business Manager's office to publicly notice all future Board Committee Chairperson meetings. These meetings will be open to the public.

Respectfully submitted,

JOHN J. PETERBURS
Secretary-Business Manager

Received and ordered placed on file.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of October 4, 1989, through October 31, 1989, 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. 5630 to 8489, inclusive

Payrolls (net of withholdings)	$15,044,911.19
Accounts	$33,667,755.83
	$48,712,667.02

CONSTRUCTION FUND

Accounts, Voucher Nos. 386 to 494, inclusive

Accounts	$1,094,369.41

EXTENSION FUND

Payrolls and Accounts, Voucher Nos. 531 to 729, inclusive

Payrolls (net of withholdings)	$267,776.19
Accounts	$427,220.21
	$694,996.40

TOTAL $50,502,032.83

THOMAS PAJEWSKI
Chair

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

Ayes—9; Noes—0.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

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

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, a change in status, and a return from leave, effective as of the dates indicated:

APPOINTMENTS

Name and Assignment	Date	Position and Salary	Increment Date
Marcia Bushell Walker	10-02-89	Food Service Mgr. Trainee $5.90/hr.($9,015.20/yr.) (Replacement for promotion)	10-2
Thomas Gasperetti Physical Plant	10-16-89	Plumber $17.97/hr.($35,980.00/yr.) (Replacement for transfer)	10-16
Nick Lucht Physical Plant	09-25-89	Electrician $18.99/hr.($37,980.00/yr.) (Replacement for promotion)	09-25
Jeffery Whittaker Physical Plant	10-23-89	Office Equipment Technician $26,277.42/yr. (New position)	10-23

PROMOTIONS

Dale Wayd Lee	10-23-89	School Engineer II $27,435.98/yr.	07-16

CHANGES IN STATUS

Judith Steinke Brown %	08-30-89	Food Service Mgr. V $13,974.41/yr.	08-27

RETURNS FROM LEAVE

Ruthie Harris Parkman Regional Area Office	08-30-89	Handicapped Children's Asst. $9,737.39/yr.	12-21

% Reinstatement of Food Serv. Mgrs. per Appendix A, page 43, 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 September 1, 1989, and September 13, 1989, inclusive, under suspension of Section 3.12(4) of the Board's rules:					
(nr)(b)	Mary L. Barbuch Math/English	BB	$26,113	5.0	September, 1990
(r)(b)	Patricia V. Chu Music	C	$33,030	9.5	December, 1989
(r)	Eric C. Coleman Emotionally Disturbed	B	$22,012	1	September, 1990
(nr)(b)	Jean C. Heller Home Economics (.4 contract)	BB	$11,575	6.2	September, 1990
(nr)	Martha L. Mazanetz Home Economics	B	$20,964	0	September, 1990
(r)	Mary Beth Palmer Upper Elementary	B	$20,964	0	September, 1990
(r)	Susan J. Palmieri Emotionally Disturbed	B	$20,964	0	September, 1990
(r)(a)	Joe H. Smith Broadfield Science/Biology	B	$26,613	6.5	February, 1990
(r)	Barbara M. Springob Upper Elementary	B	$22,012	1	September, 1990
Effective between September 14, 1989, and September 26, 1989, inclusive, under suspension of Section 3.12(4) of the Board's rules:					
(nr)	Catherine E. Dahlke Music	B	$24,632	4	September, 1990
(r)	John M. Derge History/Political Science	C	$22,872	1	September, 1990
(nr)	Laurie E. Fillipi Upper Elementary/Math	B	$20,964	0	September, 1990
(r)(a)	Kristen A. Herriges Upper Elementary	B	$23,061	2	September, 1990
(r)	Melissa I. Johnson Emotionally Disturbed	B	$22,012	1	September, 1990

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Increment Date
(r)	Sharon E. Kettner EC:EEN	B	$20,964	0	September, 1990
(nr)	Patricia M. Nolan Upper Elementary	B	$22,012	1	September, 1990
(r)	Kelly K. O'Day Learning Disabilities	B	$20,964	0	September, 1990
(r)(a)	Lara J. Putrow Upper Elementary	B	$22,013	1	September, 1990

Effective between September 27, 1989, and October 9, 1989, inclusive, under suspension of Section 3.12(4) of the Board's rules:

(r)	James R. Beckers Biology/Science	B	$20,964	0	September, 1990
(r)(b)	Mary Gale Budzisz Emotionally Disturbed	E	$40,101	17.7	January, 1990
(r)	Colleen M. Campbell Upper Elementary	B	$20,964	0	September, 1990
(nr)(a)	Margaret M. Damiano-Lantz Emotionally Disturbed	G	$28,615	6.2	May, 1990
(nr)	Ann Marie Doran Upper Elementary/Science	B	$20,964	0	September, 1990
(r)	Kathryn A. Joys Elementary	B	$20,964	0	September, 1990
(r)	Kim M. Kawczynski Upper Elementary	B	$20,964	0	September, 1990
(r)	Kathryn M. Kozlowski Elementary	B	$20,964	0	September, 1990
(nr)	Tammy J. LaRene Home Economics	B	$20,964	0	September, 1990
(r)	Irma Lopez-Zaragoza Bilingual Science	B	$20,964	0	September, 1990
(r)	Helen L. Martin Home Economics	B	$24,108	3	September, 1990
(r)	Therese M. Nennig Elementary	B	$23,060	2	September, 1990

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Increment Date
(r)	Victor C. Nwagbaraocha Emotionally Disturbed	B	$20,964	0	September, 1990
(r)(a)	Steven H. Olson English/History	B	$24,108	3.5	February, 1990
(nr)	David M. Powell English	C	$23,920	2	September, 1990
(nr)	Sandra J. Schroeder Upper Elementary/Science	B	$24,632	4	September, 1990
(r)	Amy L. Stone Elementary	B	$20,964	o	September, 1990
(r)	Catherine G. Tillman English	B	$25,680	5	September, 1990
(r)	Jacqueline S. Walker Upper Elementary	B	$24,632	4	September, 1990
(r)	Deena R. Wetzel Speech Pathology	B	$20,964	0	September, 1990
(r)	Donna A. Whalen Art	B	$20,964	0	September, 1990
(nr)	Barbara A. Williams Upper Elementary	B	$25,680	5	September, 1990

Effective between October 10, 1989, and October 20, 1989, inclusive:

(r)	Orlando E. Alvarez Spanish	B	$24,108	3	September, 1990
(nr)	Janine M. Fay Social Studies	B	$22,012	1	September, 1990
(nr)	Reathy M. Hackbarth Spanish	B	$25,680	5	September, 1990
(nr)	Pamela J. Jameson Mentally Retarded	B	$20,964	0	September, 1990
(r)	Steven A. Macejkovic Industrial Education	B	$25,680	5	September, 1990
(nr)	Marilyn J. Nichols Emotionally Disturbed	B	$25,680	5	September, 1990

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Increment Date
(nr)	Susan Spear EC:EEN	C	$24,968	3	September, 1990
(nr)	Dawn M. Theisen Reading	B	$24,108	3	September, 1990
(nr)	Christine M. VanDerLoop Upper Elementary/LD	B	$20,964	0	September, 1990

School Social Worker - Schedule 02

Effective between September 1, 1989, and September, 13, 1989, inclusive, under suspension of Section 3.12(4) of the Board's rules:

(r)	Susan M. Gesell	$34,478	3	September, 1990

Physical Therapist - Schedule 04

Effective between September 27, 1989, and October 9, 1989, inclusive, under suspension of Section 3.12(4) of the Board's rules:

(r)	Lisa M. Seitz	$27,356	0	September, 1990
(r)(b)	Barbara M. Todd (.4 contract)	$11,339	6.5	n/a

(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:

LIAISONS, PARENT INFORMATION CENTER APPOINTMENTS

(r)	Gloria Wheeler	Liaison, Parent Information Center (SDA I)	Schedule IV, Range D $18,000.00
(r)	Gwendolyn Albritton	Liaison, Parent Information Center (SDA II)	Schedule IV, Range D $18,000.00
(r)	Muhammad Sabir	Liaison, Parent Information Center (SDA IV)	Schedule IV, Range D $18,000.00

(r)	Naima Mateen	Liaison, Parent Information Center (SDA V)	Schedule IV, Range D $18,000.00
(r)	Cora Pugh	Liaison Parent Information Center (SDA VI)	Schedule IV, Range D $18,000.00
(r)	Damita Morton	Liaison, Parent Information Center (SDA III)	Schedule IV, Range D $18,000.00

(r) Resident

* * * * *

(ITEM 4) 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

(r)	Hillary Mayes	Assistant Principal North Division High School	Schedule III, Range 12c $47,485.00
(nr)	Dorothy Placide	Supervisor - Program for Retarded Students	Schedule III, Range 8a $46,500.00
(r)	Deborah K. Wheeler	Family and Consumer Education/School Age Parent Supervisor	Schedule III, Range 8a $47,000.00
(nr)	Lynn H. Doyle	Supervisor - Speech or Language Disabilities Program	Schedule III, Range 8c $45,766.00
(r)	Graciela de la Cruz	Instructional Support Team Generalist (SDA IV)	Schedule III, Range 8b $45,766.00
(r)	Timothy Duax	Insructional Support Team Generalist (SDA IV)	Schedule III, Range 8b $43,073.00
(nr)	Ivy S. Covert	Instructional Support Team Generalist (SDA IV)	Schedule III, Range 8b $39,713.00
(r)	James G. Johnson	Publications Writer	Schedule III, Range 5a No change in salary or increment date

Temporary appointment from October 30, 1989 thru June 15, 1990:

(r)	Raysa M. Castillo	Bilingual Media Specialist	Schedule III, Range 5a $30,656.00

(r) Resident
(nr) Non Resident

* * * * *

(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, 1990:		
William Bertram	Roosevelt	October 3, 1989
Maternity leave, to June, 1990:		
Leila M. Cassini	Wisconsin Ave.	November 6, 1989
Laura Laz	Marshall	November 20, 1989
Personal leave, to January, 1990		
Clara F. Myles	Dtn. Ctr., Alter.	September 29, 1989
Personal leave, to June, 1990:		
Sharon K. Deakin	Bell	October 17, 1989
David J. Dragolovich	On leave	January 26, 1990
Susan M. Peterson	LaFollette	September 27, 1989
Personal leave, to June, 1991:		
David T. Mackinson	Rufus King	September, 1990
Sabbatical leave, to June 25, 1990:		
Dorothy Parks	Secondary Zone	January 26, 1990
Extension of maternity, to June, 1990:		
Judith Lang Main	On leave	September 1, 1989

* * * * *

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

RESIGNATIONS

Louis M. Adams	Fulton	July 1, 1989
Leticia Anand	Elem. Zone	December 31, 1989
Stephanie Astrin	Roosevelt	October 13, 1989
Kenneth Brock	8th	October 5, 1989
Michael Carreon	Kosciuszko	September 22, 1989
Janet A. Crawford	South	October 13, 1989
Mamie W. Foster	Edison	June 18, 1990
Ruby M. Hauch	Steuben	June 18, 1990
Wendy J. Heidtke	Webster	October 12, 1989
Andrea H. Holm	Day-to-Day	September 15, 1989

Janet M. Peter	Unassigned	September 30, 1989
Myragene E. Pettit	Bay View	October 27, 1989
Edith Schuyler	MHSA	October 27, 1989
Timothy S. Svendsen	Fritsche	July 1, 1989
Atsuko Tani	North	September 10, 1989
Karen VanLieshout	City-Wide	October 27, 1989
Jo Zimny	Webster	September 29, 1989

* * * * *

(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 teacher:

Gregory Reid - Mr. Reid was a teacher at Pierce School who did not report to work as an appointed teacher on September 1, 1989. Attempts to contact Mr. Reid were unsuccessful. A forwarding address or current telephone number was not given to our office.

It is the recommendation of the Superintendent that his name be removed from the list of appointed teachers.

Concurring in the Superintendent's recommendation, your Committee recommends that the name of Gregory Reid be deleted from the list of appointed teachers.

* * * * *

(ITEM 8) The Superintendent advised your Committee that at its meeting on October 25, 1989 (Proc., p. 302), the Board referred the following resolution, which was introduced by Directors Mallory and Mitchell, to the Personnel and Negotiations Committee:

Whereas, During the 1987-1988 school year the district began implementation of the school based management pilot; and

Whereas, We are in Phase III of the pilot with 28 schools participating in the implementation; and

Whereas, The school based management pilot has successfully addressed the initial start up issues; and

Whereas, A Monitoring Committee, was established by the Board and appointed by the Board President and charged with: —advising the Superintendent on the step by step implementation of school based management in the pilot schools; —assisting in monitoring and evaluating the implementation of school based management; —assisting in developing long range plans for future implementation of school based management; and

Whereas, A need exists for a restructured committee that utilizes the experience of those who have shaped school based management in the district; and

Whereas The Committee has responsibilities beyond a monitoring function, now therefore be it

Resolved, That the Board change the name of the committee to the School Based Management Steering Committee; and be it

Further Resolved that the Board authorize the President to reorganize the Committee to include (up to a maximum of 20 members):

1. School Board members;
2. Several experienced SBM principals;
3. School staff representatives with SBM experience;
4. The Superintendent and the Secretary-Business Manager (or their designees);
5. Union Representatives;
6. Parents with SBM experience;
7. Representatives from the Education Trust; and be it

Further resolved that a budget be provided for the Committee.

Your Committee recommends that:

1. The phrase which reads, "Further resolved that a budget be provided for the Committee." be deleted from the resolution.

2. The resolution be adopted as amended above.

* * * * *

(ITEM 9) The Superintendent advised your Committee that:

1. On August 30, 1989 (Proc., p. 195-196), and in accordance with Section 119.25 of the Wisconsin statutes, the Board adopted a resolution authorizing the use of a three member independent hearing panel appointed by the Board to hear and decide student expulsion cases. The pool the panel is chosen from is composed of eight central office department directors. The directors of the departments of student services, school safety, and alternative and vocational education are not members of the pool since they are involved in either the investigation and reporting of the incident or the placement of the student.

2. Last year there were seventeen expulsions; this year in the month of October alone, there were seven. Because of the increased number of cases, it is necessary to expand the pool of panel members both to assure a better distribution of the work load, and to make sure that it is always possible to obtain a panel within the time constraints required by law. The administration is proposing that administrators directly below the level of director be added to the pool. The expanded pool would then include the following managers and coordinators:

Directors (current):
- Curriculum and Instruction
- Bilingual, Multicultural Educ.
- Exceptional Education
- Recreation and Adult Education
- Community Relations
- Human Resource Management
- Planning and Development
- Staff Development

Directors (proposed):
- Public Affairs and Communic.
- Intergovernmental Relations

Coordinators (proposed):
- Curriculum and Funded Programs
- Special Programs
- Summer School/Evening School
- P5 Programs
- Chapter 220 Programs
- Psychological Services
- Social Work Services
- Guidance and Career Education

Managers (proposed):
- Staffing Services
- Certificated Staffing
- Organizational Development
- At-Risk Programs

Your Committee recommends that the Board amend the resolution adopted on August 30, 1989, as follows:

Be it resolved for the 1989-1990 school year that student expulsions from the Milwaukee Public Schools shall be ordered by a three member independent hearing panel selected from ~~an eight member pool of directors of central office departments~~; 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 department director 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.

* * * * *

(ITEM 10) The Superintendent advised your Committee that:

1. Section 118.13 (2) of the Wisconsin Statutes requires each school board to develop written policies and procedures to implement the provisions of that statute relating to nondiscrimination against students. While the Board and the administration long been on record as opposed to discrimination, in order to be in technical compliance with the law it is necessary for the Board to adopt a formal nondiscrimination policy which includes an appeal procedure.

2. Such a policy has been developed for the Board's consideration. It has been reviewed by the City Attorney who has indicated that it complies with the statutory and regulatory provisions.

Your Committee recommends that the Board adopt the student nondiscrimination policy.

* * * * *

(ITEM 11) Your Committee reports having received an informational report from the Superintendent on the following matter; this report has been made a part of the minutes of your Committee's meeting of November 13, 1989:

Report on Affirmative Action Personnel Transactions for the Month of October, 1989

* * * * *

The Secretary-Business Manager noted that the name of Jane Anderson had been removed from the list of resignations.

Separate consideration having been requested of Items 2, 3, 4, 8, 9, and 10, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—9; Noes—0.

Item 2 of the report, relating to the appointment of teachers, having been set aside for separate consideration, Director Mallory moved for suspension of Board rule 3.12 (4) and adoption of the report.

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

Ayes—9; Noes—0.

Item 3 of the report, relating to Parent Information Center appointments, having been set aside for separate consideration, Director Mitchell moved for adoption of the report.

Director Stacy moved a substitute to send the item back to committee.

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

Ayes—Directors Johnson, O'Connell, O'Neil, and Stacy—4.

Noes—Directors Bills, Mallory, Mitchell, Pajewski, and President Cullen—5.

At the request of Director Stacy, the name of Muhamed Sabir was set aside for separate consideration.

Director Mallory moved to approve the other five names.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Mallory, Mitchell, O'Connell, Pajewski, and President Cullen—6.

Noes—Directors O'Neil and Stacy—2.

Voting "Present"—Director Johnson—1.

Director Mallory moved approval of the appointment of Muhamed Sabir.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Mallory, Pajewski, and President Cullen—4.

Noes—Directors O'Connell, O'Neil and Stacy—3.

Voting "Present"—Directors Johnson and Mitchell—2.

Item 4 of the report, relating to administrative appointments and promotions, having been set aside for separate consideration, Director Mitchell moved for adoption of the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Mallory, Mitchell, Pajewski, and President Cullen—5.

Noes—None.

Voting "Present"—Directors Johnson, O'Connell, O'Neil, and Stacy—4.

Item 8 of the report, relating to a School Based Management Monitoring Committee resolution, having been set aside for separate consideration, Director Mallory moved for adoption of the report.

Director Johnson moved to amend the RESOLVE to replace the term "Steering Committee" with "Support Committee".

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

Ayes—Directors Johnson, O'Connell, and Stacy—3.

Noes—Directors Bills, Mallory, Mitchell, O'Neil, Pajewski, and President Cullen—6.

Director Stacy moved an amendment that the Superintendent reorganize the committee rather than the Board president and that the maximum membership be raised from fifteen to twenty.

The amendment prevailed, the vote being as follows:

Ayes—Directors Johnson, O'Connell, O'Neil, Stacy, and President Cullen—5.

Noes—Directors Bills, Mallory, Mitchell, and Pajewski—4.

Director Johnson requested that his vote be changed from "Aye" to "No". There being no objection, the amendment then failed, the vote being as follows:

Ayes—Directors O'Connell, O'Neil, Stacy, and President Cullen—4.

Noes—Directors Bills, Johnson, Mallory, Mitchell, and Pajewski—5.

Director Stacy moved a substitute to hold the item at Board level for further study.

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

Ayes—Directors Johnson, O'Connell, O'Neil, and Stacy—4.

Noes—Directors Bills, Mallory, Mitchell, Pajewski, and President Cullen—5.

The question being on the original motion to adopt the report, the motion prevailed, the vote being as follows:

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

Noes—Director Johnson—1.

Voting "Present"—Director Stacy—1.

There being no objection, Director Johnson changed his vote from "No" to "Present".

Item 9 of the report, relating to student expulsions, having been set aside for separate consideration, Director Bills moved for adoption of the report.

Director Johnson moved an amendment to monitor expelled students by race and gender to determine if bias exists.

After discussion, Director Johnson withdrew his amendment.

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

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

Noes—None.

Item 10 of the report, relating to the student non-discrimination policy, having been set aside for separate consideration, Director Bills moved for adoption of the report.

Director Johnson moved an amendment to return the item to committee pending clarification of paragraphs 1, 2, and 3.

After discussion, Director Johnson withdrew his amendment.

The question being on adoption of the report, the motion prevailed, the vote being the same as that preceding:

Ayes—9; Noes—0.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM l) The Superintendent advised your Committee that:

1. At its meeting of January 12, 1989 (Proc., pp. 657-660), the Board approved the "Facility Plan to Meet Enrollment Growth 1989-1993." This plan had been presented to the Board at its October 26, 1988, meeting by the Superintendent and held at the Board level. Contained in this plan were projects totaling $27.5 million for additions and alterations at 55th Street and 82nd Street School, replacement of 8th Street School, and new elementary schools to be located at the former 9th Street School site and Site #76.

2. At its meeting of August 30, 1989 (Proc., pp. 208-209; 214), the Board considered the approval of the proposed educational specifications documents which had been developed by the Administration. These documents reflected the program and space requirements to replace the Elm

Creative Arts School on Site #76 (located at 27th and Lloyd Streets) and to construct a proposed new prototype school on the former 9th Street School site (located at 9th and Walnut Streets). After considerable discussion, the Board referred the item back to the Instruction and Community Relations Committee and instructed the Administration to work with the community groups to develop new documents.

3. At its meeting of October 25, 1989 (Proc., pp. 290-291), the Board approved the concept of Project Pluto which detailed new planning initiatives for school construction and community involvement. It was indicated at that time that the concept would be utilized for one of the new elementary schools.

4. During the discussion of the educational specifications in August, a number of key issues were raised by the Board which required resolution. These issues included:

   a. Location of the new Elm Creative Arts School

      At the August meeting, the Administration recommended that the replacement facility for Elm be placed on Site #76 located one block south of the existing building. The report also indicated that the historical context issue of creating an "arts complex" with Roosevelt Middle School at the former 9th Street school site was one which was considered should the Board desire. During the past two months, the school/community committee considered this issue and reached consensus that the school should be located on the former 9th Street School site. In addition, it was also their consensus that the school function independently with its own facilities and not be forced to share any space with Roosevelt, but felt that the opportunity for joint program activities would be enhanced by the location next to Roosevelt. (As previously indicated, the building can be located on either site without increase in cost or major design changes.)

   b. Size of School

      This issue, raised in relation to the other elementary school, dealt with the overall size of the school - originally contemplated at 750 students. With the approval of the Project Pluto concept, this building will utilize the Two-in-One idea and create two (2) smaller schools in one building. Solicitation of program ideas will also be made on a city-wide basis as contained in the Project Pluto concept.

   c. Program of the school

      This issue dealt with whether the school would be able to provide appropriate educational opportunities in the future. The educational specifications were developed to be prototypical so that economies could be realized not only for this project but for future projects, since the document contained space to comply with all existing Board policies and approved programs. The approval of the Project Pluto concept resolves this concern in two ways:

      l) Creation of the two-in-one building and city-wide solicitation of ideas will permit both existing MPS programs and new innovations to occur in the building.

      2) Project Pluto crested a task force to study what was needed in the future in our schools. This group will review trends on a national scale and incorporate excellence from a number of sources so that educational specifications for a "school of the future" can be created.

5. The Administration has been meeting weekly with the school/community committee at Elm. The educational specifications document details the requirements to accommodate the Creative Arts program currently in place at the school, as well as requirements for needs not currently able to be met due to inadequate conditions in the existing building Spaces include special-use facilities for the arts program, an Instructional Resource Center, additional classroom space to accommodate an

increased enrollment, and other spaces to accommodate a modern elementary school program. A

unique feature of the program is the creation of an arts complex within the building to foster creative, interdisciplinary activities. A key element of this complex is the Great Room and its use for a variety of activities.

The educational specifications document for the Project Pluto school details the spaces which would be necessary to accommodate a modern elementary school program, incorporating the concepts of Project Pluto approved by the Board in October. A unique feature of the school will be the Two-in-One concept.

6. Because of the delay in approving the educational specifications, the opening of these facilities in September, 1991, as completed buildings, can no longer be guaranteed. It may be necessary to occupy the facilities when the buildings are substantially completed and finish the construction after school starts. This has been done before, but is not the most satisfactory manner to occupy a building. The administration will strive to complete this facility on schedule and will keep the Board apprised of developments as they occur.

Recommendation for the Instruction and Community Relations Committee:

That the program aspects for the replacement facility for the Elm Creative Arts School and the new Project Pluto school be approved.

Recommendations for the Finance and Facilities Committee:

1. That the locations for the replacement facility for the Project Pluto school and the Elm Creative Arts School be Site #76 and the former 9th Street site respectively.

2. That authorization be given to proceed with planning the replacement facility for Elm Creative Arts School and the new Project Pluto school.

Your Committee recommends that:

1. The program aspects for the replacement facility for the Elm Creative Arts School and the new Project Pluto school be approved.

2. The 3 year old kindergarten program be deleted and a teacher's workroom added to the educational specifications.

* * * * *

(ITEM 2) The Superintendent advised your Committee that:

1. At its meeting on August 30, 1989 (Proc., pp. 202-203), 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. The plan was to be submitted to the Board by January of 1990.

2. In order to fulfill the mandate contained in the resolution, an Integrated Pupil and Family Support Services Task Force has been organized. The task force met for the first time on November 7.

3. The task force includes 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. A list of the task force members is

attached. In addition, the task force will be seeking additional parental input from the local school level. Focus groups will be formed through parent organizations to receive this input.

4. The task force has been 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 (6-8); 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 (DPI's Bureau of Pupil Services is conducting an analysis of the multitudinous state mandates in this area).

5. The task force anticipates making at least a preliminary report to the Instruction and Community Relations Committee in March, but has scheduled meetings through June, in case the additional time is needed to complete its tasks.

6. At last month's meeting, the Committee requested a response to the Health Education Task Force report in December. After reviewing the goals of this task force, however, the administration is recommending that the response be incorporated in the task force's March report.

Your Committee recommends that the goals and timeline for the Integrated Pupil and Family Support Services Task Force be approved, with a report to be submitted to the Instruction and Community Relations Committee in March of 1990.

* * * * *

(ITEM 3) The Superintendent advised your Committee that:

1. On September 27, 1989, the Board accepted a recommendation from the Superintendent to approve the conceptual framework for the development of a kindergarten - grade three ungraded program. The program would include four- and five-year-old kindergarten, and may include three-year-old kindergarten if there is a program currently in the building.

2. A committee is to be formed to include principals, teachers, parents of exceptional and regular education children, university personnel, and community advisory committee members. MTEA and ASC will be represented. The Curriculum Specialist - Early Childhood/Elementary Education will chair the committee.

3. The final list of committee members will be determined by December 1, 1989. It is anticipated that the first meeting will occur during the third week of December. Subsequent meeting dates will be determined by the committee. The final report and recommendations of the committee will be submitted to the Board of School Directors at its April, 1990, meeting.

4. The charge to the committee will be the development of guidelines for ungraded grouping procedures and the development of a process for communicating pupil progress to parents

   -- based on the NASBE recommended components:

      • Developmentally appropriate curriculum
      • Improved assessment
      • Responsiveness to cultural and linguistic diversity Partnerships with parents
      • Training and support for staff and administrators

   -- with consideration to the integration of the Early Childhood Integrated Attendance Area Specialty School Model with High Scope Curriculum and parent resource center.

Your Committee recommends that:

1. The administration be authorized to proceed with the development of guidelines for the kindergarten
- grade three ungraded program in six schools.

2. These six schools be selected on the basis of evidence that indicates:

   -- Instructional strategies implemented K-3 that reflect the philosophy of ungradedness (a holistic view of curriculum vs. discreet subject matter, textbook-bound instruction; groupings that recognize individual growth and development vs. groupings that are ability or achievement oriented; communication which is vertical between grades vs. horizontal only within the same grade).

   -- Willingness of the community superintendent and staff to become involved in the planning and implementation of the ungraded program.

   -- Parent acceptance of the ungraded pilot.

* * * * *

(ITEM 4) The Superintendent advised your Committee that:

1. During the past several months, Milwaukee Public Schools has been asked to work in collaboration with governmental units (city, county, and state) in the development of system-wide recommendations that will combat problems surrounding substance abuse which in turn impact daily on the community and the lives of our students.

2. As in the past, we also submitted and received approval from the Wisconsin Department of Public Instruction for our Drug Free Schools proposal for the 1989-1990 school year. The submission of a new proposal is scheduled for the 1990-1991 school year.

3. The Drug Free Schools proposal allows for two hours of release time for high school Student Assistance Coordinators (certified teacher).

4. The Student Assistance Coordinators (SAC) will provide leadership to develop, coordinate and implement those programs that have been identified by networking and articulating programs between elementary, middle, and high schools in their Service Delivery Areas. Examples may include but are not limited to peer prevention programs, peer counseling, student support groups, etc.

5. There are 53,600 students in the 107 MPS elementary schools. The Change guidance curriculum has been adapted in most of our elementary schools. This includes alcohol/drug prevention lessons. Currently, 16 elementary schools are served half-time by certified school counselors. The

counselors are able to work with individuals and groups of students to provide the counseling responsive to the issues they face from drug/alcohol environments to divorce, desertion, and abuse to poor attendance and poor performance to many other At-Risk area of concern. School counselors employed at the elementary level could provide the SAC component for these children in addition to other prevention and intervention areas which their counselor training provides. Currently over 15 elementary schools offer BABES (Beginning Alcohol and Addiction Education Studies) to their K-3 students. Additionally, more than 38 schools offer DARE (Drug Abuse Resistance Education) to their 5th and 6th graders. A program is needed for 4th grade students. There is a need to substantially increase the number of elementary school students in drug prevention programs.

6. Quest offered in some of our middle schools and could well be expanded to include more schools. Its curriculum is prevention based and allows teachers the opportunity for training in responding effectively and helpfully to the students.

7. Active Alcohol and Other Drug Abuse (AOD) research and development as well as adequate AOD program assessment is needed to identify meaningful programs and provide for curriculum and program continuity between grade levels. Included in this concept will be continued infusion of successful strategies into our kindergarten through grade 12 curriculum. The strategies would be generated at the various proposed staff, parent and student workshops and through research.

8. The backbone of our prevention effort is intensive AOD staff, parent, and student training in the area of substance abuse.

9. The above pertinent facts will prepare our students, parents, and educators to successfully cope with the challenges that face them and enable them to make positive decisions concerning drugs in their lives.

Your Committee recommends that:

1. The Board accept the report of the Department of Alternative and Vocational Education.

2. Since a comprehensive K-12 AODA program must involve school staffs, students, parents, community organizations and governmental organizations, the administration recommends that the Board support the following initiatives: student assistance coordinators and/or elementary guidance counselors; expansion of the BABES, DARE and Quest programs; continued research and development in the area of AODA programs and activities; curriculum adaptation; intensive training of staff and parents; and empowering roles for students.

3. The administration follow-up with CHPCAC and other interested parties to obtain input through a collaborative effort, and that the administration report back to the Board where appropriate.

* * * * *

(ITEM 5) The Superintendent advised your Committee that long before the "Nation at Risk" report, Wisconsin "At-Risk" legislation, and MPS reorganization, the Board initiated several programs that were designed to meet the perceived needs of the time. But not unlike similar efforts in other school districts, these Board funded discretionary programs continued to grow with the passing of time, unnoticed and unchallenged, until their total aggregate funding began to impact on scarce resources. In response, the need to develop a capability for reviewing the effectiveness of these programs was recognized and the Sunset Evaluation process was initiated.

The Sunset process addresses two identified needs in the Milwaukee Public Schools. First, scarce resources should be expended only on the most effective and educationally sound programs and secondly, those programs should be conceived and operated as close to the community level as

possible. As the Service Delivery Areas assume their proper role of ownership and responsibility for

the programs and students in their respective school communities, discretionary programs should be developed, funded, and operated at that level.

A Sunset Evaluation Review Committee was appointed and given the task of reviewing sunset program evaluations and making recommendations with respect to the continuing validity of the programs under review. The review committee has a membership of seventeen professional staff including six principals and six SDA staff, one of each appointed by the community superintendents and five central office staff appointed by the associate superintendent.

The Sunset Evaluation Review Committee has carefully considered the two-year authorized sunset projects and has, therefore, submitted the following recommendations for consideration and action by the Administration and Board. These recommendations are based on a process that took into account (l) committee review of available evaluation materials and (2) interviews with project managers. The interviews, which essentially produced the recommendations, included anecdotal information; specific inquiry into program operations; program results as interpreted by the program managers; and the review committee's assessment of the reorganization structure in the context of these programs.

The recommendations are divided into three categories. Category A programs are those being recommended for discontinuation. Recommendations for Category A programs are ranked by priority for discontinuation, Priority 1 being the program that should be first considered for discontinuation. Category B programs are recommended for continuation as program concepts, but require modification in order to be effective. Category C programs are recommended for continued operation as presently designed.

Recommendation:

The Administration recommends that the Board give hearing to all parties interested in responding to the following Sunset Program recommendations and that final Board action be taken at their December meeting.

CATEGORY A PROGRAMS: (Recommended for Discontinuation)

Priority 1: Six Behavior Reassignment Programs, including Lapham Park, LaVarnway, LEW, SER, CYD, and Kilmer

Recommendation: That the behavioral reassignment programs, as presently constituted, be abolished and that program funding be reallocated to Service Delivery Areas, as needed, to provide services to students from their respective schools who, under the present system, are referred to the central office for reassignment to the behavioral centers. It would not be inappropriate for the SDAs to contract with these organizations to provide programs in their respective service delivery areas.

Priority 2: Project FOCUS

Recommendation: That Project FOCUS be discontinued and that funds presently budgeted for its operation be set aside for support of new program proposals from SDAs that will address the needs of middle school pupils who require special program assistance.

Priority 3: Inter-Urban Health Careers Program

Recommendation: That the Inter-Urban Health Careers program be discontinued and that its funding be made available for support of competitive school improvement program proposals. Similar services are available at North Division High School in the Medical/Dental Specialty Program.

Priority 4: MATC Contract Program

Recommendation: That the program be discontinued and its funding be made available for support of competitive new program development proposals that will address the needs of pupils who require special attention.

CATEGORY B PROGRAMS: (Recommended for Continuation with Modifications)

I. Five Alternative School Programs, including Lincoln Project STAY, Lincoln Alternative High School, Demmer Center, Sixty-eighth Street School, and Kilmer.

Recommendation: That alternative programs discontinue operating in their present mode. It is strongly recommended that these programs be redefined or reconstituted as places where students who have difficulty in the regular school setting can elect to attend.

2. Nine Community Based Agency Programs, including Shalom High School, Silver Spring Neighborhood Center, Next Door/Cornerstone, SER-Jobs for Progress, Inc., Aurora Weier enter, Milwaukee Spectrum, Milwaukee Urban League, Seeds of health, Inc., and United Community Center

Recommendation: That the programs operating in community based agencies be linked more closely with the public schools in SDAs within which they operate. This can be accomplished through a pronounced linkage with public schools, with linkages administered at the SDA level, to provide practical assistance and support to the community based agency programs.

3. P-ACT+

Recommendation: That the program be authorized for one more year so that data can be gathered after the first group of students have graduated and the effects of the program on college enrollment can be determined. The program should, therefore, be included in the list of sunset programs subject to evaluation next year.

4. Lincoln Center for the Performing Arts Barter Program

Recommendation: That the program continue but that procedures for allocating artist services to schools be reexamined to provide a better distribution of those services.

5. Art, Music, Physical Education Specialists

Recommendation: That an effort be made to work toward 100% Board allocation of curricular time to each school. Presently there is an inequity in the distribution of these services to schools.

6. Elementary Developmental Guidance

Recommendation: This program should be expanded to provide increased guidance services to schools.

7. Positive Alternatives for Youth (P.A.Y.)

Recommendation: That the P.A.Y. program be refunded at Juneau High School with modifications agreed to by school and project staff.

8. EXCEL

Recommendation: That the EXCEL project be continued, but that it be reviewed to assure that it is meeting the expectations of all parties involved in the project.

9. Lady Pitts School-Age Parents

   Recommendation: While it is recommended that the Lady Pitts program be continued, there is a need to review this program in terms of its capabilities for addressing one of the most serious problems confronted by the school district and the community. The review should consider the level and kinds of services provided, as well as the need for alternative program services.

CATEGORY C PROGRAMS: (Recommended for Continuation)

The following programs are recommended for continuation without change:

1. Four Year Old Kindergarten
2. Lad Lake
3. Liaison Counselor
4. MPS/MATC Adult High School
5. Second Chance
6. Urban Household Rehabilitation

Your Committee gave hearing to interested parties.

* * * * *

(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 15, 1989:

A. Pupil Accounting Reports

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

B. Report on the Middle School Study

C. Report on the Formation of an Urban Mathematics Collaborative Project

D. Report on Milwaukee Public Schools Class of 1988 Nine Month Follow-up Study

E. Report on Human Immunodeficiency Virus (HIV)/Immune Deficiency Syndrome (AIDS) Initiatives in Milwaukee Public Schools

F. Report on Cable Network Newsroom Program

G. Report on a Study Completed by the University of Wisconsin Extension and Milwaukee Public Schools Regarding Child Care Needs of Children in MPS

H. Update on the Formation of the Instructional Technology Committee

* * * * *

Separate consideration having been requested of Items 1, 4, and 6, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—9; Noes—0.

Item 1 of the report, relating to the Elm Creative Arts School and the new Project Pluto School, having been set aside for separate consideration, Director O'Connell moved for adoption of the report.

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

Ayes—9; Noes—0.

Item 4 of the report, relating to the report of the Department of Alternative and Vocational Education, having been set aside for separate consideration, Director Mallory moved for adoption of the report.

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

Ayes—9; Noes—0.

Item 6 of the report, relating to Pupil Accounting and other informational reports, having been set aside for separate consideration, Director Mitchell moved for adoption of the report.

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

Ayes—9; Noes—0.

COMMITTEE ON FINANCE AND FACILITIES

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM 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 it hereby is, awarded as follows:

EIGHTY-SECOND STREET SCHOOL - 3778 North 82nd Street

Division

1. SCS OF WISCONSIN, INC.; Demolition, as per base bid .....$ 19,700

4. THE BURGMEIER CO., INC.; Floor Covering-Carpet and Resilient Tile, as per base bid 35,762

7. SIESEL CONSTRUCTION CO.; Carpentry, as per base bid ($167,711) minus Alt. C, millwork supplied by MPS, in the amount of $35,350.....132,361

8. J. F. COOK CO., INC.; Windows and Glazing, as per base bid 58,359

9. LEPPIN SERVICE, INC.; Gypsum Wallboard and Plaster, as per base bid 59,721

10. VER HALEN, INC.; Acoustical Ceilings, as per base bid ($26,776) minus $570 to install Celotex Hytone textured Baroque TBQ-197 tile and minus $494 to install USG 2' x 4' x 1/2" vinyl covered sheet rock in lieu of that specified 25,712

12. STATE PAINTING INC.; Painting, as per base bid 29,340

14. JWC BUILDING SPECIALTIES, INC.; Folding Partitions, as per base bid 34,866

15B. PYRAMID HEATING & AIR CONDITIONING CO., INC.; HVAC, as per base bid 291,900

16. ROMAN ELECTRIC CO. INC.; Electrical, as per base bid 145,580

FIFTY-FIFTH STREET SCHOOL - 2765 South 55th Street

Division

1. SCS OF WISCONSIN, INC.; Demolition, as per base bid .....$ 23,300

2. GIORGI CONSTRUCTION, INC.; Carpentry, as per base bid ($154,585) minus Alt. D, millwork supplied by MPS in the amount of 45,096.....109,489

5. ENERGY SAVING WINDOWS, INC.; Windows and Glazing, as per base bid 96,200

6. LEPPIN SERVICE, INC.; Gypsum Board/Plaster, as per base bid 63,333

8. THE BURGMEIER COMPANY; Carpet, as per base bid 17,473

9. KIRKPATRICK CO., INC.; Resilient Flooring, as per base bid ($19,468) plus Alt. B for the use of vinyl composition tile in the amount of $3,952 23,420

10. VER HALEN, INC.; Acoustical Ceilings, as per base bid 22,320

11. STATE PAINTING INC.; Painting, as per base bid 22,669

12. JWC BUILDING SPECIALTIES, INC.; Folding Partitions, as per base bid 28,139

16. RELIANCE ELECTRIC CO. INC.; Electrical, as per base bid 179,000

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(ITEM 2) Your Committee also 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:

PHOTOART VISUAL SERVICE; 32 Projector Carts $1,462.40

MAX GENDELMAN ENTERPRISES; 124 Television Carts 10,292.00

SCHROEDER/ACCUTRONICS; 144 Color Video Cassette Recorder/Players 38,636.64
less 1/4% cash discount - 30 days

G. M. POPKEY COMPANY; 121 Color Television Receivers 38,599.00

* * * * *

(ITEM 3) The Superintendent advised your Committee that the following donations have been offered:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	EST VAL:AMT	GIFT:PURPOSE
Auer	Herbert H. Kohl Charities	$ 100	Educational programs
	School Fund	4,881	Copier and stand
Bryant	Bryant PTO	1,977	Laminator and binder
Burroughs	School Fund	5,788	Risograph
Clement	Clement Avenue PTA	2,110	Art tools, library books, computer and copier
Congress	Congress PTO	290	Teachers' Convention
Educational Programs	Engineers and Scientists of Milw, Inc.	5,500	Calculator Project
	Milwaukee Board of Realtors, Youth Foundation	5,000	DARE Program
Educational Programs	Prange's Southridge	3,000	Drug Awareness and Education Poster Program
Engleburg	Engleburg PTO	2,000	Field trips and classroom materials
Fulton	Our Lady of Sorrows Congregation	800	Popcorn machine
Gaenslen	Gaenslen Parent-Teacher Club	270	Panasonic TableTop Component System
Grantosa	Medical College of Wisconsin	1,000	CPT computer
	Maria Walwork	1,200	Camcorder
Granville	Granville PTC	200	Hospitality fund
	Granville PTC	450	Educational materials
	Granville PTC	250	Author appearance and books
	Granville PTC	850	RIF programs, books and prizes
	Granville PTC	100	Photography
Hawley	Hawley PTA	1,100	Field trips and a copier
Kosciuszko	Apple Computer Corporation	3,500	3 Apple lle computers
Madison	School fund	615	Canon PC3 copier

SCHOOL	DONOR	EST VAL:AMT	GIFT:PURPOSE
Milwaukee Tech	Magnetek Drives and Systems	1,250	12 drafting tables & 1 light table
	School fund	5,788	Digital duplicator
		2,000	Scholarship
Mitchell	Mitchell PTA	875	For staff members to purchase materials during Teachers' Conv.
Muir	School Fund	420	VCR and cart
North	School Fund	140	Color TV
	Wisconsin Energy Corp. Foundation Inc	5,000	Carnegie Hall Trip
Palmer	Palmer PTA	400	Amplifier, microphones and stands
Sixty-seventh	Sixty-Seventh Street PTA	50	School Library Fund
	Sixty-seventh Street PTA	199	Video recorder
South	GB Electrical, Inc.	14,031	Materials to be used in Technology Education Programs
Thoreau	Thoreau PTC	4,150	Mita Copier
Walker	Coca-cola Bottling Company	23	Coca-cola
	LaJoys	42	T-shirts for awards
	KLM	72	6 carry-on bags for awards
Washington	School Fund	972	Macintosh Plus computer and keyboard
	A.O. Smith Foundation, Inc.	4,000	Trust for Computer Specialty
	Badger Meter Foundation, Inc.	5,000	Trust for Computer Specialty
	TOTAL	$85,393	

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) Item 1 of the Report of the Instruction Committee (pages 327-329) contains a report and recommendations regarding the replacement facility for the Project Pluto school and the Elm Creative Arts School.

With respect to this matter your Committee recommends that:

1. The locations for the replacement facility for the Project Pluto school and the Elm Creative Arts School be Site #76 and the former 9th Street site respectively.

2. Authorization be given to proceed with planning the replacement facility for Elm Creative Arts School and the new Project Pluto school.

3. The recommendations made by the Superintendent (i.e., deletion of the 3 year old kindergarten program and the addition of a teacher workroom) be incorporated in the educational specifications.

* * * * *

(ITEM 5) The Secretary-Business Manager advised your Committee that:

1. At its meeting on October 25, 1989 (Proc., p. 302), the Board received a communication from the Friends of the French Exchange Program at 88th Street School requesting an opportunity to address the Board.

2. The 5th grade French Immersion students will spent three weeks with a host family in France in the spring of 1990. It is the belief of the Friends of the French Exchange Program Committee that this experience should be made available to all students regardless of financial situation.

3. The Friends of the French Exchange Program will undertake various fund raising activities to help defer the cost of this trip. They wish to present ways in which the Milwaukee School Board can support this venture.

Your Committee gave hearing to the Friends of the French Exchange Program at 88th Street School.

* * * * *

(ITEM 6) The Superintendent advised your Committee that:

1. At its meeting of August 30, 1989 (Proc., p. 215), the Board received a communication and petition from the Pulaski High School Class of 1969 requesting that Pulaski Stadium be renamed Harry Max Field. The communication was received and referred to the Finance and Facilities Committee.

   At its meeting of September 14, 1989, the Finance and Facilities Committee gave hearing to interested persons relative to the request. The item was held in committee pending a survey of the staff as to their feelings relative to this matter. The survey revealed that generally speaking there was strong support on the staff (84% strongly supported) and great indifference among those outside the school (84% had no feelings).

   It should also be noted that there has been some concern raised that the name Pulaski would be changed due to the prominence of Casimir Pulaski in the Polish community. This concern exists even though the stadium is all that is being considered.

2. Current Board policy on naming of schools states that the school shall be named after the street upon which it is located. As such, the existing school name complies with this policy. Schools can be renamed after a person. Current Board policy on renaming of a school building after a person is as follows:

   > "When a school is named after a person, the person after whom it is named shall have been deceased for a period of not less than 10 years; shall have been a citizen of the United States or shall have rendered valuable service to the United States; and shall have made an outstanding contribution for the public welfare.
   >
   > A school named after a person shall not be renamed except for compelling reasons; and once official action is taken to name a school, the name shall not be changed unless there is a confusion in names."

   Although not considered schools, the naming of the stadiums has always followed the Board policy for naming schools since their names denoted their locations adjacent to the appropriate schools.

3. During the original review of the request two (2) additional facts were considered:

a. Changing the name would require an exception to the Board policy since Mr. Max has been deceased less than one year. The Board has made only four (4) exceptions to its policy, all in

recent years. These exceptions were for Jackie Robinson Middle School (Peckham Jr. High, 1976), Golda Meir School (Fourth Street School, 1979), Clement J. Zablocki School (Oklahoma Avenue School, 1985), and Ronald E. McNair School (Twenty-fourth Street School, 1988).

b. The stadium facilities are city-wide facilities, serving the athletic programs of numerous schools, not just that of Pulaski High School.

4. The current Board policy on naming of schools requires a joint recommendation from the Instruction and Community Relations and the Finance and Facilities Committees. During the discussion of the naming of the Frederick Douglass School in March, 1988 and Ronald E. McNair in December, 1988, concern was raised by some members as to whether to continue this practice or have only the Finance and Facilities Committee recommend to the Board a name. Any change to the policy would have to be referred to the Legislation and Rules Committee of the Board for action. Each committee may wish to recommend such action if they desire.

Your Committee recommends that:

1. Pulaski Stadium not be renamed Harry Max Field.

2. The Board determine what action it wishes to take relative to any change in existing Board policy relative to naming of schools.

* * * * *

(ITEM 7) The Superintendent advised your Committee that:

1. Milwaukee Public Schools hosts thousands of interscholastic athletic events each school year. These events are open to the public with strong community attendance and support most evident at boys' football and basketball games

2. The recent increasing level of violent behavior in the City of Milwaukee has given cause to re-examine events attended by the public. It is essential that athletic events be adequately supervised to ensure the safety of participants and spectators.

3. A uniformed police presence at athletic events has been a successful deterrent to unwanted disruptive and potentially dangerous behavior by spectators attending games.

4. The Milwaukee Police Department has attempted to assign personnel to interscholastic athletic events. However, the greatest community demand for police services is at the same time of day when most basketball games are held. A reduction in the number of police department personnel, coupled with an increase in service demands by the community, has resulted in no police personnel being available for assignment to assist with the supervision of these events without the use of overtime. Funds are available in existing accounts to cover the expenses incurred.

Your Committee recommends that:

1. The Board approve the agreement with the City of Milwaukee to arrange for the assignment of police officers to all boys' basketball games for the 1989-1990 athletic season.

2. The assignment and supervision of officers assigned to athletic events remain under the exclusive control of the Milwaukee Police Department.

* * * * *

(ITEM 8) The Superintendent advised your Committee that:

1. At its meeting of January 12, 1989 (Proc., pp. 657-660), the Board approved the "Facility Plan to Meet Enrollment Growth 1989-1993." This plan had been presented to the Board at its October 26, 1988 meeting by the Superintendent and held at the Board level. Contained in this plan were projects totaling $27.5 million for additions and alterations at 55th Street and 82nd Street School, replacement of 8th Street School, and new elementary schools to be located at the former 9th Street School site and Site #76.

2. In a related item, the Board considered recommendations for award of contracts for construction of additions and alterations at 82nd Street School to expand the German Immersion program. Construction will be completed by September 1990. In order for the classrooms to be ready by September, the appropriate furniture, equipment, and supplies must be ordered as soon as possible. Funds exist in the 1989-90 budget for furniture and equipment, and funds for most of the supplies will be included in the 1990-91 budget.

3. There are, however, materials which are necessary for the program which must be ordered from West Germany due to their unavailability in this country. These materials must be ordered by the beginning of 1990 due to their long lead time of 6-8 months. The estimated cost for these materials is $18,811. Funds do not now exist in the budget for these materials and must be transferred from the Contingent Fund. In order to account for future fluctuations in the exchange rate it is requested that $20,000 be considered for transfer. Assuming Board approval for this transfer, the balance in the Contingent Fund would be $630,062.

Your Committee recommends that $20,000 be transferred from the Contingent Fund to the appropriate school account for the purchase of German language supplies at 82nd Street School.

* * * * *

(ITEM 9) The Superintendent advised your Committee that:

1. North Division High School needs to update its copying equipment. Much of the equipment is outdated. Purchase of new equipment would improve staff efficiency and help in the processing of student attendance and tardiness reports.

2. The principal of the school has indicated that the funds could be obtained by making a small reduction in a number of supply accounts.

Your Committee recommends that $21,000 be transferred from various supply accounts to the equipment account at North Division High School for the purchase of new copying equipment.

* * * * *

(ITEM 10) The Superintendent advised your Committee that:

1. Part III, Section F(2), of the contract between the Milwaukee Board of School Directors and the Milwaukee Teachers' Education Association (teachers) states:

   (2). LEGAL COUNSEL

   a. The Board agrees to provide legal counsel to defend any teacher in a civil action arising out of an alleged assault on or by a teacher, which occurs in connection with his/her employment or any disciplinary action taken against the student by the teacher, where the

superintendent finds that the teacher acted in accordance with the disciplinary policy established by the Board.

b. In the event the City Attorney's Office is unable to defend the teacher, the Board agrees to provide minimum bar fees to aid in the defense of any teacher in a civil or criminal action arising out of disciplinary action taken by the teacher in connection with his/her employment provided such teacher is found not guilty in the criminal action or judgment is rendered against the other party in a civil action or if the case is dismissed.

c. If the teacher is ordered to the district attorney's office, a warrant has been requested, or a complaint filed, the teacher shall immediately notify the MTEA and the executive director, Department of Employee Relations. If the warrant is refused and the Board was unable to furnish legal counsel, the Board will pay minimum bar fees to the teacher for the attorney who defended the teacher.

2. On August 8, 1989, the MTEA submitted a list of expenses totaling $15,387 for the school years 1984-1985 through 1988-1989. This does not include expenses being submitted for the 1989-1990 school year.

3. A sum of $15,000 was placed in this line item for the 1989-1990 school year

4. The total expenses submitted to date have exceeded this dollar amount.

Your Committee recommends that a transfer of $10,000 from the Contingent Fund be made to the legal fees-employees line item.

* * * * *

(ITEM 11) The Superintendent advised your Committee that:

1. A major goal of the Milwaukee Public Schools is to provide expanded opportunities for parent education programs. During the 1988-1989 school year, the district developed and implemented a parent education program in twenty schools. The program was designed to provide parents with skills that are needed to orient their children with reading/language arts, mathematics, and science.

   The program consisted of specialized teacher training, classes for adults, and optional child care services. The program focused on parents with children in grade K4 to third grade. Classes included three one and one half hour sessions conducted at each school, and involved a minimum of fifteen parents.

2. Responsibilities related to the program are now in the Department of Community Relations, but the funds are in the budget for the Department of Staff Development.

3. In addition, the Department of Community Relations has assumed liaison responsibilities related to the Community Advisory Councils (CAC). A major focus of this effort is to provide support and technical assistance for CAC training activities.

Your Committee recommends that:

1. $5,000 be transferred from the hourly pay of the Department of Staff Development to the Department of Community Relations for parent education programs.

2. $5,000 be transferred from the hourly pay of the Department of Staff Development to the Department of Community Relations to provide support and technical assistance to the Service Delivery Area Community Advisory Councils.

* * * * *

(ITEM 12) The Superintendent advised your Committee that:

1. There are approximately 125 employees on the hourly clerical roster. Many employees in this job category are not available to work on a regular basis. On occasions some of the requests from schools for clerical help cannot be met. Consequently, schools may not have adequate clerical support to compensate for absences.

2. In addition to intensifying recruiting efforts for hourly clerical employees, there is a need to take other action to meet the needs of the schools.

3. The Department of Human Resource Management has explored the possibility of utilizing temporary employment agency services in event positions cannot be filled from the hourly clerical roster.

4. The utilization of contracted clerical services would not be in violation of the labor contract with Local 1053.

Your Committee recommends that $20,000 be transferred from the Secretary - Substitute account to a new account of Contracted Services - Clerical.

* * * * *

(ITEM 13) The Superintendent advised your Committee that:

1. The amount of $12,000 was budgeted for the Department of Human Resource Management in the 1989-1990 budget to cover anticipated advertising expenses associated with recruiting to fill vacant teaching and administrative positions.

2. Since July 1, 1989, the entire $12,000 has been expended for advertising for various teaching and administrative positions.

3. An additional $7,000 is required to cover the cost of advertising for the vacant Community Superintendent position in Service Delivery Area V.

Your Committee recommends that $12,000 be transferred from the Contingent Fund to cover the cost of advertising for the position of Community Superintendent in Service Delivery Area V and to meet anticipated advertising expense for the balance of the school year.

* * * * *

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

1. For the purpose of purchasing automatic digital dialing control units for security systems, the Board granted a carry over of $71,600 in June, 1989.

2. A savings of $3,575 for surveillance service was indicated.

3. This calculation was made as of July 1, 1989, which should have been calculated as of January 1, 1990.

4. This created a $10,000 shortage in the 1989-1990 budget year for surveillance service.

5. The completion date of this work is scheduled for December, 1989.

Your Committee recommends that $10,000 be transferred from the Contingent Fund to correct this deficit.

* * * * *

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

1. At its meeting of February 4, 1988, the Coordinating Council established by the Settlement Agreement, authorized retaining the Milwaukee Public Schools Division of Accounting, by the Council's Operations Committee, to perform the accounting services required by the Coordinating Council at an annual fee of $5,000.

2. On February 24, 1988 (Proc., pp. 1118-1119), the Board approved the contract between the Milwaukee Public Schools and the Coordinating Council. The terms of this agreement ended on June 30, 1989.

3. At its meeting of October 25, 1989 (Proc., p. 302), the Board received a communication from the Compact for Educational Opportunity requesting a continuation of the agreement excluding Item #3 - (p. 2.). This would allow the contract to continue from year to year without action on extensions or renewals. Item #7 in the agreement provides for termination with a thirty-day notice.

Your Committee recommends that the Board approve the contract allowing the Milwaukee Public Schools' Division of Accounting to perform the accounting services required by the Coordinating Council as detailed above.

* * * * *

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

1. On October 25, 1989, the Board received a communication from the Community Relations-Social Development Commission regarding the fourth quarter billing of $34,730.

2. As of the month ending October 31, 1989, the Milwaukee Public Schools has 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 17) The Superintendent and the Secretary-Business Manager advised your Committee that:

1. As part of the 1989-1990 budget funds were allocated for the purchase of risograph machines as part of a three-year program. These machines have proven to be an important piece of equipment in providing schools additional reprographic capabilities to assist in meeting program needs as well as reducing long-term maintenance costs. Based upon preliminary discussions with principals, the program appears to be quite successful.

2. There are a number of schools which have had ventilation problems associated with fumes from the spirit duplicators. These schools have indicated that serious health concerns are involved and wish to have risographs to eliminate these health concerns. The schools involved are:

Bell	Cooper
Burroughs	Curtin
Wright	Kilbourn
Berger	Lowell
Burdick	McNair
Congress	65th Street

In addition, Kosciuszko Middle School has requested a machine to assist in the implementation of the Edna McConnell Clark grant.

3. It has been estimated that the cost to purchase these fourteen (14) machines is $75,244. Two machines, however, are going to be reallocated from the SDA 4 and SDA 2 offices saving $11,576. Funds do not exist to cover these machines and must be transferred. It is therefore requested that $63,668 be transferred to purchase these needed pieces of equipment.

Your Committee recommends that $63,668 be transferred to purchase additional risographs.

* * * * *

(ITEM 18) The Superintendent advised your Committee that:

1. Riverside University High School is currently serving 1,600 students in three lunch periods. Because of the large number of students being served in a small cafeteria. it has been necessary to assign teachers to supervise lunchroom activities.

2. Lunchroom supervision is more efficiently handled by using general aides and not teaching staff. Presently, the allocation of the general aides to Riverside does not permit educational supervision by general aides at Riverside High School.

3. Service delivery areas, as part of the start-up equipment, included two Macintosh computers. The staff in Service Delivery Area IV are all capable of using computers; however, because of the number of computers, computer time is limited for secretaries and IST staff.

4. The community superintendent has reported that funds are available in personnel accounts since staff were not hired beginning July 1st.

Your Committee recommends that:

1. $10,000 be transferred from the salary line in Service Delivery Area 4 to the Riverside University High School for general aide time until the end of the school year.

2. $5,000 be transferred from the salary line in Service Delivery Area 4 for the purchase of computer equipment.

* * * * *

(ITEM 19) Your Committee reports having received informational reports from the Superintendent and the Secretary-Business Manager on the following matters; these reports have been made a part of the minutes of your Committee's meeting of November 16, 1989:

A. <u>Facilities Reports</u>

a) Monthly Discussion of Facility Needs

b) Report on New Construction and Building Modifications

c) Report on the Capital Improvement Program
d) Report on Construction Costs for a Second Middle School
e) Presentation of the Design Development Drawings for and Status Report on the Survive Alive House

B. Statement of Operating Revenues

The Secretary-Business Manager submitted the following Statement of Operating Revenues for the month ending October 31, 1989, 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	$ 1,376,359	$474,044,674	$36,040,355	$438,004,319	7.6%
Categorically Aided	22,430,383	13,721,857	36,152,240	2,992,174	33,160,066	8.3%
Food Services	18,625,869	0	18,625,869	2,720,013	15,905,856	14.6%
Construction	34,400,000	0	34,400,000	1,252	34,398,748	0.0%
Extension	9,002,821	64,000	9,066,821	224,729	8,842,092	2.5%

C. Statement of Expenses

The Secretary-Business Manager submitted the following Statement of Expenses as of October 31, 1989, 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	$1,376,359	$474,044,674	$108,192,304	365,852,370	22.8%
Categorically Aided	22,430,383	13,721,857	36,152,240	6,225,630	29,926,610	17.2%
Food Services	18,625,869	0	18,625,869	4,111,016	14,514,853	22.1%
Construction	34,400,000	0	34,400,000	5,622,864	28,777,136	16.3%
Extension	9,002,821	64,000	9,066,821	2,544,644	6,522,177	28.1%

(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 October 31 ,1989 and payrolls through October 27,1989.

D. Report on Expenditure Controls

E. Report on Energy Conservation Measures

F. Report on State Funds for Extended Day Programs

G. Report Regarding the Repeal of State Statute 119.52 Governing MPS Purchasing and Contracting Policies and Its Replacement With a Board Adopted Policy

H. 1989-1990 First Quarter Report on Disadvantaged Business Enterprise Program

* * * * *

Separate consideration having been requested of Items 1, 8, 9, 10, 13, 14, 17, 19, and 19A, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—9; Noes—0.

Item 1 of the report, relating to contractor bids for various projects, 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, Mallory, Mitchell, O'Connell, O'Neil, Pajewski, Stacy, and President Cullen—8.

Noes—None.

Voting "Present"—Director Johnson—1.

Item 8 of the report, relating to a Contingent Fund transfer for the 82nd Street School, having been set aside for separate consideration, Director O'Connell moved for adoption of the report.

The motion prevailed, the vote being the same as follows:

Ayes—9; Noes—0.

Item 9 of the report, relating to a fund transfer for copying equipment at North Division High 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, Johnson, Mallory, Mitchell, O'Connell, O'Neil, Stacy, and President Cullen—8.

Noes—None.

Item 10 of the report, relating to a Contingent Fund transfer for legal fees, having been set aside for separate consideration, Director Bills moved for adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Item 13 of the report, relating to a Contingent Fund transfer for advertising for a Community Superintendent position, having been set aside for separate consideration, Director Bills moved for adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—Directors O'Neil and Stacy—2.

Item 14 of the report, relating to a Contingent Fund transfer for surveillance service units, having been set aside for separate consideration, Director Bills moved for adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Item 17 of the report, relating to a Contingent Fund transfer for the purchase of risograph units, having been set aside for separate consideration, Director Bills moved for adoption of the report.

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

Ayes—9; Noes—0.

Item 19 of the report, relating to informational reports on facilities, having been set aside for separate consideration, Director Stacy moved for adoption of the report.

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

Ayes—9; Noes—0.

REPORTS OF SPECIAL COMMITTEES

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

Director Stacy moved to accept the reports of the Independent Hearing Panel of October 17; November 1 at 10:30 AM and 2:00 PM; November 15 at 2:00 PM and 3:00 PM; November 16; November 17, and November 20, 1989.

The motion prevailed, the vote being as follows:

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

Noes—None.

NEW BUSINESS

Director Johnson moved to discharge the Legislation and Rules Committee from consideration of his resolution pertaining to future Committee Chairperson meetings being publicly noticed (Proc., p. 303).

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mitchell, O'Connell, O'Neil, and Stacy—6.

Noes—President Cullen—1.

Voting "Present"—Director Mallory—1.

The item being at Board level, Director Johnson moved to suspend Board rules and adopt the resolution.

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

Ayes—Directors Johnson, O'Connell, O'Neil, and Stacy—4.

Noes—Directors Bills, Mallory, Mitchell, and President Cullen—4.

COMMUNICATIONS AND PETITIONS

The Secretary-Business Manager presented the following communication:

Communication from Christ the King Baptist Church requesting use of a school for a fundraising event.

Referred to the Committee on Finance And Facilities.

RESOLUTIONS

By Director O'Neil:

WHEREAS, At its meeting of September 25, 1979 (Proc., pp. 555-556), the Board approved participation by Board members in the group health insurance plan of the school system; and

WHEREAS, Since the Board approval, a number of Board members have participated in the group health plan during their tenure on the Board; and

WHEREAS, Currently, several of the negotiated contracts with employe groups include group dental insurance coverage; and

WHEREAS, The Board has the authority to consider and approve participation in the group dental plan for its members; therefore, be it

RESOLVED, That the Board consider participation of its members in the group dental plan of the school system as a Board benefit or on a self-paid basis; and be it

FURTHER RESOLVED, That Board members who are at least 55 years of age and serve a minimum of 8 full years on the Board be eligible to continue in the MPS group dental insurance plan at the time of leaving the Board; and be it

FURTHER RESOLVED, That in the event of the death of the Board member, the spouse shall be allowed to continue in the health insurance single plan.

Referred to the Committee on Personnel and Negotiations.

By Vice-President Mallory and Director Mitchell:

Whereas, it is important that advisory councils, task forces and committees have a balanced representation by race and by gender; and

Whereas, an analysis of some of these groups has indicated that representation is not balanced; now therefore be it

Resolved, that all advisory councils, task forces, and committees established either by Board action or the administration have a balanced representation by race and by gender, and by all affected student groups, where students are concerned.

Referred to the Committee on Instruction and Community Relations.

By Director Johnson:

WHEREAS, The Supreme Court of the United States of America decided that affirmative action programs in non-federal government bodies are unconstitutional; and

WHEREAS, The Supreme Court and the J. A. Croson Company vs. City of Richmond decided that the City of Richmond contracting plan did not pass the strict-scrutiny test; and

WHEREAS, The Milwaukee Public Schools dropped its race-based affirmative action plan in the area of contracting; and

WHEREAS, No disadvantaged business plan has been developed; therefore, be it

RESOLVED, That the Milwaukee Public Schools will contract with an outside firm who specializes in affirmative action and discrimination suits; and be it

FURTHER RESOLVED, That this firm will examine Milwaukee Public Schools' past practices in contracting and procurement to determine whether MPS passes the United States of America Supreme Court strict-scrutiny test.

Referred to the Committee on Finance and Facilities.

Director Stacy moved to reschedule the regular December Board meeting from December 27, to December 20, 1989.

The motion prevailed by unanimous consent.

Director Pajewski left the meeting at 11:20 PM.

The Board adjourned at 11:30 PM.

JOHN J. PETERBURS
Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of November 30, 1989

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	326	365		8	581	7	40	47	8		691
K3	97	101		2	110	7	11	62	6		198
PK	541	266		5	485	8	42	253	14		807
K4	1650	1635		21	1554	116	314	1243	37		3285
K5	4301	3942		99	4382	274	759	2642	87		8243
01	4841	4443		102	5281	339	864	2592	106		9284
02	4230	4089		94	4618	269	819	2420	99		8319
03	4065	3832		94	4484	253	707	2282	77		7897
04	4088	3875		98	4609	228	739	2196	93		7963
05	3738	3638		87	4280	197	698	2035	79		7376
06	3468	3189		91	3819	171	617	1897	62		6657
07	3303	3136		83	3730	138	569	1850	69		6439
08	2918	2970		61	3298	196	539	1732	62		5888
09	4091	3745		104	4322	199	763	2365	83		7836
10	3564	3495		83	3833	175	559	2345	64		7059
11	2806	2925		59	2921	178	434	2074	65		5731
12	2101	2408		44	2239	142	285	1760	39		4509
13	6							6			6
Invalid											
TOTAL	50134	48054		1135	54544	2897	8759	29801	1050		98188

Total Active Detached..... 59 (Included above) Total Suburban Transfers—4985

Total Inactive..... 708 (Not included above)

Brown Deer	164	Greendale	277	New Berlin	67	St. Francis	110
Cudahy	191	Greenfield	286	Nicolet	180	Wauwatosa	720
Elmbrook	141	Hamilton	6	Oak Creek	285	West Allis	440
Fox Point	135	Maple Dale-Indian Hills	83	Shorewood	277	Whitefish Bay	316
Franklin	238	Menomonee Falls	241	South Milwaukee	275	Whitnall	280
Glendale-River Hills	131	Mequon-Thiensville	142				

School	Enrollment	% of Atten	Author Staff	Adm Team	School	Enrollment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1735	77.7	119.0	5.0	North Division	1273	72.6	106.0	6.0
Custer	1132	74.8	87.0	5.0	Pulaski	1797	81.3	115.0	5.0
Hamilton	1770	83.2	113.0	5.0	Riverside	1639	86.3	113.0	5.0
Juneau	867	83.8	65.0	4.0	South Division	1867	94.9	139.0	5.0
King	1189	93.7	72.0	3.0	Vincent	1625	77.6	110.0	5.0
Madison	1828	76.0	113.0	5.0	Washington	1511	77.5	119.0	5.0
Marshall	1205	79.6	92.0	4.0	HS of the Arts	705	85.9	55.0	3.0
Milwaukee Tech	1901	91.0	124.0	4.0	TOTAL	22044	80.9	1542.0	69.0
MIDDLE SCHOOLS									

Audubon	986	88.3	66.0	3.0	Parkman	591	87.8	45.0	3.0
Bell	928	89.1	63.0	3.0	Robinson	483	92.4	38.0	2.0
Burroughs	913	90.4	59.0	3.0	Roosevelt	624	93.3	42.0	2.0
Edison	828	89.9	64.0	3.0	Sholes	851	86.6	58.0	3.0
Eighth St.	337	93.1	27.0	2.0	Steuben	901	92.6	59.0	3.0
Fritsche	964	90.0	67.5	3.0	Walker	861	85.3	57.0	3.0
Fulton	675	81.5	53.0	3.0	Webster	967	90.0	62.0	3.0
Kosciuszko	747	84.4	62.0	3.0	Wright	806	90.1	56.0	4.0
Morse	1013	93.9	65.0	3.0					
Muir	953	87.8	64.5	3.0	TOTAL	14428	89.2	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	421	93.5	17.2	1.0	Hopkins	775	92.4	45.5	2.0
Allen Field	1034	92.2	50.0	2.0	Humboldt Park	545	92.9	26.6	1.5
Auer	633	92.2	34.8	1.5	Irving	731	93.6	36.0	2.0
Barton	572	94.2	27.0	1.0	Kagel	440	92.1	23.0	1.0
Berger	549	87.6	31.6	1.5	Keefe Av.	634	91.3	39.2	1.5
Brown St.	580	90.4	35.0	2.0	Kilbourn	370	91.2	20.5	1.0
Browning	433	92.6	21.3	1.0	Kluge	586	92.0	30.1	1.5
Bruce	569	92.2	27.1	1.5	LaFollette	662	92.7	39.8	2.0
Bryant	578	92.1	29.0	1.5	Lancaster	557	94.2	29.0	1.0
Burbank	553	92.6	22.8	1.0	Lee	667	90.1	36.8	1.5
Burdick	490	85.2	29.6	1.5	Lincoln Av.	646	92.9	30.5	1.5
Carleton	527	93.2	24.1	1.0	Lloyd St.	572	94.4	28.0	1.0
Cass	581	91.5	35.6	2.0	Longfellow	627	93.8	28.8	1.5
Clarke	510	93.9	30.3	1.0	Lowell	285	91.7	12.9	1.0
Clemens	399	90.8	20.2	1.0	MacDowell	546	93.9	26.0	1.0
Clement	471	91.6	21.0	1.0	Manitoba	372	94.2	32.5	2.0
Congress	494	95.2	23.9	1.0	Maple Tree	520	93.0	23.0	1.0
Cooper	411	93.1	21.5	1.0	Maryland Av.	326	92.4	19.2	1.0
Curtain	340	92.4	16.7	1.0	Mitchell	747	90.8	33.5	1.5
Doerfler	682	92.3	30.0	1.5	Morgandale	600	94.2	25.8	1.5
Douglass	308	95.5	15.7	1.0	Neeskara	420	95.0	27.5	1.0
Dover	639	91.8	26.1	1.5	Ninety-fifth	354	94.3	17.1	1.0
Eighty-eighth	369	94.1	17.9	1.0	Palmer	591	91.4	39.8	2.0
Eighty-first	474	93.6	19.8	1.0	Parkview	384	94.6	18.5	1.0
Eighty-second	413	93.2	17.2	1.0	Phillip	328	94.0	17.7	1.0
Elm	379	95.6	20.0	1.0	Pierce	615	91.2	30.0	1.5
Emerson	296	93.5	16.9	1.0	Riley	621	93.8	29.6	1.5
Engleburg	485	93.0	26.6	1.0	Seventy-eighth	552	90.8	29.0	1.0
Fairview	450	92.7	27.5	1.0	Sherman	593	96.4	27.7	1.5
Fernwood	499	89.1	27.0	1.0	Siefert	603	90.7	34.0	1.5
Fifth-fifth	370	95.4	14.9	1.0	Silver Spring	378	93.2	18.7	1.0
Fifty-third	393	93.9	18.4	1.0	Sixty-fifth	359	83.0	20.5	1.0
Forest Home	840	93.2	38.5	2.0	Sixty-seventh	336	92.9	15.7	1.0
Franklin	603	92.4	40.6	1.5	Story	542	95.1	30.5	1.5
Fratney	328	94.2	18.7	1.0	Stuart	332	93.3	16.0	1.0
Gaenslen	612	89.1	56.0	2.0	Thirty-eighth	561	95.8	26.9	1.5
Garden Homes	525	92.4	29.1	1.5	Thirty-fifth	338	92.9	14.9	1.0
Garfield	448	94.3	28.0	1.0	Thirty-first	533	92.6	29.1	1.0
Garland	363	91.8	14.9	1.0	Thirty-seventh	658	94.4	30.1	1.5
Golda Meir	259	96.8	12.8	1.0	Thoreau	703	83.7	31.0	1.5
Goodrich	460	92.6	23.0	1.0	Tippecanoe	241	92.0	12.5	1.0
Grandview	328	92.8	17.5	1.0	Townsend	505	94.3	20.5	1.0
Grant	580	90.7	26.2	1.0	Trowbridge	341	90.6	17.4	1.0
Grantosa	622	93.6	30.5	1.5	Twentieth	675	90.2	36.3	1.5
Granville	471	93.7	21.5	1.0	Twenty-first	627	94.1	34.5	1.5
Green Bay Av.	589	93.3	30.6	1.5	Twenty-fourth	331	93.3	21.0	1.0
Greenfield	407	95.2	17.0	1.0	Twenty-seventh	702	92.3	38.0	2.0
Hampton	605	92.9	27.0	1.5	Victory	562	91.6	27.0	1.5
Happy Hill	526	93.5	23.3	1.5	Vieau	682	92.6	35.1	2.0
Hartford	611	94.4	32.2	1.5	Whitman	449	89.7	22.5	1.0
Hawley	318	95.0	14.4	1.0	Whittier	215	94.3	8.9	1.0
Hawthorne	406	94.1	18.0	1.0	Wisconsin Av.	691	93.6	28.8	2.0
Hi-Mount	489	93.1	24.3	1.0	Zablocki	672	90.2	31.0	1.5
Holmes	708	90.9	45.6	2.0	TOTAL	54702	92.7	2812.0	138.0

OTHER SCHOOLS

Craig	71	72.4	11.0	1.0	Lincoln Alt. HS	88	60.2	7.5	1.0
Demmer	24	82.5	2.0	1.0	Lincoln Voc.Lab.	66	78.6	18.0	1.0
Hayes	81	72.7	12.0	1.0	Manitoba Ortho.	109	90.1	0.0	0.0
Kilmer	199	80.2	17.5	1.0	Pleasant View	123	80.5	23.0	1.0
Lady Pitts	220	62.3	16.0	1.0	Sixty-eighth	180	71.6	10.0	1.0
Lapham Park	89	75.2	10.0	1.0	Commun. Based	779		9.0	1.0
					TOTAL	2029	73.4	136.0	11.0
					MPS TOTAL	93203	88.9	5498.0	270.0

SUPERINTENDENT'S MONTHLY REPORT as of November 30, 1989
EXCEPTIONAL EDUCATION PROGRAM
ETHNIC SUMMARY

	Amer. Indian		Black		Asian		Hispanic		White		Other		Total		Program Total
System Totals	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	
Learning Disab.	39	0	1682	13	15	0	272	1	864	13	26	0	2898	27	2925
Emotion. Dist.	17	0	1147	31	4	0	96	2	510	21	26	1	1800	55	1855
Autistic	0	0	65	6	3	0	4	0	45	2	1	0	118	8	126
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	2	1	35	26	2	0	4	3	21	32	0	1	64	63	127
Physically Hdcp.	3	2	202	105	9	4	38	10	163	138	8	4	423	263	686
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	1	0	71	21	13	0	10	10	94	15	9	0	198	37	235
Mentally Ret.	11	2	1075	165	11	3	104	20	374	99	10	60	1585	295	1880
Speech/Languag	36	16	1438	1081	34	23	184	171	977	656	31	27	2700	1974	4674
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par. Disability Total	109	21	5715	1448	91	30	712	208	3048	976	111	39	9786	2722	12508
Ethnic Totals	130		7163		121		920		4024		150		12508		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 4, 1989

Special meeting of the Board of School Directors called to order by President Cullen at 7:40 PM.

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

Absent and excused—Directors Johnson, Mallory, O'Connell, Stacy—4.

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

November 27, 1989

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President David Cullen, a special meeting of the Board of School Directors (previously scheduled for Monday, November 20, 1989) has been rescheduled at 7:00 PM on Monday, December 4, 1989, 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) Allegations of Misconduct, of the contract between the Board of School Directors and the Milwaukee Teachers' Education Association (Teachers).

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

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

JOHN J. PETERBURS
Secretary-Business Manager

Director Mitchell moved that the Board resolve itself into a Committee of the Whole for the purpose of giving hearing in the matter of an appeal of disciplinary action.

The motion prevailed by unanimous consent.

The hearing was held in private at the request of the teacher.

The Committee of the Whole retired to executive session at 9:32 PM.

The Board rose from the Committee of the Whole and reconvened in open session at 10:01 PM.

President Cullen, who chaired the Committee of the Whole, reported that the Committee had given hearing in the matter of an appeal of disciplinary action.

Director Bills moved that Mr. Taylor sign a return to work agreement in which:

- He is required to agree that for a period of five years he will continue participation in support programs to prevent him from participating in alcohol and narcotics;
- After two years continued participation, the administration will review his participation in the program and may rescind the requirement to continue in the program, if they believe it is no longer necessary;

- A part of this program must include a program of medical monitoring of his condition;
- Verification of his participation in the support program is required;
- That Mr. Taylor provide a statement from his doctor at least every four months stating whether or not he tests positive for drugs.

The motion prevailed, the vote being as follows:

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

Noes—Director Pajewski—1.

The Board adjourned at 10:10 PM.

SUZANNE M. LUNDIN
Assistant Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
DECEMBER 20, 1989

Regular meeting of the Board of School Directors called to order by President Cullen at 8:03 PM.

Present—Directors Bills, Johnson (8:05 PM), Mallory, Mitchell, O'Connell, O'Neil, Pajewski, Stacy, and President Cullen—9.

Absent—None.

SECRETARY-BUSINESS MANAGER'S COMMUNICATION

TO THE BOARD OF SCHOOL DIRECTORS:

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

> Notice of Claim and Claim against the City of Milwaukee, Common Council, and the Milwaukee Public School System, served by Herman L. Wiernick, Attorney, on behalf of Donell Allen, Jr., a minor, and his father, Reverend Donell Allen, for injuries allegedly sustained by Donell Allen, Jr. at the Cass Elementary School on June 8, 1989.
>
> 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 documents attached)

On the motion of Director Mallory, the claim was disallowed, the vote being as follows:

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

Noes—None.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of November 3, 1989 through November 29, 1989, 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. 8490 to 11175, inclusive

Payrolls (net of withholdings)	$14,745,313.07	
Accounts	29,390,509.80	
		$44,135,822.87

CONSTRUCTION FUND

Accounts, Voucher Nos. 495 to 578, inclusive

Accounts	$663,656.52

EXTENSION FUND

Payrolls and Accounts, Voucher Nos. 730 to 922, inclusive

Payrolls (net of withholdings)	$308,430.77	
Accounts	641,830.20	
		$950,260.97
TOTAL		$45,749,740.36

THOMAS PAJEWSKI
Chair

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

Ayes—8; Noes—0.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM l) In accordance with the action taken by the Board on August 1, 1972 (Proc., pp. 82-83), concerning the approval of personnel transaction relating to full-time classified employes, the Superintendent and the Secretary-Business Manager presented a joint report to your Committee recommending the following appointments and promotions, effective as of the dates indicated:

APPOINTMENTS

Name and Assignment	Date	Position and Salary	Increment Date
Francis Gordy Plant Operation	11-14-89	School Engineer I $22,250.80/yr. (Replacement for promotion)	11-14
Lynn Greb Recreation	12-06-89	Activity Specialist $16,595.00/yr.	12-06

PROMOTIONS

Bruce Beresford Plant Operation	10-30-89	School Engineer I $23,287.94/yr.	10-05
Acey Farmer Plant Operation	10-30-89	School Engineer I $22,250.80/yr.	12-12
Sandra Hudy Plant Operation	11-27-89	School Engineer I $23,287.94/yr.	08-08
Janice Lesniewski 95th	10-19-89	Food Service Mgr. I $10,367.48/yr.	10-19
Alice Lippe Meir	10-26-89	Food Service Mgr. I $10,240.15/yr.	10-26
Paul Mecikalski Plant Operation	11-27-89	School Engineer I $23,287.94/yr.	08-08
Richard Neal Plant Operation	10-30-89	School Engineer I $23,287.94/yr.	02-23
Patrick Pegorsch Municipal Recreation	12-04-89	Recreation General Foreman $38,268.88/yr.	09-20
John Rouleau Plant Operation	11-13-89	Boiler Attendant $19,569.16/yr.	11-13
Lawrence Strehlow Plant Operation	11-27-89	School Engineer I $23,287.94/yr.	06-28
Kevin Wilcox Plant Operation	10-30-89	School Engineer I $23,287.94	11-30

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 September 1, 1989, and September 13, 1989, inclusive, under suspension of Section 3.12(4) of the Board's rules:					
(nr)	Phillip R. Due Physical Education	B	$23,060	2	September, 1990
(nr)	Patricia A. Hasenzahl Learning Disabilities	D	$26,976	5	September, 1990
Effective between September 14, 1989, and September 26, 1989, inclusive, under suspension of Section 3.12(4) of the Board's rules:					
(r)	Angela M. Speckbrock Elementary	B	$20,964	0	September, 1990
Effective between September 27, 1989, and October 9, 1989, inclusive under suspension of Section 3.12(4) of the Board's rules:					
(r)	Mary Cullinane Art	B	$20,964	0	September, 1990
(nr)	Rock M. Gottinger Reading	B	$25,680	5	September, 1990
(r)	Peter M. Wells Elementary	B	$23,060	2	September, 1990
Effective between October 10, 1989, and October 20, 1989, inclusive, under suspension of Section 3.12(4) of the Board's rules:					
(r)	Denis G. Barnard Physical Education	B	$22,012	1	September, 1990
(nr)	Alan K. Borsari Emotionally Disturbed	B	$25,680	5	September, 1990
(r)(a)	Ruth E. Ebert Art	B	$22,012	1	September, 1990
(r)(a)	Joel A. Fisher Upper Elementary	C	$27,634	6.0	September, 1990
(r)	Linda L. Layer Emotionally Disturbed	B	$25,680	5	September, 1990
(r)	David M. Miles Music	B	$24,108	3	September, 1990
(r)	Suzanne M. Pucci Mentally Retarded	B	$20,964	0	September, 1990
(nr)	Susan E. Roberts	B	$24,108	3	September, 1990

Upper Elementary

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Increment Date
(nr)	Maureen A. Rossiter Upper Elementary	B	$25,680	5	September, 1990
(r)	Rebecca J. Smith English	B	$22,012	1	September, 1990
(r)	Deborah A. Williams Speech/Guidance/Drama	B	$20,964	0	September, 1990
Effective between October 23, 1989, and November 2, 1989, inclusive:					
(nr)	Grace Bottoni Reading	C	$21,824	0	October, 1990
(nr)	Amy L. Burns Elementary	B	$24,108	3	October, 1990
(r)	John H. Drobnik Social Studies/History	B	$24,108	3	October, 1990
(nr)	William H. Greb Math/Computer Science	B	$20,964	0	October, 1990
(r)(b)	Mary B. Holder Upper Elementary	B	$26,360	3	October, 1990
(r)	Ray U. Lane Library/Audio-Visual	C	$22,872	1	October, 1990
(nr)	Mary Ann Maynard Reading	B	$25,680	5	October, 1990
(nr)	Joseph F. Mutranowski Elementary	B	$20,964	0	October, 1990
(r)	Janet N. Railsback EC: EEN	B	$22,012	1	October, 1990
Effective between November 3, 1989, and November 15, 1989, inclusive:					
(r)	Merrie L. Baldewicz Deaf & Hard of Hearing	B	$25,680	5	November, 1990
(nr)	Brenda K. Fogel Mentally Retarded	B	$20,964	0	October, 1990
(r)	Ellen L. Gass Elementary	B	$20,964	0	November, 1990
(r)(b)	Michael D. Halstead Learning Disabilities	D	$37,332	13.4	May, 1990

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Increment Date
(r)	Robert A. Hamilton Emotionally Disturbed	B	$20,964	0	October, 1990
(r)	Andrew H. Lydolph Upper Elementary	B	$22,012	1	October, 1990
(r)	Louise M. Mikals Guidance	B	$25,680	5	November, 1990
(nr)	Kathleen M. Ptacek Social Studies/History	B	$20,964	0	October, 1990
(r)	Carolyn A. Sell Upper Elementary/English	B	$20,964	0	November, 1990
(r)	Joan K. Sumner Upper Elementary/Soc. St.	B	$24,108	3	November, 1990
(r)	Paul S. Thusius Upper Elementary/Soc. St.	B	$22,012	1	October, 1990

Effective between November 16, 1989, and November 29, 1989, inclusive:

(nr)	Donnalee Campbell Elementary	B	$25,680	5	November, 1990
(nr)(b)	Jeanne C. Gullo Speech Pathology	B	$26,400	4	December, 1990
(r)(a)	Martha E. Rogers Speech Pathology	C	$28,030	5.3	June, 1990
(nr)	Gloria M. Schultz Upper Elementary/Science	B	$20,964	0	November, 1990

Physical Therapist - Schedule 04
Effective between November 3, 1989, and November, 15, 1989, inclusive:

(nr)(b)	Phyllis M. Samore (l day per wk. contract)	$206.42/day	23.5	January, 1990

(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:

(r) Mary E. Zdroik	Liaison, Parent Information Center (SDA V)	Schedule IV, Range D $18,000

(r) resident

* * * * *

(ITEM 4) Your Committee recommends that the following promotions be, and they hereby are, effective upon assignment following approval of the Board of School Directors:

(r) Thomas A. McGinnity	Community Superintendent Service Delivery Area V	Schedule III, Range 16a $72,800.00
(r) Jerome L. Hamm	Assistant Principal Middle School (Fulton)	Schedule III, Range 11d $49,261.00
(r) Debra L. Wallace	Assistant Principal Elementary School (Forest Home)	Schedule III, Range 10d $36,327.00
(r) Beverly A. Conner	Instructional Support Team Generalist (SDA V)	Schedule III, Range 8b $45,457.00
(r) Coy W. Davis, Jr.	Program and Development Director - Radio	Schedule III, Range 6a $34,618.00
(r) Stevie B. Summers	GE Scholars Coordinator (North Division)	Schedule III, Range 6c $33,672.00

(r) Resident

* * * * *

(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, 1990:		
Thelma Bridgeford	Day-to-Day	November 1, 1989
Luz Maria Hernandez	Elementary Zone	November 6, 1989
Barbara Medcalf	Maple Tree	September 1, 1989
Agustina Quiles-Smith	Kosciuszko	November 6, 1989
Judith F. Telsinskas	Webster	November 7, 1989
Phyllis Trgo	Irving	November 6, 1989
Juanita Turner	Happy Hill	September 18, 1989
Maternity leave, to June, 1990:		
Judith Christensen	Vincent	January 26, 1990
Janet Clapper	Clement	November 20, 1989
Michaelene Krombach	Humboldt Park	October 27, 1989
Maternity leave, to January, 1991:		
Ruth Tamayo	Fratney	January 3, 1990
Personal leave, to January, 1990:		
Jose Velazquez	Secondary Zone	November 15, 1989

Sabbatical leave, to January, 1991

Gregg J. Yach	North Division	January 26, 1990

Extension of illness leave, to June, 1990:

Sandra K . Hardwig	On leave	November 6, 1 989

Extension of maternity leave, to June, 1990:

Joy E. Carter	On leave	January 26, 1990
Randie Clark	On leave	September 1, 1989
Diane L. LaVelle	On leave	January 26, 1990
Maureen Powers-Todt	On leave	January 26, 1990
Patricia Quintenz	On leave	January 26, 1990
Diane Rombca	On leave	January 26, 1990
Sharon Rospenda	On leave	January 26, 1990
Janice Smith-Jorjorian	On leave	January 26, 1990
Helen A. Unruh	On leave	January 26, 1990

Extension of leave for maternity, to January, 1991:

Eileen Lust	On leave	January 26, 1990
Susan J. Musche	On leave	January 26, 1990
Karen Servin-Banach	On leave	January 26, 1990

Extension of leave for paternity, to June, 1990:

Paul Kinsley	On leave	January 26, 1990

Extension of leave for personal, to June, 1990:

Yvette M. Watkins	On leave	January 26, 1990

Extension of leave for personal, to January, 1991:

Judy R. Norman-Nunnery	On leave	January 26, 1990
Valorie T. Olson	On leave	January 26, 1990

* * * * *

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

CURTAILMENT OF LEAVES

Susan M. Ayvazzadeh	—was granted a personal unpaid leave of absence from September 1, 1989, to June, 1990. Curtailed as of January 3, 1990.
Alba Santiago	—was granted a family illness leave from September 1, 1989, to January, 1990. Curtailed as of November 6, 1989.
Clara F. Myles	—was granted a personal unpaid leave of absence from September 29, 1989, to January, 1990. Curtailed as of December 1, 1989.

* * * * *

(ITEM 7) Your Committee recommends that the following action by the Board granting a sabbatical leave be, and it hereby is, rescinded:

RESCINDING OF LEAVE

Jeri Jayne Stillman —was granted a sabbatical leave from January, 1990, to June, 1990 and September, 1990, to January, 1991. She rescinded the January 1990 to June 1990 portion of her leave. She will go on a sabbatical from September, 1990 to June, 1991.

* * * * *

(ITEM 8) The following resignations have been received and accepted by the Superintendent, effective as of the dates indicated:

RESIGNATIONS

Marion E. Fendrick	Fernwood	November 17, 1989
Herbert H. Gray	Palmer	January 26, 1990
George M. Herro	On leave	October 31, 1989
Joseph C. Krushas	Forest Home	November 7, 1989
Shirley F. Leonard	Grantosa	June 18, 1990
Thomas J. Lesch	Manitoba	October 25, 1989
Carol E. Malloy	Washington	November 9, 1989
Dolly A. McHugh	Sec. Zone	January 19, 1990

* * * * *

(ITEM 9) The Superintendent advised your Committee that:

1. Thirty-seventh Street School is currently staffing its library with two half time aides. The school is requesting that a paraprofessional aide be added to the staff to replace one of the vacant aide positions. This paraprofessional aide would work in their library for 25 hours per week.

2. Working with the classroom teachers, the paraprofessional aide would augment skills and activities being presented in the classroom. Duties would include helping children select appropriate books, reinforcing card catalog skills, alphabetizing skills and reference book skills.

3. The additional salary expense would be $4,600 annually. This expense would be paid through the school's SBM budget.

Your Committee recommends that the Board authorize a 25 hour paraprofessional aide position in lieu of a 20 hour general aide position for 37th Street School with the funding to come from the SBM budget and the allocated amount from the general aide position.

* * * * *

(ITEM 10) 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 Menomonee Falls Agreement is provided:

MILWAUKEE PUBLIC SCHOOLS
INTERDISTRICT TRANSFER AGREEMENT
SEATS TO BE MADE AVAILABLE
COMPARISON OF AGREEMENT GOALS TO CONTRACTS
SCHOOL YEARS 1988/1989 and 1989/1990

DISTRICT WITH FIVE YEAR GOALS:

	– SEATS TO BE MADE AVAILABLE –		
	1992/1993 Settlement Agreement	1988/1989 Contract Seats Made	1989/1990 Contract Seats Made
District	Goals	Available	Available
Menomonee Falls	293	208	266

Your Committee recommends that the above mentioned Chapter 220 Inter-district pupil transfer agreement be approved.

* * * * *

(ITEM 11) The Superintendent advised your Committee that:

1. Between 1975 and 1977, the Board of School Directors negotiated a provision with all its employee organizations to allow the surviving spouse of a retiree to continue in the health insurance plan on a self-paid basis. In addition, if the deceased retiree was entitled to Board paid coverage, the spouse is allowed to continue in a single plan with the Board paying the premium up to the amount of the premium of a single plan at the time the employee originally retired.

2. Currently there are 97 couples covered under the health insurance plan who retired prior to the 1975-1977 contract changes. Of the 97 couples, 57 self-pay the total health premium and 40 self-pay a portion of the premium with the Board paying the balance. The oldest retiree was born in 1896, and the oldest retiree's spouse was born in 1898. The youngest retiree was born in 1920, and the youngest retiree's spouse was born in 1925.

3. To extend these provisions to these retired couples would not result in an increase in cost this year, and the future cost to the Board would be negligible as approximately 60 percent of these retirees are self-pay. For those entitled to Board supplements, the Board cost would be a total of $8,563 spread over the next 22 years or an average of $389 per year to be charged to the health insurance budget.

4. This matter is not a required subject of bargaining as these individuals never were or are no longer members of any certified bargaining group.

Your Committee recommends that existing spouses of pre-1977 retirees now covered under a Board health plan be allowed to continue in a single plan on a self-paid basis when the retiree dies. If at the death of such retiree, the retiree was receiving a Board health coverage payment, the surviving spouse be allowed to continue health coverage in a single plan with the Board paying the single premium at the rate in existence at the time of the employe's retirement. Such surviving spouse shall not be eligible for Board paid health insurance if he/she is covered by another group health insurance plan or HMO.

* * * * *

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

1. Board members may participate in the health plans offered by the Milwaukee Public Schools with no premium contribution required.

2. This benefit was extended to Board members who are at least age 55 and leave the Board after a minimum of eight full years of service. In addition, in the event of the death of a participating Board member, the surviving spouse is allowed to continue in a single health plan offered by the Milwaukee Public Schools with no premium costs to the surviving spouse (Proc., 10-29-86, pp. 829-830).

3. At its meeting on November 29, 1989 (Proc., p. 350-351), the Board referred the following resolution, which was introduced by Director O'Neil, to the Personnel and Negotiations Committee:

   "WHEREAS, At its meeting of September 25, 1979 (Proc., pp. 555-556), the Board approved participation by Board members in the group health insurance plan of the school system; and

   WHEREAS, Since the Board approval, a number of Board members have participated in the group health plan during their tenure on the Board; and

   WHEREAS, Currently, several of the negotiated contracts with employe groups include group dental insurance coverage; and

   WHEREAS, The Board has the authority to consider and approve participation in the group dental plan for its members; therefore, be it

   RESOLVED, That the Board consider participation of its members in the group dental plan of the school system as a Board benefit or on a self paid basis; and be it

   FURTHER RESOLVED, That Board members who are at least 55 years of age and serve a minimum of eight full years on the Board be eligible to continue in the MPS group dental insurance plan at the time of leaving the Board; and be it

   FURTHER RESOLVED, That in the event of the death of the Board member, the spouse shall be allowed to continue in the health insurance single plan."

4. Currently, all negotiated contracts with MPS employe groups include eligibility for group dental insurance; however, no labor contract provides for retiree or surviving spouse group dental insurance.

Your Committee recommends that the Board:

1. Consider for approval allowing current and future Board members to participate in a single or family plan in the Milwaukee Public Schools group dental plan.

2. Consider that the premium payment be comparable to that paid under the provisions of the Board's negotiated agreement with ASC.

* * * * *

(ITEM 13) Your Committee reports having received an informational report from the Superintendent on the following matter; this report has been made a part of the minutes of your Committee's meeting of December 11, 1989:

Report on Affirmative Action Personnel Transactions for the Month of November, 1989.

* * * * *

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

Ayes—8; Noes—0.

Item 2 of the report, relating to teacher appointments, having been set aside for separate consideration, Director Mallory moved for suspension of Board rule 3.12 (4) and adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM l) The Superintendent advised your Committee that:

1. At its meeting of January 12, 1989 (Proc., p. 657-660), the Board approved the "Facility Plan to Meet Enrollment Growth 1989-1993." This plan has been presented to the Board at its October 26, 1988, meeting by the Superintendent and held at the Board level. Contained in this plan were projects totaling $27.5 million for additions and alterations at Street and 82nd Street Schools, replacement of the 8th Street School, and new elementary schools to be located at the former 9th Street School site and Site #76.

2. Current Board policy on naming of schools states that the school shall be named after the street upon which it is located. Schools can be renamed after a person. Current Board policy on naming of a school building after a person is as follows:

   "When a school is named after a person, the person after whom it is named shall have been deceased for a period of not less than 10 years; shall have been a citizen of the United States or shall have rendered valuable service to the United States; and shall have made an outstanding contribution for the public welfare.

   A school named after a person shall not be renamed, except for compelling reasons; and once official action is taken to name a school, the name shall not be changed unless there is a confusion in names."

3. During the past several months the 8th Street School parent group has been working on the naming of the replacement facility to be located at North 12th Street and West Highland Boulevard. The group utilized the following procedure:

a. Nominations were solicited from a broad base throughout the City of Milwaukee. Nominations for names were received at all schools in Service Delivery Area III, the Central Library, the main

Administration Building, and from any student, staff member, or parent at 8th Street School. A total of forty-seven (47) names were received as a result of this solicitation.

b. All of the names were reviewed by the school/community committee. Upon careful review, the list was pared to a total of ten (10) names. Each person on the committee then rank ordered their top five (S) names to be included on the ballot. The names selected for the ballot were as follows:

Elizabeth Fisher Baird
Mary McLeod Bethune
Mildred Harnack
Sarah A. Scott
Siggenauk

It should be noted that all of the names on the ballot comply with existing Board policy.

c. Separate ballots were created for parents/guardian, student, and staff members as well as a detailed biographical sketches of each candidate. Parent/guardian ballots were mailed to each home with a return date of November 20, 1989, at noon. Concurrently, an election was scheduled for November 20, 1989, in which all students and staff participated. Results of the election are as follows:

Name	Parent	Student/Staff	Total
Elizabeth Fisher Baird	10	20	30
Mary McLeod Bethune	17	80	97
Mildred Harnack	11	31	42
Sarah A. Scott	46	125	171
Siggenauk	34	90	124
Total	118	346	464

Based upon these results, the school/community committee recommended to the Superintendent that the school be named after Sarah A. Scott. The Administration concurs in that recommendation.

4. The current Board policy on naming of schools requires a joint recommendation from the Instruction and Community Relations and the Finance and Facilities Committees. During the discussion of the naming of the Frederick Douglass School in March 1988, and Ronald E. McNair in December, 1988, concern was raised by some members as to whether to continue this practice or have only the Finance and Facilities Committee recommend to the Board a name. Any change to the policy would have to be referred to the Legislation and Rules Committee of the Board for action. Each committee may wish to recommend such action if they desire.

Your Committee recommends that:

1. The replacement facility for 8th Street School be named Sarah A. Scott Middle School.

2. The Current Board policy be amended allowing proposed school name changes to be brought only to the Finance and Facilities Committee; that this proposed policy change be referred to the Legislation and Rules Committee for future consideration.

* * * * *

(ITEM 2) The Superintendent advised your Committee that:

1. At its meeting of May 31, 1989 (Proc., pp. 37; 45; 55), the Board approved the program aspects of the educational specifications document for Fifty-fifth Street and Eighty-second Street Schools. These

documents detailed the proposed language immersion programs at the two schools to accommodate additional students resulting from the expansion of the building. Contained in this document was a

proposed organizational structure for the new facility which included both half-day and all-day 4 year old and 5 year old kindergarten programs. The inclusion of all-day 4 year old kindergarten is not unique to these schools and exists at several other schools within the district. Approval of the documents expanded the program to these schools

2 The Administration believes it is prudent to bring this item to the attention of the Board to permit another opportunity for the Board to raise any concerns or questions relating to this issue. This action is being taken at this time since the expanded program must be advertised for the student assignment process and plans for appropriate staffing can be made.

3. The Administration continues to support inclusion of these programs at these two locations. Both staff members and representatives of the schools will be present to respond to concerns.

Recommendation:

That the Board reaffirm its support for all-day four and five year kindergartens at Fifty-fifth Street and Eighty-second Street Schools.

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

* * * * *

(ITEM 3) The Superintendent advised your Committee that at its meeting on November 29, 1989 (Proc., p. 351), the Board referred the following resolution by Directors Mallory and Mitchell to the Instruction and Community Relations Committee:

WHEREAS, it is important that advisory councils, task forces and committees have a balanced representation by race and by gender; and

WHEREAS, an analysis of some of these groups has indicated that representation is not balanced; now therefore be it

RESOLVED, that all advisory councils, task forces, and committees established either by Board action or the administration have a balanced representation by race and by gender, and by all affected student groups, where students are concerned

Your Committee recommends that the resolution be adopted.

* * * * *

(ITEM 4) Your Committee reports having received informational reports from the Superintendent on the following matters; these reports have been made a part of the minutes of your Committee's meeting of December 13, 1989:

A. Pupil Accounting Reports

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

B. Report on the Sunset Evaluation Process

C. Report on Plans to Reopen Kilmer School

D. Report on the Progress of the Committee to Conduct a Comprehensive Review of the District's Exceptional Education Programs

E. Item on the Integration of a Regular Education Programs and an Exceptional Education Program at Pleasant View Alternative High School

F. Report on the Library/Media Committee

G. Report on the Committee to Revise the Textbook Adoption Process

H. Update on the K-12 Curriculum Committee

I. Report of the Task Force on Education for Employment

* * * * *

Separate consideration having been requested of Items 2 and 4b through i, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Item 2 of the report, relating to all-day four- and five-year-old kindergarten at Fifty-fifth and Eighty-second Street schools, having been set aside for separate consideration, Director Bills moved for adoption of the report.

At the request of Director Mallory, the four and five-year-old programs were considered separately.

Director Bills moved an amendment to include Eighty-eighth Street School in the all-day four-year-old program.

After discussion, Director Bills withdrew the amendment.

The motion to approve the all-day four-year-old program failed of adoption, the vote being as follows:

Ayes—Directors Bills, O'Connell, Stacy, and President Cullen—4.

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

The motion to approve the all-day five-year-old program prevailed, the vote being as follows:

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

Noes—None.

Items 4 b. through i. of the report, consisting of various informational reports, having been set aside for separate consideration, Director Stacy moved to receive the reports.

Director Stacy moved to amend the fiscal notes accompanying the reports where appropriate.

The amendment prevailed, the vote being as follows:

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

Noes—None.

Voting "Present"—Director Mallory—1.

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

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

Noes—None.

COMMITTEE ON FINANCE AND FACILITIES

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

ASBESTOS ABATEMENT AND RELATED WORK

Island 1

EIGHTY-SECOND STREET SCHOOL - 3778 North 82nd Street
STUART SCHOOL - 7001 North 86th Street
BURROUGHS MIDDLE SCHOOL - 6700 North 80th Street
BARTON SCHOOL - 5700 West Green Tree Road

Island 2

EDISON MIDDLE SCHOOL - 5372 North 37th Street
WASHINGTON HIGH SCHOOL - 2525 North Sherman Boulevard
FIFTY-THIRD STREET SCHOOL - 3618 North 53rd Street

Island 3

MILWAUKEE TECHNICAL HIGH SCHOOL - 319 West Virginia Street
MHSA AT WEST DIVISION - 2300 West Highland Avenue

STAFF ELECTRIC; Electrical - Island 2, as per base bid .....$ 13,630

STAFF ELECTRIC; Electrical - Island 3, as per base bid 35,260

NORTHSTAR ABATEMENT LTD.; Asbestos Removal - Island 1, as per base bid 162,401

DAVIS ABATEMENT SYSTEMS; Asbestos Removal - Island 2, as per base bid 169,172

NORTHSTAR ABATEMENT, LTD.; Asbestos Removal - Island 3, as per base bid 315,526

SPRINKMANN SONS CORP.; Insulation Work - Island 3, as per base bid 16,785

CESARZ CO., INC.; Spray-On Acoustical Treatment - Island 1, as per base bid 21,700

CESARZ CO., INC.; Spray-On Acoustical Treatment - Island 2, as per base bid 21,250

CESARZ CO., INC.; Spray-On Acoustical Treatment - Island 3, as per base bid 13,250

VER HALEN, INC.; Acoustical Treatment - Island 1, as per base bid 16,287

VER HALEN, INC.; Acoustical Treatment - Island 2, as per base bid 18,713

VER HALEN, INC.; Acoustical Treatment (Milwaukee Technical High School), as per base bid 17,195

A. K. SEAMLESS SYSTEMS, INC.; Spray Fireproofing - Island 3, as per base bid 106,100

EIGHTH STREET MIDDLE SCHOOL (Construction Management Work) - 809 North 8th Street

ZIMMERMAN DESIGN GROUP (Architect); KERRY ENGINEERING & ASSOCIATES (Structural Engineering); PSJ ENGINEERING, INC. (Mechanical Engineering); ARNOLD AND O'SHERIDAN, INC. (Electrical Engineering); ADVANCED ENGINEERING (Civil Engineering); HUNZINGER CONSTRUCTION CO. (Building Const. Management); JOHN NEAL CONSTRUCTION CO., INC. (Site Const. Management) $973,567

ELM SCHOOL (Construction Management Work) - 2616 West Garfield Avenue

BHS ARCHITECTS, INC. (Architect); TOKI & ASSOCIATES, INC. (Structural & Civil Engineering); PSJ ENGINEERING, INC. (Mechanical Engineering); ARNOLD AND O'SHERIDAN, INC. (Electrical Engineering); GRUNAU PROJECT DEVELOPMENT/BOWLES CONTRACTING, INC. (Building Const. Management); BOWLES CONTRACTING, INC. (Site Construction Management) 585,640

"PLUTO" SCHOOL (Construction Management Work) - 27th and Brown Streets

PUJARA WIRTH TORKE LTD (Architect - Structural Engineering); PSJ ENGINEERING, INC. (Mechanical Engineering); ARNOLD AND O'SHERIDAN, INC. (Electrical Engineering); JACKSON, TULL & GRAHAM, INC. (Civil Engineering); CM ASSOCIATES OF MILWAUKEE, INC. (Building Const. Management); BOWLES CONTRACTING, INC.

(Site Construction Management) 485,939

ALLEN-FIELD SCHOOL (Energy Retrofit Work) - 730 West Lapham Boulevard

MARED MECHANICAL CONTRACTORS CORPORATION; Mechanical, Temperature Control Work and Air Balancing, as per base bid ($59,000) minus $24,396 for classroom lighting controls, plus $24,958 for alt. lighting controls 59,562

FOREST HOME AVENUE SCHOOL (Energy Retrofit Work) - 1516 W. Forest Home Ave.

MARED MECHANICAL CONTRACTORS CORPORATION; Mechanical, Temperature Control Work and Air Balancing, as per base bid ($68,500) minus $23,836 for classroom lighting controls, plus $24,488 for alt. lighting controls 69,152

GRANVILLE ELEMENTARY SCHOOL (Energy Retrofit Work) - 9520 West Allyn Street

MARED MECHANICAL CONTRACTORS CORPORATION Mechanical, Temperature Control Work and Air Balancing, as per base bid ($48,900) minus $6,656 for classroom lighting controls, plus $7,121 for alt. lighting controls 49,365

GRANDVIEW ELEMENTARY SCHOOL (Energy Retrofit Work) - 12021 W. Florist Ave.

MARED MECHANICAL CONTRACTORS CORPORATION; Mechanical, Temperature Control Work and Air Balancing, as per base bid ($46,000) minus $9,715 for classroom lighting controls, plus $10,153 for alt. lighting controls 46,438

HAMILTON HIGH SCHOOL (Energy Retrofit Work) - 6215 West Warnimont Avenue

MARED MECHANICAL CONTRACTORS CORPORATION; Mechanical, Temperature Control Work and Air Balancing, as per base bid ($71,000) minus $35,864 for classroom lighting controls, plus $36,540 for alt. lighting controls 71,676

HOPKINS SCHOOL (Energy Retrofit Work) - 1503 West Hopkins Street

MARED MECHANICAL CONTRACTORS CORPORATION; Mechanical, Temperature Control Work and Air Balancing, as per base bid ($43,900) minus $16,222 for classroom lighting controls, plus $16,640 for alt. lighting controls 44,318

KOSCIUSZKO MIDDLE SCHOOL (Energy Retrofit Work) - 971 West Windlake Ave.

MARED MECHANICAL CONTRACTORS CORPORATION; Mechanical, Temperature Control work and Air Balancing, as per base bid ($85,000) minus $23,684 for classroom lighting controls, plus $24,493 for alt. lighting controls 85,809

MADISON HIGH SCHOOL (Energy Retrofit Work) - 8135 West Florist Avenue

MARED MECHANICAL CONTRACTORS CORPORATION; Mechanical, Temperature Control Work and Air Balancing, as per base bid ($85,000) minus $23,684 for classroom lighting controls, plus $24,493 for alt. lighting controls 85,809

MILWAUKEE TRADE & TECHNICAL HIGH SCHOOL (Energy Retrofit Work) - 319 W. Virginia Street

MARED MECHANICAL CONTRACTORS CORPORATION; Mechanical, Temperature Control Work and Air Balancing, as per base bid 112,000

NORTH DIVISION HIGH SCHOOL (Energy Retrofit Work) - 1011 W. Center Street

MARED MECHANICAL CONTRACTORS CORPORATION; Mechanical, Temperature Control Work and Air Balancing, as per base bid ($57,800) minus $39,500 for classroom lighting controls, plus $40,050 for alt. lighting controls 58,350

ROOSEVELT MIDDLE SCHOOL (Energy Retrofit Work) - 800 West Walnut Street

MARED MECHANICAL CONTRACTORS CORPORATION; Mechanical, Temperature Control Work and Air Balancing, as per base bid ($93,300) minus $21,165 for classroom lighting controls, plus $22,053 for alt. lighting controls 94,188

SOUTH DIVISION HIGH SCHOOL (Energy Retrofit Work) - 1515 W. Lapham Blvd.

MARED MECHANICAL CONTRACTORS CORPORATION; Mechanical, Temperature Control Work and Air Balancing, as per base bid 80,000

TWENTIETH STREET SCHOOL (Energy Retrofit Work) - 2442 North 20th Street

MARED MECHANICAL CONTRACTORS CORPORATION; Mechanical, Temperature Control Work and Air Balancing, as per base bid ($46,000) minus $22,690 for classroom lighting controls, plus $23,128 for alt. lighting controls 46,438

MILWAUKEE HIGH SCHOOL OF THE ARTS AT WEST DIVISION (Energy Retrofit Work) - 2300 West Highland Avenue

MARED MECHANICAL CONTRACTORS CORPORATION; Mechanical, Temperature Control Work and Air Balancing, as per base bid ($94,000) minus $25,960 for classroom lighting controls, plus $26,855 for alt. lighting controls .....$ 94,895

GRANVILLE ELEMENTARY SCHOOL - 9520 West Allyn Street

ROMAN ELECTRIC COMPANY; Electrical Work, as per base bid ($18,915) minus $3,783 for classroom lighting controls 15,132

KOSCIUSZKO MIDDLE SCHOOL - 971 West Windlake Avenue

SPRING CITY ELECTRIC, INC.; Electrical Work, as per base bid ($14,160) minus $3,486 for classroom lighting controls 10,674

MADISON HIGH SCHOOL - 8135 West Florist Avenue

SPRING CITY ELECTRIC, INC.; Electrical Work, as per base bid ($33,192) minus $6,382 for classroom lighting controls 26,810

FIFTY-FIFTH STREET SCHOOL - 2765 South 55th Street

Division

15A. DEBELAK BROS., INC.; Plumbing, as per base bid ($91,102) and accepting Mandatory Alternate Bid E using cast iron pipe with compression gasket, hub joints and concrete sewer pipe for sizes 12 inches or more for below ground piping with no change to base bid price 91,102

15B. MARED MECHANICAL CONTRACTORS CORPORATION; HVAC, as per base bid ($284,900) minus $24,500 for not providing a boiler as described in Mandatory Alternate Bid I, and minus $5,000 for furnishing and installing Robert Shaw controls in lieu of those specified 255,400

EIGHTY-SECOND STREET SCHOOL - 3778 North 82nd Street

Division

15A. FRITZ THE PLUMBER, INC.; Plumbing, as per base bid 79,392

* * * * *

(ITEM 2) Your Committee also 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:

HI-LITER GRAPHICS; Printing of INFO #57 (174,500 copies) .....$ 23,525.00

CAMERA CORNER; 40 - 16mm Projectors 25,880.00

WISCONSIN AUDIO VISUAL; 101 Overhead Projectors 11,009.00
less 1% cash discount - 15 days

MIDLAND PLASTICS, INC.; 140 Polycarbonate Sheets .....$ 8,107.70
less 1/2% cash discount - 10 days

COMMERCIAL PLASTICS; 136 Polycarbonate Sheets 14,502.04
less 1% cash discount - 10 days

CADILLAC PLASTIC COMPANY; 351 Polycarbonate Sheets 31,210.92

* * * * *

(ITEM 3) Your Committee also recommends a sole source purchase of an IBM Networked Classroom PC System for Steuben Middle School from:

IBM CORP.; 18 student PS/2 workstations, file server, display terminals, printers, software, operating system, and networking capability 39,415.00

* * * * *

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

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	EST VAL:AMT	GIFT:PURPOSE
Allen-Field	Wisconsin Bell	$ 90	Ice cream cup attendance awards
Burdick	Terminal-Andrae Incorporated	240	12 3/8" electric drills for industrial education
Burroughs collator	School fund	1,653	Mita document feeder and
	School fund	4,278	Mita copier and stand
Curriculum and Funded Programs	Comput Ability	9,000	Computer software
Edison	School fund	2,370	computer system for library
Garden Homes	Teachers' soda fund	1,135	9 overhead projectors
Grant	Grant PTO	4,023	Mita Copier and Feeder
	School fund	200	copier stand
Hawthorne	Hawthorne PTO	700	field trips and school programs
King	Mrs. Gloria O'Neal	400	VCR
Kosciuszko	Best Buy	225	VCR
Maple Tree	Maple Tree PTO	3,018	Mita copier
Maryland Avenue	Joan Hollenstein	100	upper grade awards
Milwaukee Tech	School fund	550	Apple fax machine
Muir	School fund	355	typewriter
Neeskara	Mr. & Mrs. Wehr	300	Wooden eagle for auditorium
North Division	Miller Brewing Company	500	Carnegie Hall trip
Parkman	Milwaukee Frontiers	500	incentive programs for students
Robinson	Milwaukee Brewers	510	to purchase basketball uniforms for boys' team
Roosevelt	Roosevelt PTO	11,000	computer equipment
SDA IV	Wisconsin Bell	300	open house expenses
Sixty-fifth Street music	Sixty-fifth Street School PTA	130	stereo record player for the room
	Sixty-fifth Street School PTA	140	35mm camera
South Division	South Division Old Timers	100	to purchase athletic equipment
	Greater Milwaukee Educ. Trust	1,000	for a bilingual newspaper
	School fund	2,349	32 programmable calculators for the math track team
Thirty-fifth Street	School fund	2,800	Copier and spirit duplicator
Vincent	Wisconsin Electric Power Co.	2,500	Kabota Tractor

School fund	1,500	3 two-way radios

SCHOOL	DONOR	EST VAL:AMT	GIFT:PURPOSE
Walker	Musicland	$105	posters and cassettes for student awards
	Milwaukee WAVE	1,400	200 tickets for WAVE games
Webster	School fund	10,000	band uniforms
Zablocki	Zablocki PTO	1,600	Apple lle system with printer
	Zablocki PTO	500	Library books

EXTENSION FUND

Muni Rec	Congress PTA	$200	Safe Halloween Program
	Marshall Snack Bar	200	Safe Halloween Program
	Green Bay Packers	50	Safe Halloween Program
	Fifty-third St. PTA	50	Safe Halloween Program
	Lancaster PTA	100	Safe Halloween Program
	TOTAL	$66,171	

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. Past reports to the School Board revealed a need to perform an assessment of current technology within MPS and to solicit recommendations for a multi-year strategic planning model encompassing administrative and academic areas.

2. In March, 1989, the School Board approved a transfer of funds for systems development to provide funding for such a study. Proposals were solicited from major consulting firms and Kerry Consulting Group (KCG) was selected as the firm most closely matching MPS' objectives for the study. A contract was awarded on June 28, 1989 by the School Board.

3. Management of technology is a critical need in MPS. The priorities of the Superintendent and Secretary-Business Manager in this area are:

    a) Alleviation of the paperwork burden currently being carried by principals, including computerization of information, elimination of multiple requests for the same information and control of requests for information;

    b) Increasing initiatives in the area of instructional technology, including as a first step the filling of the position of instructional technology manager with a person with the technical skill and ability to take leadership in the area of classroom use of new and emerging technological innovations; and

    c) Developing a system master plan for technology, including the development of the ability of the Division of Information Services to support the needs of the district and of individual staff

members in the area of technology, including expansion of the division's ability to provide training and what might be called in general terms, "customer service."

4. The four KCG Senior Consultants spent well over the 640 on-site hours proposed during the past five months. They reviewed all available past reports, contracts, memos, program listings, RFPs, proposals, etc. They conducted over 200 interviews during that time, specifically meeting with a wide variety of MPS central office management staff; community superintendents; school principals, data processing coordinators, and secretarial and clerical staff. In addition, KCG consultants interviewed all Information Systems Division (ISD) management and supervisory personnel and representative professional staff and office support staff. The consultants have also participated in ISD management and Steering Committee Meetings, Fall Assignment Committee Meetings, and Physical Plant Automation Project Team Meetings. They administered an extension systems need assessment, ISD skills and training survey, a vendor Request for Information (RFI), and categorized some 270 MPS reports. The consultants also reviewed the plans and budgets of similar larger districts and contacted several on specific issues. Throughout the project, the consultants attended meetings of the Board of School Directors and conducted bi-weekly status reporting activities with MPS executive management.

5. The report of the Kerry Consulting Group has been sent to Board members under separate cover, and an executive summary is attached. It is recommended that the Board take the following six steps in order to manage technology:

   a) Direction for Technology - Direct MPS' Executive Management to develop a statement of Strategic Direction for Technology for all of MPS.

   b) Report Management - Direct MPS' Executive Management to establish a function outside of ISD for controlling the proliferation of forms and reports required to meet local, state and federal reporting requirements.

   c) Master Plan for Technology - Direct MPS' Executive Management to develop and implement a Master Plan for Technology to define ISD' new roles and expanded responsibilities for instructional and administrative technologies.

   d) The position description of the Manager, Instructional Technology should be altered per the new role described in the Final Report and the position should be funded and filled. The training considerations should also be included in the scope of the redefined ISD Customer Support and training Unit.

   e) Executive Technology Review Committee - Direct MPS' Executive Management to collaboratively establish an Executive Technology Review Committee as an integral part of MPS management.

   f) Positioning ISD - Direct MPS' Executive Management to position the Information Systems Division to support the new MPS Statement of Strategic Direction for Technology by providing for:

      • a mission
      • a new name
      • adequate facilities.

Your Committee gave hearing to the Kerry Consulting Group and other interested parties. The administration will respond to the report at the Finance and Facilities Committee meeting in January.

* * * * *

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

1. On November 29, 1989 (Proc., p. 350), the Board received a communication from Christ The King Baptist Church requesting the use of the North Division High School auditorium for a church choral concert.

2. The representative of the church stated that there would be an admission charge to attend the event with the proceeds to be used to support the activities of their church choir.

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. The school staff has been informed of this request and stated that there would be no conflict involved in the performance being scheduled.

Your Committee recommends that hearing was given to a representative of the Christ The King Baptist Church and 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 Superintendent advised your Committee that:

1. At its meeting of January 12, 1989 (Proc., p. 657-660), the Board approved the "Facility Plan to Meet Enrollment Growth 1989-1993." This plan has been presented to the Board at its October 26, 1988 meeting by the Superintendent and held at the Board level. Contained in this plan were projects totalling $27.5 million for additions and alterations at 55th Street and 82nd Street Schools, replacement of the 8th Street School, and new elementary schools to be located at the former 9th Street School site and Site #76.

2. Current Board policy on naming of schools states that the school shall be named after the street upon which it is located. Schools can be renamed after a person. Current Board policy on naming of a school building after a person is as follows:

   "When a school is named after a person, the person after whom it is named shall have been deceased for a period of not less than 10 years; shall have been a citizen of the United States or shall have rendered valuable service to the United States; and shall have made an outstanding contribution for the public welfare.

   A school named after a person shall not be renamed, except for compelling reasons; and once official action is taken to name a school, the name shall not be changed unless there is a confusion in names."

3. During the past several months the 8th Street School parent group has been working on the naming of the replacement facility to be located at North 12th Street and West Highland Boulevard. The group utilized the following procedure:

   a. Nominations were solicited from a broad base throughout the City of Milwaukee. Nominations for names were received at all schools in Service Delivery Area III, the Central Library, the main Administration Building, and from any student, staff member, or parent at 8th Street School. A total of forty-seven (47) names were received as a result of this solicitation.

   b. All of the names were reviewed by the school/community committee. Upon careful review, the list was pared to a total of ten (10) names. Each person on the committee then rank ordered their top five (5) names to be included on the ballot. The names selected for the ballot were as follows:

Elizabeth Fisher Baird
Mary McLeod Bethune
Mildred Harnack
Sarah A. Scott
Siggenauk

It should be noted that all of the names on the balloc comply with existing Board policy.

c. Separate ballots were created for parents/guardian, student, and staff members as well as a detailed biographical sketches of each candidate. Parent/guardian ballots were mailed to each home with a return date of November 20, 1989 at noon. Concurrently, an election was scheduled for November 20, 1989, in which all students and staff participated. Results of the election are as follows:

Name	Parent	Student/Staff	Total
Elizabeth Fisher Baird	10	20	30
Mary McLeod Bethune	17	80	97
Mildred Harnack	11	31	42
Sarah A. Scott	46	125	171
Siggenauk	34	90	124
Total	118	346	464

Based upon these results, the school/community committee recommended to the Superintendent that the school be named after Sarah A. Scott. The Administration concurs in that recommendation.

4. The current Board policy on naming of schools requires a joint recommendation from the Instruction and Community Relations and the Finance and Facilities Committees. During the discussion of the naming of the Frederick Douglass School in March, 1988 and Ronald E. McNair in December, 1988, concern was raised by some members as to whether to continue this practice or have only the Finance and Facilities Committee recommend to the Board a name. Any change to the policy would have to be referred to the Legislation and Rules Committee of the Board for action. Each committee may wish to recommend such action if they desire.

Your Committee recommends that:

1. The replacement facility for 8th Street School be named Sarah A. Scott Middle School.

2. The current Board policy be amended allowing proposed school name changes to be brought only to the Finance and Facilities Committee; and that this proposed policy change be referred to the Legislation and Rules Committee for future consideration.

* * * * *

(ITEM 8) The Superintendent advised your Committee that:

1. One of the items in the biennial state budget bill vetoed by the Governor was the Board's request to use desegregation settlement monies to provide extended-day kindergarten programs for three year olds, four year olds and five year olds and to provide an extended first grade program for six year olds. The funds were intended to be used for the extended day program at Brown Street School.

2. The original Brown Street request in the desegregation fund appropriation was for S376,300, broken down as follows:

2.0 teachers, K-3, K-4	$ 90,000
14.38 FTE school aides	217,500
10.0 before and after school program staff	55, 000
2.0 assistant coordinators	11,000
clerical services	2,800
Total	$376,300

3. A review of the Brown Street program revealed that some expenses currently funded under Board funds could be charged to the desegregation account, the governor's veto notwithstanding. These are:

3.0 teachers, all day K-5	$135,000
a portion of the school aide funding	75,625
1.0 teacher, Hi-Scope, Grade 1	45,000
Total	$255,625

4. At its meeting on August 30, 1989, the Board transferred $60,338 to operate the program through the first semester:

Original desegregation fund request	$376,300
Less expenses shifted from Board funding to desegregation funds	-255,625
Total to be funded with Board funds	$120,675
Transfer: 50% of amount for 1st semester	$60,338

5. It was intended to reintroduce legislation to fund the program for the second semester. The bill containing the funds was held in committee at the end of the fall legislative session. A transfer is therefore necessary to continue the program for the second semester.

Your Committee recommends that $60,338 be transferred from the School Operations Contingent Fund to the appropriate accounts for Brown Street School for the second semester of the 1989-1990 school year and that the staffing be adjusted as indicated above.

* * * * *

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

1. At its meeting on November 29, 1989 (Proc., p. 351), the Board referred the following resolution, which was introduced by Director Johnson, to the Finance and Facilities Committee:

"WHEREAS, The Supreme Court of the United States of America decided that affirmative action programs in non-federal government bodies is unconstitutional; and

WHEREAS, The Supreme Court and the J. A. Croson Company vs. City of Richmond decided that the City of Richmond contracting plan did not pass the strict-scrutiny test; and

WHEREAS, The Milwaukee Public Schools dropped its race-based affirmative action plan in the area of contracting; and

WHEREAS, No disadvantaged business plan has been developed; therefore, be it

RESOLVED, That the Milwaukee Public Schools will contract with an outside firm who specializes in affirmative action and discrimination suits; and be it

FURTHER RESOLVED, That this firm will examine Milwaukee Public Schools' past practices in contracting and procurement to determine whether MPS passes the United States of America Supreme Court strict scrutiny test."

Your Committee recommends that the administration be authorized to begin working with other taxing units in the development of a cooperative study; and that the administration bring a report back to the Board regarding its progress.

* * * * *

(ITEM 10) The Superintendent advised your Committee that:

1. In May and June of 1989, a task force of parents, students, teachers, aides, and administrators was formed to review problems that were identified at Vincent High School and to recommend solutions. Funds were set aside in the 1989-1990 budget for Vincent and Bay View High Schools for the improvement of school climate.

2. At its August 30, 1989, Board meeting, the Board allocated a portion of the funds for programs designated by Vincent High School.

3. Consultant expenses in the Vincent proposal have been less than expected, and the school is requesting that the funds be reallocated to staff travel. One of the major targeted goals is improving the school culture and climate. Since the group charged with spearheading the effort are primarily teachers, Vincent would like to send two teachers to a national conference that will provide information important to the school's efforts.

Your Committee recommends that $1,800 be transferred from Vincent's consultant account to an account for staff travel.

* * * * *

(ITEM 11) The Superintendent advised your Committee that:

1. In previous years, the camp cook and cook assistant (part-time help) at the winter camping program at the DNR camp at Campbellsport were paid out of the camp rental budget with pay vouchers.

2. The Internal Revenue Service no longer allows Milwaukee Public Schools to use this procedure to pay the cook and cook assistant at the winter camp. The camp cook and cook assistant must be put on a payroll with funds available in the *part-time other* budget.

Your Committee recommends that $5,000 be transferred from the Camp Rental budget line to the Part Time Other budget line in order to pay for the services of the camp cook and cook assistant in the winter camp program for 1989-1990.

* * * * *

(ITEM 12) The Superintendent advised your Committee that:

1. Monies are budgeted in the hourly pay budget line of the Department of Staff Development for costs associated with SBM inservice.

2. These monies have been allocated to the individual schools on a per-staff member basis.

3. The SBM schools need greater latitude in the use of these funds.

4. It is anticipated that the bulk of these monies will be moved to the budgets of the individual schools during the 1990-1991 school year.

Your Committee recommends that $32,062 be transferred from the hourly pay line to the substitute line, $25,596 to the consultant line, and $19,200 to the registration (other expenses) budget line within the Department of Staff Development budget.

* * * * *

(ITEM 13) The Superintendent advised your Committee that:

1. The Talent Fees line item in the Curriculum and Instruction budget for radio had been used to pay for part-time staff in the past. These individuals were paid via a Payment Request.

2. Recent changes in accounting procedures to accommodate changes requested from the Internal Revenue Service have put these same individuals on the MPS payroll with appropriate federal deductions.

3. The Talent Fees account is not payable from a payroll status, but can be paid for by the Part-time Other account.

Your Committee recommends that $20,000 be transferred from the Talent Fees account in the Office of Radio, TV, and School Media to the Part-Time Other budget line to pay for part-time broadcasters and interns.

* * * * *

(ITEM 14) The Superintendent advised your Committee that:

1. Board-funded field trips are provided for all grade 3 students to the MPS Zoo lab, and to all grade 4 and grade 8 students to the MPS planetariums.

2. Three specially trained teachers are required to operate the equipment and present the lessons at the zoo lab and the planetariums. These three teachers are on the MPS substitute teacher list.

3. Although these teachers are on the MPS substitute teacher list, they must be paid from the *Part Time Other a*ccount. The sum of $24,000 is required to pay these substitutes for the 1989-1990 school year.

4. In the reorganization of central office, the money for these field trips was inadvertently omitted from this budget line.

Your Committee recommends that $24,000 be transferred from the Contingent Fund to the Part Time Other budget line to pay for these specially trained substitute teachers required for these field trips.

* * * * *

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

1. Public Law 874 provides funding aid to school districts for pupils residing on federal properties, pupils whose parents are employed on federal properties and pupils who are in the uniform services.

2. Federal regulations require that school districts applying for Public Law 874 funds must annually file a resolution approved by the Board of School Directors designating the authorized representative to act on matters pertaining to funding under the law.

3. The Secretary-Business Manager has been the Board's authorized representative since 1982.

Your Committee recommends that the Board adopt the following resolution:

Resolved, by the Milwaukee Board of School Directors, that 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 16) The Superintendent advised your Committee that:

1. The school district currently provides a fire safety curriculum to the first grade level (1989-1990 school year) and did the same during 1988-1989 at the kindergarten level. Funded by the Board of School Directors and the Milwaukee Fire Department annually at $10,000 each, the program designed by the National Fire Protection Association involves ten hours of instruction during the school year.

2. The Fire Education Center/Survive Alive House (to be located at the Beecher Fieldhouse, 2059 South Twentieth Street) was first announced to the public during a groundbreaking ceremony in July 1988. The Center will provide children a hands-on training experience on what to do in the event they are caught in a fire. Classroom texts and lectures precede the center visit.

3. A construction bid of $342,000 (Phase I) far exceeded the projected cost estimate of S265,000. The administration needs to continue seeking funds for the project to make up this difference. If efforts are not successful, a request for $50,000 will be included in the 1990-1991 budget requests.

4. Two fire education centers exist in the greater Milwaukee community, West Allis and Cedarburg, but participation is limited to their respective communities.

Your Committee recommends that continued efforts be made to secure additional funds for Phase I and Phase II (site development) through the City of Milwaukee, Office of the Mayor, local and national foundations, and community organizations.

* * * * *

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

1. With the completion or substantial completion of several of the 18 active Construction Fund projects a surplus has been identified.

2. Because the funding is so tight for the new and future approved projects, this identified surplus needs to be reallocated to meet immediate needs.

Available 3. Projects with Excess Funding	Projects with Excess Funding

a.	#936 - Fratney Remodeling	$+160,970.00
b.	#926 - 53rd St. Addition	+ 27,798.00

Available Projects with Excess Funding	Projects with Excess Funding
c. #925 - Clemens Addition	+159,450.00
d. #924 - Clement Ave. Addition	+154,198.00
e. #914 - Brown St. Renovation	+ 46,783.00
f. #910 - Tippecanoe Remodeling	+231,119.00
g. #909 - Thoreau Remodeling	+107,917.00
h. XXX - Labor Reduction from School Operations	+425,000.00
TOTAL.	$1,313,235.00

4. Projects Requiring Additional Funding	Deficit Balance
a. #934 - Juneau High Renovation	$ -39,923.00
b. #933 - Bruce Addition	-158,290.00
c. #929 - Hazardous Substances	-424,445 00
d. #927 - Storage Warehouse Project	-3,957.00
e. #916 - Gaenslen School	-156,599.00
f. #907 - 55th St. Addition	-232,000.00
g. #905 - 82nd St. Addition	-200,000.00
h. #??? - Aging Schools Design Work (New Project)	-155,000.00
TOTAL	$-1,370,214.00

Your Committee recommends that the above identified Construction Fund reallocations be approved.

* * * * *

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

1. Pursuant to Business Department procedure to not have completed projects remain open in the construction fund, there are two identified completed projects:

   a. Project #927 - Storage Warehouse
   (positive balance of $16,299)

   b. Project #934 - Juneau Remodeling
   (negative balance of $39,923)

2. No additional construction funding will be applied to these project numbers in the immediate future.

Your Committee recommends that the above listed projects be officially closed and purged from the files.

* * * * *

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

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

2. During the 1988-1989 fiscal year, the Food Services Fund generated revenue in excess of expenditures, totaling $499,000. This excess has been audited by our external auditors.

3. During the 1989-1990 budget cycle, the Food Services Division had planned for the purchase and installation of needed equipment at various school sites. Only a small portion of the original request was recommended and approved.

4. Sufficient funds exist within the Food Services Fund for the purchase and installation of the equipment which did not survive the 1989-1990 budget process. The school sites and equipment to be purchased are listed in the attachment.

5. Transfer of funds from the Food Services Fund balance will not adversely affect the amount of money required to maintain ongoing food service operations.

Your Committee recommends that $350,000 be transferred into the appropriate Food Services Division accounts.

* * * * *

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

1. The Board of School Directors has made a long standing commitment to nondiscrimination and equal employment opportunity. However, the Board had never conducted a self-analysis to determine the need for an affirmative action plan.

2. At its meeting on July 26, 1989 (Proc., p. 150), the Board approved the hiring of a consulting firm, Walker & Walker, Inc., to conduct an affirmative action analysis. Requirements for the study included:

   a. A review of the categorization of job titles used within the employer's work force and recommendations for modification.

   b. A definition of the relevant external labor market.

   c. A determination of the availability of minorities and women within the external labor market.

   d. A comparison of the employer's internal work force with the external work force.

   e. Analysis reports on the above items.

3. Walker & Walker, Inc. has completed the analysis and submitted its report to the Superintendent and the Secretary-Business Manager.

4. Insufficient funds exist in the Secretary-Business Manager's Consultant Services Account to pay the consultant's invoice in the amount of $35,299.

Your Committee recommends that:

1. $15,000 be transferred from the Physical Plant - Consultant Services Account.

2. $10,000 be transferred from the Accounting Division - Salary Account and $10,000 be transferred from the Internal Audit - Salary Account to the Secretary-Business Manager's Consultant Services Account to allow payment of the consulting contract.

* * * * *

(ITEM 21) The Secretary-Business Manager advised your Committee that:

1. Wisconsin Statutes require an annual financial audit of the school district operations and an opinion of an independent certified public accountant.

2. State and Federal statutes and regulations require an audit of State and Federal funded programs.

3. The district's books and accounts were audited by the firm of Touche Ross & Co. for the year ended June 30, 1989.

Your Committee recommends that the reports and opinions of the auditors be placed on file.

* * * * *

(ITEM 22) 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 14, 1989:

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 November 30, 1989, 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	$ 36,784,155	$ 437,265,119	7.8%
Categorically Aided	22,430,383	14,301,493	36,731,876	5,756,430	30,975,446	15.7%
Food Services	18,625,869	0	18,625,869	4,984,542	13,641,327	26.8%
Construction	34,400,000	217,195	34,617,195	1,416	34,615,779	0.0%
Extension	9,002,821	64,000	9,066,821	315,302	8,751,519	3.5%

C. Statement of Expenses

The Secretary-Business Manager submitted the following Statement of Expenses as of November 30, 1989, showing the following totals for the School Operations, Categorically Aides, Food Services, Construction, and Extension Funds:

	Adopted Budget	Approved Transfers (1)	Revised Budget	Year-to-Date Expenditures	Unexpended Balance	Percent Expended
School Operations	$ 472,668,315	$ 1,380,959	$ 474,049,274	$ 146,491,899	$ 327,557,375	30.9%
Categorically Aided	22,430,383	14,301,493	36,731,876	9,192,827	27,539,049	25.0%
Food Services	18,625,869	0	18,625,869	5,913,065	12,712,804	31.7%
Construction	34,400,000	217,195	34,617,195	6,002,864	28,614,331	17.3%
Extension	9,002,821	64,000	9,066,821	3,309,551	5,757,270	36.5%

(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 November 30, 1989, and payrolls through November 24, 1989.

D. Monthly Report on Expenditure Controls

E. Report of Financial Audit for the Year Ended June 30, 1989

F. Report on Plans to Reopen Kilmer School

* * * * *

Separate consideration having been requested of Items 6, 8, 14, 17, and 18, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Item 6 of the report, relating to issuance of a building use permit to a religious organization, having been set aside for separate consideration, Director Mallory moved for suspension of Board rules and adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Item 8 of the report, relating to a Contingent Fund transfer to continue the Early Childhood program at Brown Street School, having been set aside for separate consideration, Director Mallory moved for adoption of the report.

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

Ayes—Directors Bills, Mallory, Mitchell, and Pajewski—4.

Noes—Directors Johnson, O'Connell, O'Neil, Stacy, and President Cullen—5.

Item 14 of the report, relating to a Contingent Fund transfer for specially trained substitute teachers on field trips, having been set aside for separate consideration, Director Stacy moved for adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Item 17 of the report relating to the reallocation of Construction Fund monies to identified Construction Fund projects, and Item 18 of the report relating to officially close and purge from the files two identified completed construction projects, having been set aside for separate consideration, Director Stacy moved for concurrence. Director Stacy asked for clarification. Secretary-Business Manager Peterburs stated there was a typographical error on item 18 b, which should read $3,957.

The motion to approve the reports as corrected prevailed, the vote being the same as that preceding:

Ayes—9; Noes—0.

REPORTS OF SPECIAL COMMITTEES

The Secretary-Business Manager presented eleven reports of the Independent Hearing Panel of the Board of School Directors.

Director Mallory moved to accept the reports of the Independent Hearing Panel of the Board of School Directors of December 4, 1989; three on December 6, 1989; December 13, 1989; December 14, 1989 at 3:00 PM and 3:45 PM; December 18, 1989; December 19, 1989 at 2:30 PM and 3:15 PM; and December 20, 1989.

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

Ayes—9; Noes—0.

UNFINISHED BUSINESS

Director Johnson requested that his resolution relative to the noticing of Committee Chairperson meetings, which was held at Board level, be brought up for discussion at this meeting.

Director Stacy moved concurrence.

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

Ayes—Directors Johnson, O'Connell, O'Neil, and Stacy—4.

Noes—Directors Bills, Mallory, Mitchell, and Pajewski, and President Cullen—5.

COMMUNICATIONS AND PETITIONS

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

Communication from Charles Willsey of General Electric requesting district participation on the annual UPAF drive.

Referred to the Committee on Finance and Facilities.

RESOLUTIONS

Director Stacy:

WHEREAS, District administrative staff are sometimes involved in consulting activities, speaking engagements, lecturing or other professional activities outside the Milwaukee Public Schools; and

WHEREAS, These outside activities should not conflict with MPS responsibilities commitments and should not impose a financial burden upon the district; and

WHEREAS, It is imperative that key district personnel plan such off-site activities in a collective manner to assure continuity in the decision-making process; therefore, be it

RESOLVED, That the Office of Internal Audit will review current policies, practices and behaviors relative to outside consulting and honorariums; and be it

FURTHER RESOLVED, That the Office of Internal Audit will report back to the Board in March with its specific findings and recommendations for policy changes.

Referred to the Committee on Personnel and Negotiations.

The Board adjourned at 9:25 PM.

JOHN J. PETERBURS
Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of December 31, 1989

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	324	358		8	574	7	38	47	8		682
K3	96	101		2	109	7	11	62	6		197
PK	553	270		5	492	9	44	259	14		823
K4	1649	1625		21	1545	115	313	1243	37		3274
K5	4311	3949		99	4390	274	764	2645	88		8260
01	4852	4449		102	5291	339	866	2597	5106		9301
02	4236	4086		93	4625	269	816	2420	99		8322
03	4070	3833		95	4486	252	710	2284	76		7903
04	4092	3575		99	4611	228	740	2196	93		7967
05	3731	3647		87	4279	197	701	2035	79		7378
06	3457	3191		90	3813	171	620	1892	62		6648
07	3300	3129		84	3730	138	570	1836	71		6429
08	2921	2966		61	3303	197	542	1723	61		5887
09	4081	2740		103	4320	200	757	2360	81		7821
10	3570	3491		84	3828	175	564	2346	64		7061
11	2793	2920		61	2909	178	434	2066	65		5713
12	2101	2387		45	2224	143	284	1752	40		4488
13	4							4			4
Invalid	4				3			1			4
TOTAL	50145	48017		1139	54532	2899	8744	29768	1050		98162

Total Active Detached..... 64 (Included above) Total Suburban Transfers—4979

Total Inactive..... 707 (Not included above)

Brown Deer	164	Greendale	278	New Berlin	67	St. Francis	111
Cudahy	190	Greenfield	284	Nicolet	181	Wauwatosa	720
Elmbrook	141	Hamilton	6	Oak Creek	284	West Allis	440
Fox Point	135	Maple Dale-Indian Hills	82	Shorewood	277	Whitefish Bay	316
Franklin	238	Menomonee Falls	241	South Milwaukee	272	Whitnall	280
Glendale-River Hills	130	Mequon-Thiensville	142				

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1753	75.8	119.0	5.0	North Division	1277	76.2	106.0	6.0
Custer	1116	77.3	87.0	5.0	Pulaski	1781	75.3	115.0	5.0
Hamilton	1766	83.0	113.0	5.0	Riverside	1635	83.9	113.0	5.0
Juneau	860	80.3	65.0	4.0	South Division	1872	72.3	139.0	5.0
King	1182	93.0	72.0	3.0	Vincent	1612	77.7	110.0	5.0
Madison	1812	76.2	113.0	5.0	Washington	1509	79.3	119.0	5.0
Marshall	1201	77.3	92.0	4.0	HS of the Arts	702	93.9	55.0	3.0
Milwaukee Tech	1891	89.8	124.0	4.0	TOTAL	21969	80.0	1542.0	69.0
MIDDLE SCHOOLS									

Audubon	980	86.7	66.0	3.0	Parkman	596	85.3	45.0	3.0
Bell	926	88.6	63.0	3.0	Robinson	78	92.0	38.0	2.0
Burroughs	907	89.2	59.0	3.0	Roosevelt	623	91.9	42.0	2.0
Edison	833	89.8	64.0	3.0	Sholes	835	85.6	58.0	3.0
Eighth St.	336	92.9	27.0	2.0	Steuben	902	91.9	59.0	3.0
Fritsche	965	87.1	67.5	3.0	Walker	859	84.0	57.0	3.0
Fulton	678	80.5	53.0	3.0	Webster	972	88.5	62.0	3.0
Kosciuszko	745	82.	62.0	3.0	Wright	800	90.7	56.0	4.0
Morse	1012	93.3	65.0	3.0					
Muir	950	86.3	64.5	3.0	TOTAL	14400	88.0	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	423	98.8	17.2	1.0	Hopkins	772	92.1	45.5	2.0
Allen Field	1027	90.3	50.0	2.0	Humboldt Park	544	91.6	26.6	1.5
Auer	638	93.0	34.8	1.5	Irving	733	95.6	36.0	2.0
Barton	572	92.7	27.0	1.0	Kagel	446	90.2	23.0	1.0
Berger	553	89.5	31.6	1.5	Keefe Av.	635	89.2	39.2	1.5
Brown St.	578	90.1	35.0	2.0	Kilbourn	367	91.4	20.5	1.0
Browning	435	93.2	21.3	1.0	Kluge	580	91.1	30.1	1.5
Bruce	570	90.3	27.1	1.5	LaFollette	671	91.7	39.8	2.0
Bryant	572	91.7	29.0	1.5	Lancaster	558	92.9	29.0	1.0
Burbank	556	91.4	22.8	1.0	Lee	666	89.2	36.8	1.5
Burdick	490	87.6	29.6	1.5	Lincoln Av.	653	90.5	30.5	1.5
Carleton	527	92.8	24.1	1.0	Lloyd St.	574	92.9	28.0	1.0
Cass	583	88.6	35.6	2.0	Longfellow	629	91.0	28.8	1.5
Clarke	513	91.9	30.3	1.0	Lowell	288	90.8	12.9	1.0
Clemens	399	91.5	20.2	1.0	MacDowell	547	91.2	26.0	1.0
Clement	469	91.4	21.0	1.0	Manitoba	371	93.3	32.5	2.0
Congress	493	90.3	23.9	1.0	Maple Tree	522	92.8	23.0	1.0
Cooper	419	89.0	21.5	1.0	Maryland Av.	327	91.2	19.2	1.0
Curtain	348	91.4	16.7	1.0	Mitchell	756	88.4	33.5	1.5
Doerfler	678	90.8	30.0	1.5	Morgandale	598	92.1	25.8	1.5
Douglass	308	94.9	15.7	1.0	Neeskara	420	94.7	27.5	1.0
Dover	642	90.7	26.1	1.5	Ninety-fifth	354	93.5	17.1	1.0
Eighty-eighth	368	94.8	17.9	1.0	Palmer	586	91.4	39.8	2.0
Eighty-first	477	91.9	19.8	1.0	Parkview	378	92.4	18.5	1.0
Eighty-second	413	92.6	17.2	1.0	Phillip	325	92.3	17.7	1.0
Elm	379	94.0	20.0	1.0	Pierce	606	89.1	30.0	1.5
Emerson	298	92.3	16.9	1.0	Riley	621	90.3	29.6	1.5
Engleburg	486	93.3	26.6	1.0	Seventy-eighth	562	88.7	29.0	1.0
Fairview	450	91.6	27.5	1.0	Sherman	593	94.5	27.7	1.5
Fernwood	499	89.0	27.0	1.0	Siefert	611	89.9	34.0	1.5
Fifth-fifth	372	94.4	14.9	1.0	Silver Spring	374	90.1	18.7	1.0
Fifty-third	394	93.4	18.4	1.0	Sixty-fifth	358	91.8	20.5	1.0
Forest Home	834	91.7	38.5	2.0	Sixty-seventh	338	90.2	15.7	1.0
Franklin	603	92.3	40.6	1.5	Story	546	94.3	30.5	1.5
Fratney	330	90.7	18.7	1.0	Stuart	335	93.0	16.0	1.0
Gaenslen	615	88.7	56.0	2.0	Thirty-eighth	561	95.1	26.9	1.5
Garden Homes	526	90.4	29.1	1.5	Thirty-fifth	338	92.3	14.9	1.0
Garfield	447	93.1	28.0	1.0	Thirty-first	540	93.7	29.1	1.0
Garland	364	91.2	14.9	1.0	Thirty-seventh	651	96.6	30.1	1.5
Golda Meir	259	96.0	12.8	1.0	Thoreau	700	93.5	31.0	1.5
Goodrich	*	*	23.0	1.0	Tippecanoe	240	93.1	12.5	1.0
Grandview	*	*	17.5	1.0	Townsend	505	94.7	20.5	1.0
Grant	578	90.9	26.2	1.0	Trowbridge	340	88.1	17.4	1.0
Grantosa	630	93.3	30.5	1.5	Twentieth	666	79.0	36.3	1.5
Granville	467	92.9	21.5	1.0	Twenty-first	627	92.9	34.5	1.5
Green Bay Av.	585	91.7	30.6	1.5	Twenty-fourth	331	92.4	21.0	1.0
Greenfield	407	94.8	17.0	1.0	Twenty-seventh	699	91.4	38.0	2.0
Hampton	609	90.5	27.0	1.5	Victory	560	88.6	27.0	1.5
Happy Hill	535	92.1	23.3	1.5	Vieau	682	91.5	35.1	2.0
Hartford	609	92.7	32.2	1.5	Whitman	450	86.8	22.5	1.0
Hawley	319	93.9	14.4	1.0	Whittier	216	94.1	8.9	1.0
Hawthorne	400	92.9	18.0	1.0	Wisconsin Av.	696	90.8	28.8	2.0
Hi-Mount	483	92.1	24.3	1.0	Zablocki	675	77.9	31.0	1.5
Holmes	716	92.0	45.6	2.0	TOTAL	53966	91.6	2812.0	138.0

*Data not available for this month

OTHER SCHOOLS

Craig	72	71.0	11.0	1.0	Lincoln Alt. HS	87	62.6	7.5	1.0
Demmer	31	73.9	2.0	1.0	Lincoln Voc.Lab.	71	67.3	18.0	1.0
Hayes	83	73.5	12.0	1.0	Manitoba Ortho.	109	87.8	0.0	0.0
Kilmer	201	82.1	17.5	1.0	Pleasant View	123	74.5	23.0	1.0
Lady Pitts	200	60.3	16.0	1.0	Sixty-eighth	169	75.4	10.0	1.0
Lapham Park	97	75.3	10.0	1.0	Commun. Based	712		9.0	1.0
					TOTAL	1955	73.1	136.0	11.0
					MPS TOTAL	92290	87.8	5498.0	270.0

SUPERINTENDENT'S MONTHLY REPORT as of December 31, 1989
EXCEPTIONAL EDUCATION PROGRAM
ETHNIC SUMMARY

	Amer. Indian		Black		Asian		Hispanic		White		Other		Total		Program Total
System Totals	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	Prim	Sec	
Learning Disab.	39	0	1681	13	15	0	275	1	883	13	24	0	2917	27	2944
Emotion. Dist.	15	0	1122	33	3	0	93	2	497	20	25	1	1755	56	1811
Autistic	0	0	64	7	3	0	4	0	45	2	1	0	117	9	126
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	2	1	35	28	2	0	4	3	20	32	0	1	63	65	128
Physically Hdcp.	3	2	201	107	9	4	39	10	169	138	8	5	429	266	695
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	1	0	72	21	13	0	10	1	94	16	9	0	199	38	237
Mentally Ret.	11	2	1081	167	11	3	103	22	378	101	10	6	1594	301	1895
Speech/Languag	36	16	1436	1082	34	23	190	168	980	661	30	28	2706	1978	4684
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par. Disability Total	107	21	5692	1458	90	30	718	207	3066	983	107	41	9780	2740	12520
Ethnic Totals	128		7150		120		925		4049		148		12520		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JANUARY 31, 1990

Regular meeting of the Board of School Directors called to order by President Cullen at 8:14 PM.

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

Absent—None.

JOINT COMMUNICATION FROM THE SUPERINTENDENT AND THE SECRETARY-BUSINESS MANAGER

January 31, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

Negotiations have been completed between the Milwaukee Board of School Directors and Local 150 (Food Service Managers, Food Service Assistants, and Handicapped Children's Assistants). 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 (July 1, 1989, through June 30, 1992).

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

JOHN J. PETERBURS
Secretary-Business Manager

Attachment

Director Bills moved approval and adoption of the contract.

The motion prevailed, the vote being as follows:

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

Noes—None.

SUPERINTENDENT'S COMMUNICATIONS

(Item 1)

January 31, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

Before the Board for consideration this evening are recommendations for the reappointment of probationary personnel (Report of the Personnel and Negotiations Committee, Item 4).

Since the time of the Committee meeting, it has been discovered that there are two errors in the list:

1. Linda Peters received tenure in May of 1987, and should not be listed in the report (page 20).
2. Derek Brewer is listed as completing six semesters. Due to a break in services, Mr. Brewer is actually completing two semesters at this time (page 21).

It is recommended that the list be amended to include these corrections.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Director Bills moved to adopt Item 4 of the Personnel and Negotiations Committee with the Superintendent's corrections.

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

Ayes—9; Noes—0.

(Item 2)

January 31, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

Before the Board for consideration this evening are recommendations regarding the Hi-Mount Neighborhood Project (Report of the Personnel and Negotiations Committee, Item 11). The item was forwarded to the Board without recommendation pending receipt of an opinion from the Board's attorneys.

Opinions from David Tatel of Hogan and Hartson and from City Attorney Grant Langley are attached. The attorneys' opinions express concerns regarding the definition of a "pro-integrative move" and the preference for home buyers over renters.

I intend to ask our attorneys to continue to review one of the standards in the definition of the pro-integrative move, I believe, however, that the Board should proceed this evening, pending this review. I have eliminated the preference for home buyers in the revised recommendations below.

Additional concerns have been raised by Board members and others regarding the displacement of students currently attending Hi-Mount School and the relationship of the project to the forthcoming proposal by Dr. Charles Willie. I am recommending that the seats be reserved at the entry level, so that no students currently at Hi-Mount would be displaced. Additionally, I am recommending that the project be authorized for two years, with an evaluation in the light of any plans the Board may adopt resulting from Dr. Willie's report.

I am therefore recommending that the Board adopt the following revised recommendations:

1. That the Board express support for the racial integration of neighborhoods and authorize the administration to participate in an experimental program of neighborhood stabilization in the Hi-Mount attendance area in cooperation with the Department of City Development, the Washington Heights Neighborhood Association and the Milwaukee Board of Realtors.

2. That the Board adopt a policy which allows the administration to reserve 30 entry level seats at the Hi-Mount School for students who live in the Hi-Mount attendance area. Priority for enrollment shall be to the following students:

a. A student whose family has made a pro-integrative move into the Hi-Mount attendance area ~~and occupies an owner occupied residence in the attendance area.~~ The criteria established by

the Center for Integrated Living in defining a pro-integrative move shall be used by MPS; namely;

1. A move into a dwelling in a census tract where persons of the same minority or non-minority classification comprise 15% or less of the population, based on 1985 census data; or

2. A move into a dwelling in a census tract where the percentage of persons of the same minority or non-minority classification changed by at least 10% between 1980 and 1985.

b. A student on whose behalf the Hi-Mount School was contacted about his or her attendance at Hi-Mount prior to the family's occupancy of a residence in the attendance area.

3. That the Board direct the administration to continue to have its attorneys review the second standard above (change by at least 10%) for its legal appropriateness, with any recommended modifications to be brought to the Board by the time of its regular February meeting.

4. That this authorization be granted for the 1990-91 and 1991-92 school years, and that the Board instruct the administration to provide regular reports on the progress and viability of the experiment to the Board.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Ordered held until consideration of Item 11 of the report of the Committee on Personnel and Negotiations.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of December 1, 1989, through December 29, 1989, 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. 11176 to 14140, inc.

Payrolls (net withholdings).....	$15,261,447.91
Accounts.....	32,497,761.63
	$ 47,759,209.54

CONSTRUCTION FUND

Accounts, Voucher nos. 579 to 633, inc. $ 608,081.00

EXTENSION FUND

Payrolls and Accounts, Voucher nos. 923 to 1151, inc.

Payrolls (net withholdings)	$ 307,278.56	
Accounts	442,453.24	
		$ 749,731.80
TOTAL		$ 49,117,022.34

Respectfully submitted,

JOHN PETERBURS
Secretary- Business Manager

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

Ayes—9; Noes—0.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

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

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 relative to full-time classified employes, the Superintendent and the Secretary-Business Manager presented a joint report to your Committee recommending the following appointments and promotions, effective as of the dates indicated:

APPOINTMENTS

Name and Assignment	Date	Position and Salary	Increment Date
Daniel Aldi Repair	12-18-89	Building Laborer $14.53/hr.($29,060.00/yr.) (Replacement for retirement)	12-18
Scott Baake Repair	12-12-89	Building Laborer $14.53/hr.($29,060.00/yr.) (Replacement for retirement)	12-12
James Dondlinger School Media	12-1-89	T.V. Production Asst. $23,537.54/yr. (Replacement for leave)	07-10

Name and Assignment	Date	Position and Salary	Increment Date
Bruno Gawinek Plant Operation	11-27-89	Boiler Attendant $21,071.96/yr. (Replacement for promotion)	11-27
Paul Kobza Info Systems	01-15-90	Duplicating Equip. Op. $18,928.00/yr. (Replacement for termination)	01-15
Robert Monday Purchasing/Stores	11-20-89	Material Handler I $22,400.82/yr. (Replacement for retirement)	11-20
Steve Nekich Repair	12-04-89	Plasterer $15.49/hr.($30,980.00/yr.) (Replacement for retirement)	12-04
Daniel Thompson Plant Operation	11-27-89	Boiler Attendant $21,071.96/yr. (Replacement for promotion)	11-27
		PROMOTIONS	
Kelvin Beene Plant Operation	12-25-89	Boiler Attendant $21,071.96/yr.	12-25
Mark Gray Plant Operation	11-27-89	Bldg. Service Helper II $17,118.92/yr.	11-27
Gracie Hall McNair	01-03-90	Food Service Mgr. I $11,727.40/yr.	01-03
McKenzie King Edison	12-25-89	Boiler Attendant $21,071.96/yr.	12-25
Jane Weimer Elm	12-12-89	Food Service Mgr. I $10,235.90/yr.	12-12
Robert Wagoner Plant Operation	12-24-89	School Engineer III $31,638.88/yr.	12-24
Ronald Werner Palmer	12-03-89	School Engineer II $28,259.14/yr.	12-03

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 September 1, 1989, and September 13, 1989, inclusive, under suspension of Section 3.12(4) of the Board's rules:					
(r)	Guenther W. Berg Reading	B	$25,680	5	September, 1990
Effective between September 27, 1989, and October 9, 1989, inclusive, under suspension of Section 3.12(4) of the Board's rules:					
(r)	Cynthia A. Plennes Kindergarten (half-time)	B	$10,482	0	September, 1990
(nr)	James R. Schlicht Elementary	B	$25,680	5	September, 1990
Effective between October 10, 1989, and October 20, 1989, inclusive, under suspension of Section 3.12(4) of the Board's rules:					
(nr)(b)	Susan E. Watson Vocal Music	C	$33,764	10.5	February, 1990
Effective between November 3, 1989, and November 15, 1989, inclusive, under suspension of Section 3.12(4) of the Board's rules:					
(nr)	James E. Korsi Upper Elementary	B	$20,964	0	November, 1990
(nr)	Randolph J. Kress Data Processing/Computer Science	B	$20,964	0	November, 1990
(nr)(b)	Karen A. Wertschnig Elementary	B	$27,547	5.5	April, 1990
Effective between November 16, 1989, and November 29, 1989, inclusive:					
(nr)(b)	Michelle G. Greb French	B	$24,632	4. 1	November, 1990
Effective between November 30, 1989, and December 12, 1989, inclusive:					
(nr)	Nancy E. Beitzel Learning Disabilities	B	$20,964	0	December, 1990
(nr)(a)	Terina G. Edwards Upper Elementary	B	$20,964	.9	January, 1990
(nr)	Jacqueline E. Ruiz Spanish	B	$20,964	0	December, 1990

	Teachers - Schedule I	Division	Salary	Years of Experience Credit	Increment Date
Effective between December 13, 1989, and January 3, 1990, inclusive:					
(r)	Jacqueline Gutierrez Bilingual Elementary	B	$20,964	0	January, 1991
(r)	Elvia Hernandez Bilingual Elementary	B	$20,964	0	January, 1991
(nr)	Elias A. Lozada Spanish	B	$25,680	5	January, 1991
(nr)	Talitha S. Lozada Bilingual Elementary	B	$25,680	5	January, 1991
Effective between January 17, 1990, and January 29, 1990, inclusive:					
(r)	Nancy A. Altenburg Spanish	B	$20,964	0	February, 1991
(r)	Eugene G. Garrison Elementary	B	$25,680	5	February, 1991
(r)	Tongenell L. Hersey EC:EEN	B	$20,964	0	February, 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 appointed to the classification indicated, effective upon assignment following approval by the Board of School Directors:

ADMINISTRATIVE APPOINTMENT

(r)	Karen D. Fowler (Food Services)	Field Supervisor I $32,000.00	Schedule III, Range 5c

(r) Resident

* * * * *

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

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

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

Alvarez, Orlando E. - Wright
Amukele, Rosaline O. - Alcott
Anderson, Geralyn B. - Palmer
Araujo, Bridget - Douglass
Axline, Sandra L. - 20th Street

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. - Elementary Zone
Brick, Susan M. - LaFollette
Britton, Kimberly - Craig
Brusha, Sandra A. - Clemens
Buczek, Jeffrey D. - North Division

Bugnacki, Todd W. - Fulton
Burns, Edward J. - Bell
Burris, Alethea A. - Sherman
Buss, Robert T. - Lee
Byzewski, Jennifer L. - Brown Street

Camacho, Luis E. - Secondary Zone
Campbell, Colleen - Wright
Cheyne, Michele C. - Hamilton
Chudy, Kathleen A. - Alcott
Clark, Adlena A. - Gaenslen

Clark, Denise A. - Hopkins 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
Dahlke, 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. - Secondary Zone
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

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Dunn, Mary K. - 2lst Street
Ebert, Ruth E. - 81st Street
Edwards, Elizabeth M. - Edison
Ehlinger, Nancy M. - King
Ergen, Gregory C. - City-Wide Zone

Erlich, Dori - Secondary 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 R. - 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. - Victory

Gaddy, Gwendolyn L. - Zablocki
Gage, Katherine M. - Mitchell
Galaszewski, Karen L. - Gaenslen
Gales-Stamsta, Gail A. - Fernwood
Gaudynski, Susan - Franklin

Gesell, Susan M. - Elementary Zone
Gibson, Jennifer L. - Maple Tree
Giwosky, Julie A. - Emerson
Goetz, Kathryn A. - 8th Street
Gonzalez, 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

Hansen, Teresa J. - Wright
Harrington, Patrick J. - Elementary Zone
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
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. - Elementary Zone
Iwanski, 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. - Secondary Zone
Joys, Kathryn A. - Lancaster
Kabat-Silverstein, Debra L. - 38th Street
Kadera, Mary L. - 8th Street
Kaiser, Rosemarie - Morse

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

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. - Secondary Zone
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
Kurth, 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 - Secondary Zone
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
Mamon, June R. - Secondary Zone
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

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

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
Nelson, Kim M. - Pierce

Nennig, Therese M. - Holmes
Nesmith, Karen J. - Berger
Neubert, James B. - Elementary Zone
Nichols, Julie A. - Pierce
Nichols, Marilynn J. - Webster

Nicksic, Rosemarie J. - Goodrich
Nolan, Patricia M. - Kosciuszko
Nunes, Marcia G. - Kagel
Nwagbaraocha, Victor C. - Trowbridge
O'Day, Kelly K. - Parkman

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Olson, Mary K.- Elementary Zone
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
Palmieri, 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
Poole, Jeanette R. - Brown Street
Powell, David M. - North Division
Powell, Susan C. - Kagel

Pryzbyla, Daniel J. - Parkman
Pucci, Suzanne M. - South Division
Purefoy, Cornelia V. - 65th Street
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. - Secondary Zone
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. - Elementary Zone
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
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. - Secondary Zone
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 - Elementary Zone
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. - Elementary Zone
Stardust, Merry L. - Auer Avenue

Steavpack, Kimberly A. - Siefert
Steinacker, Teresa A. - Philipp
Stoltz, Paul L. - Elementary Zone
Stone, Amy L. - Palmer
Stoner, Mary S. - Clement Avenue

TEACHERS AND TEACHER LIBRARIANS
(Completing One Semester)

Suggs, Pamela L. - Kosciuszko
Sujud, Abdullah M. - Riverside
Sullivan, Mary L. - Pulaski
Swieciak, Sue A. - Muir
Szewczuga, Heidi M. - Story

Tauferner, Deborah L. - Robinson
Taylor, Jeffery A. - Wright
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
Vail, Mary M. - Morgandale
VanDerLoop, Christine - Lincoln Downtown Ctr.
Voigt, Fred C. - Hopkins Street

Walker, Jacqueline S. - Muir
Walsh, Cathleen B. - Hampton
Wastrack, Richard H. - Kosciuszko
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, Deborah A. - Day-to-Day
Williams, Donovan - Morse
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

TEACHERS AND TEACHER LIBRARIANS
(Completing Two 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 - Secondary Zone

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

TEACHERS AND TEACHER LIBRARIANS
(Completing Two Semesters)

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

Heiser, Madeline F. - Riverside
Hinkfuss, Mary B. - 35th Street
Hoehnke, Valerie J. - Elementary Zone
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
Kastelic, Lesley - 21st Street
Klatt, Betty - 81st Street
Kropf, Judith A. - Lincoln Downtown
Laskowski, Michelle K. - Whitman

Martin, Anne M. - Secondary Zone
Matson, Astri G. - Bell
McClellan, Laurie A. - Craig
Milbrath, Gail M. - Elementary Zone
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
Schwerm, Virginia - Pierce

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

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

Aaron, Lary - King
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

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

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
Bieser, Kathryn A. - North Division

Blais, Eileen C. - Philipp
Blake, Marsha Y. - Secondary Zone
Blooming, Janice E. - Mitchell
Brown, Carole L. - Fulton
Bryant, Nicolette A. - Siefert

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 L. - Steuben
DeGrace, Ann Marie - Maple Tree
Delgado, Mary L. - Robinson

Diliberti, Ann E. - Secondary Zone
Dillhunt, Lisa A. - Douglass
Dosemagen, William D. - Secondary Zone
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
Getse, Joseph J. - Elementary Zone
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
Grogan, Margaret E. - Webster
Gross, Nicolette M. - Whitman
Gwidt, Kathleen A. - Fulton
Hadley, Pamela L. - 35th Street

Hafemann, Julienne M. - Wright
Haldane, Dorothy D. - Greenfield
Hammelev-Jones, Justine - Sholes
Hansen, Mary L. - Engleburg
Harris, Clorine A. - Secondary Zone

Harris, Sheila L. - Secondary Zone
Hartung, Joan M. - Wright
Harvey, Jeanne - Cass Street
Harvey, Kiku Y. - Robinson
Haskins, Dianne M. - Lincoln Downtown

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

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
Jackson, Tina M. - Riley
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. - Hamilton
Kolo, Jean M. - Lloyd Street
Krickeberg, Lisa M. - Webster
Krolikowski, Mary Jo - Parkview
Kroll, John R. - Berger

Krueger, David G. - Grantosa Drive
Kuhlmann, Kristin M. - Bryant
Lagerlof, Harriett J. - Engleburg
Lampkin, Larry J. - Morse
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 - Secondary Zone
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
Moeckler, Laurie E. - Secondary Zone

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

TEACHERS AND TEACHER LIBRARIANS
(Completing Three Semesters)

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. - Secondary Zone
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. - Elementary Zone
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
Sinur, 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 - Secondary Zone
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
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. - Elementary Zone
Zwickey, Rhonda L. - Hartford Avenue

TEACHERS AND TEACHER LIBRARIANS
(Completing Four Semesters)

Allen, John B. - Irving
Arneson, Bradford W. - Pleasant View
Birler, Karen L. - Hartford Avenue
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 - Elementary Zone
Fehl-Wildt, Nancy J. - 20th Street
Gallitz, Ann C. - Elementary Zone
Gerrity, Judy L. - Longfellow

Gibbons, Suzanne - Wisconsin Avenue
Green, Sannia E. - Secondary Zone
Harris, Sharyl - Parkman
Hayashi-Sucevic, Angela - 67th Street
Hayes, Mary - Philipp

Hunt, Tammy M. - Philipp
Jerabek, Leah J. - Secondary Zone
Jones, Delores - Story
Lewis, Drunell - Longfellow
Lewis, James M. - Sholes

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 - Secondary Zone
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. - Secondary Zone
Smith, Lottie Jean - Bay View
Struye, Yves T. - Riverside
Tamayo, Ruth - Fratney Street

Trewyn, Lisa A. - Garfield Avenue
Wessels, Rita M. - 82nd Street
Whitmore, Judith K. - Washington
Wilde, Kevin S. - Browning
Worachek-Jarocki, Mary - Elementary Zone

Zepnick, Janice L. - Curtin

TEACHERS AND TEACHER LIBRARIANS
(Completing Five 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, Jill K. - Edison
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
Bratel, Amy S. - Allen-Field
Britsch, Uwe K. - Milwaukee Tech
Bronikowski, Catherine M. - Bell

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

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

Cottrell, Nancy L. - 8th Street
Crews, Linda R. - Wright
Cummings, Sue C. - 31st Street
Davey, Constance L. - South Division
Dentice, Sue M. - Clarke St.

DePuydt, Darren J. - Secondary Zone
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
Fabisch, Grace M. - Clarke St.
Feldmeier, Anna Marie - Fulton
Feldmeier, Deborah K. - Fritsche

Fendrick, Marion E. - Fernwood
Ferguson, Lola J. - Clarke St.
Fetherston, Patricia J. - Hopkins St.
Fleet, Jean M. - Riverside
Flores, Donna L. - Longfellow

Gad, Carol L. - Hampton
Gehrmann, Christine M. - Riley
Geil, Thomas P. - Hamilton
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. - Secondary Zone
Henderson, Barbara J. - Vincent

Henschel, Dianne F. - Allen-Field
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
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.
Jelick, Debra L. - 81st Street
Jensen, Patrice K. - Roosevelt
Johnson, Beverly L. - Webster
Jones, Bonnie L. - Lincoln Avenue

Kahn, Diana L. - Townsend
Kane, Meaghan M. - Hopkins St.
Kasch, Mary Lynne - MacDowell
Kaufman, Kathleen R. - Elem & Sec Ed
Keats, Margret M. - Bryant

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

Kegley, Margaret M. - Lee
Kesich, George - North Division
Key, Michael D. - Mitchell
Kiehl, Amy B. - Madison
King, Constance 5. - 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. - Secondary Zone
Leinfelder, Jonathan D. - Hopkins St.
Lerche, Richard J. - 31st Street
Levine, Lisa J. - Browning

Levy, Adele J. - Franklin
Lewandowski, Cathleen H. - Fairview
Lindberg, Cheryl L. - Zablocki
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. - Secondary Zone
Lyons, Patricia E. - Audubon

Madiedo, Mauricio - Kagel
Mahony, Dennis J. - South Division
Majchrowicz, Deann M. - Berger
Malek, James J. - Audubon
Mamon, Vern L. - Bay View

Marko, Jane E. - 65th Street
Marlega, James L. - Custer
Marone, Victoria E. - Bilingual Ed.
Massman, Mary Jo - Lincoln Downtown Ctr.
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
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

TEACHERS AND TEACHER LIBRARIANS
(Completing Five Semesters)

Ramirez, Jorge L. - Edison
Ramsey, Irma L. - Palmer
Rapkin, Troi - Lincoln Ave.
Raton, Taki S. - Milwaukee 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. - Hawley
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
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, Kristine 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, Jeffrey J. - Green Bay Ave.
Tyler, Desire L. - Trowbridge

Valitchka, Luke J. - Lincoln Downtown
VanDyke, Gary - Day-to-Day
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
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 S. - Webster

TEACHERS AND TEACHER LIBRARIANS
(Completing Six Semesters)

Alexy Jean W. - 21st Street
Alston, Beverly K. - Happy Hill
Amini, Shelly L. - Secondary Zone
Barna, Michael A. - Wright
Barnett, Pearlie P. - Fritsche

Barton, Laura J. - Kosciuszko
Begale, Heidi M. - Grantosa
Braxel, Kathleen M. - Grantosa Drive
Brnak, Deborah A. - MacDowell
Carufel, Edward - Washington

Correa, Karen A. - Sholes
Couillard, Timothy A. - Steuben
DeHaro, Jeanne M. - Longfellow
Deida, Gloria V. - Kosciuszko
Doherty, Judith A. - LaFollette

Dragotta, Gracanne M. - 38th Street
Engel, Andrew J. - Holmes
Fairweather, Ericka E. - Gaenslen
Fisher, Mary A. - Madison
Foley, Patricia G. - Gaenslen

Frederick, Kerry B. - Secondary Zone
Fulton, Carolyn A. - Wright
Germaine, Karen A. - Muir
Guernsey, Jeanette L. - City-Wide Zone
Gurn-Schlicht, Michelle S. - Roosevelt

Harrington, Lonnie H. - Green Bay Avenue
Hedges, Melissa E. - 55th Street
Hillestad, Tami L. - Wisconsin Avenue
Hinrichsen, Theresa M. - 8th Street
Hogan, Melissa E. - 55th Street

Jaeger, Nancy L. - Bryant
Johnson, Linda L. - Edison
Kemen, William J. - North Division
Kiczula, Teresa L. - Pleasant View
Koeller, Ellen A. - Pleasant View

Koval, Marcia C. - Robinson
Krochalk, Rita M. - Wisconsin Avenue
Krug, Kathleen A. - Lee
Kuhn, Frederick A. - Madison
Laiq, Ahmad C. - Riverside

Lambrecht, Laura K. - Grandview
Lantz, Cynthia J. - Edison
Loos, Jeanne M. - Walker
Luby, Amy L. - Bilingual Education
MacDonald, Kathleen A. - Pierce

Maling, George W. - Pulaski
Mentink, Philip H. - Juneau
Meulemans, Steven P. - Riverside
Mustapha, Amara S. - Madison
Norman, Patricia - Hampton

Ott, Philip J. - Wright
Perlson, Karen I. - Hampton
Regan, Mary Ellen - Maryland Avenue
Roth, Louisene B. - North Division
Sartin, Anthony D. - Happy Hill

Sauter, Bruce - North Division
Scheff, Craig P. - Madison
Schmidler-Krueger, Lori - Bruce
Schmidt, Linda A. - Marshall
Schmitz-Penfield, Susan E. - Madison

Schwan, Maria M. - Lincoln Downtown
Shadlen, David M. - Milwaukee Tech
Spence, Jana J. - Sholes
Sykes, Richard R. - Vincent
Synnes, Sandra D. - 38th Street

Thomas, Darryl T. - North Division
Thompson, Antoinette K. - Secondary Zone
Vega-Will, Yolanda N. - Secondary Zone
Weiss, Carol - Happy Hill
Wierzbicki, John D. - Hamilton

Wolter, Susan E. - 55th Street
Wylie, Karen L. - Pleasant View
Zawacki, Debra M. - Clement Avenue
Zbichorski, Patricia M. - Gaenslen

PRINCIPALS, ASSISTANT PRINCIPALS, AND SUPPORT STAFF

PRINCIPALS

(Completing One Semester)

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 One Semester)

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
Ivanka 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 Three 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 Three 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
Morgan S. Phenix

PRINCIPALS

(Completing Four Semesters)

Patricia M. Holmes

ASSISTANT PRINCIPALS

(Completing Four Semesters)

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

Barbara E. Reamer

PRINCIPALS, ASSISTANT PRINCIPALS, AND SUPPORT STAFF

PRINCIPALS

(Completing Five Semesters)

Texas C. Bufkin
William Davis
Robert J. Krueger
Nicholas R. Schaeve
Maria A. Walwork
Kathryn A. Weiskopf
Martha B. Wheeler-Fair

ASSISTANT PRINCIPALS

(Completing Five Semesters)

Sherrie K. Akinsanya
Susan K. Buss
Michael T. Hickey
Thomas J. Huwiler
Joan M. Kuehl
Robert A. Laures
Judson M. Lyon
Rogers E. Onick
Carey A. Rehm
Mary Ann F. Zapala

PRINCIPALS

(Completing Six Semesters)

Doreen Britton-Lange
Santa Consiglio
Ann Cunningham
James Henry
Theresa O'Bee
Alice White

SUPPORT STAFF

(Completing One Semester)

Sheena Carey
Barbara Rodriguez-Graf
Carol Topinka

(Completing Two Semesters)

Linda M. Peters

(Completing Three Semesters)

Martin M. Armato
Karen Hoppens
Harold D. Schmidt
Sylvia M. Trenhaile

(Completing Four Semesters)

Gwendolyn Y. Sullivan

(Completing Five Semesters)

Deborah A. Ford
Sheryl M. Gotts
Jeffrey P. Harkins

(Completing Six Semesters)

Tina Barkstrom
Derek Brewer
Janice E. Jackson
Reesa Rayford
Jewell Riano

* * * * *

(ITEM 5) Your Committee recommends the approval of the following leaves of absence, effective as of the dates indicated:

LEAVES OF ABSENCE

		Beginning
Illness leave, to January, 1990:		
Hattie Chavis	Washington	October 4, 1989
Melicent Tucker	Bruce	December 15, 1989
Illness leave, to June, 1990:		
Diane Hahn	Mitchell	November 7, 1989
Harriet Kilkelly	Milw. H.S. of Arts	December 7, 1989
Maternity leave, to June, 1990:		
Antoinette C. Chambers	Marshall	January 22, 1990
Ellen R. Christensen	LaFollette	January 3, 1990
Julie A. Grams	Victory	January 26, 1990
Cynthia Marcetich	Parkview	October 10, 1989
Personal leave, to June, 1990:		
Mary A. Blomgren	Madison	January 29, 1990
Sabbatical leave, to June, 1990:		
Thomas Kelnhofer	Mitchell	January 26, 1990
Sabbatical leave, to June, 1991:		
Jeri Jayne Stillman	Dover	January, 1991
Extension of leave for illness, to June, 1990:		
William G. Bertram	On leave	January 26, 1990
Marilyn Fischer	On leave	January 26, 1990
Lana M. Woodside	On leave	January 26, 1990
Extension of leave for maternity, to June, 1990:		
Helen Canellos	On leave	January 26, 1990
Carol Ann Dadaian	On leave	January 26, 1990
Karen Flanagan	On leave	January 26, 1990
Judith Greco-Carr	On leave	January 26, 1990
Catherine Meloy	On leave	January 26, 1990
Kaye A. Mikolaizyk	On leave	January 26, 1990
Deanne Pankratz	On leave	January 26, 1990
Karin B. Ramskugler	On leave	January 26, 1990
Extension of leave for maternity, to January, 1991:		
Mary B. Johnson	On leave	January 26, 1990

* * * * *

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

CURTAILMENT OF LEAVES

Ellen Gordon —was granted an unpaid personal leave of absence from September 1, 1989, to January, 1990. Curtailed as of December 8, 1990.

Deborah M. Gradian —was granted a child rearing leave of absence from September 1, 1989 to June 1990. Curtailed as of January 26, 1990.

Leo B. Guild —was granted an unpaid study leave of absence from September 1, 1989, to January 1990. Curtailed as of January 3, 1990.

Luz Maria Hernandez to —was granted an illness leave of absence from November 6, 1989 June 1990. Curtailed as of January 3, 1990.

Maureen Mulcahy —was granted a child rearing leave of absence from March 4, 1986, to January 1990. Curtailed as of January 11, 1990.

Jose E. Velazques —was granted an unpaid personal leave of absence from November 15, 1989, to January 26, 1990. Curtailed as of January 3, 1990.

* * * * *

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

RESIGNATIONS

Leticia Anand	Elem. Zone	December 31, 1989
Jane E. Anderson	Fritsche	February 1, 1990
Florence O. Barnett	On leave	January 26, 1990
Louis L. Bauer	Browning	January 3, 1990
Ida B. Bondy	Gaenslen	January 26, 1990
Blanca R. Cordova	Holmes	December 8, 1989
Donna M. Janisch	On leave	November 7, 1989
Lila M. Lange	Congress	January 26, 1990
Mary Jo Massman	Lincoln Downtown	December 1, 1989
Irene J. Mentzer	On leave	September 13, 1989
Jack E. Mueller	Recreation	January 5, 1990
Steven H. Olson	Vincent	December 15, 1989
John G. Rickert	Garden Homes	January 26, 1990
Maureen A. Rossiter	Webster	December 4, 1989
Felice Schell	On leave	December 6, 1989
Virginia M. Schwerm	Pierce	December 8, 1989
Thomas Wahl	On leave	November 22, 1989
Donna Wallenfang	On leave	November 14, 1989
Joyce E. Werner	On leave	November 6, 1989
Barbara A. Williams	Audubon	November 10, 1989
Robert S. Zizzo	Sec- Zone	January 26, 1990

* * * * *

(ITEM 8) The Superintendent advised your Committee that:

1. The State-funded Day Care Kindergarten program and the State funded All-Day Kindergarten - High Scope program were initiated in the *1988-1989* school year under the Desegregation Settlement Agreement. The program coordinator positions for these programs are funded under the desegregation settlement funds from the State of Wisconsin.

2. Experience with the programs during the first and second years of implementation has shown that there is great need for the program coordinators to be available during the summer months as well as during the school year. Annual fiscal and enrollment reports for these programs are finalized in the month of July based on information received at the end of June. Advisory Board meetings are held in July and August to evaluate programs from the previous year and plan for the coming year. The Day Care contracts are issued in August. The expansion of all-day kindergarten and High Scope first grade rooms requires planning and ordering materials in July and August in order to be ready when school starts in September.

3. Because of the work load of these programs, it was necessary to extend their working year into the summer months during the summer of 1989.

Your Committee recommends that the positions of State-funded Day Care Kindergarten program coordinator and the State-funded All-Day Kindergarten - High Scope First Grade program coordinator be changed from 10-month (8C) to 12-month (8A) positions retroactive to July 1, 1989.

* * * * *

(ITEM 9) The Secretary-Business Manager advised your Committee that at its meeting on December 20, 1989 (Proc., p. 393), the Board referred the following resolution, which was introduced by Director Stacy, to the Personnel and Negotiations Committee:

WHEREAS, District administrative staff are sometimes involved in consulting activities, speaking engagements, lecturing or other professional activities outside of the Milwaukee Public Schools; and

WHEREAS, These outside activities should not conflict with MPS responsibilities and commitments and should not impose a financial burden upon the district; and

WHEREAS, It is imperative that key district personnel plan such off-site activities in a collective manner to assure continuity in the decision-making process; therefore, be it

RESOLVED, That the Office of Internal Audit will review current policies, practices and behaviors relative to outside consulting and honorariums; and be it

FURTHER RESOLVED, That the Office of Internal Audit will report back to the Board in March with its specific findings and recommendations for policy changes.

Your Committee recommends that the resolution be adopted with the Superintendent and the Secretary-Business Manager to report back to the Board with recommended policy changes and revisions which they determine to be necessary as a result of the audit report.

* * * * *

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

1. A study of the position of school secretary I in the Accounting Division was undertaken.

2. The results of the study found that the position was performing duties comparable to the level of account clerk I's in the Accounting Division.

Your Committee recommends that the Accounting Division's position of School Secretary I be reclassified to Account Clerk I - Payroll, Salary Schedule A, Range 4 ($677.52-$857.99).

* * * * *

(ITEM 11) The Superintendent advised your Committee that:

1. The Hi-Mount Elementary School serves approximately 480 students in an integrated setting (58% black, 42% non-black) and is located in an integrated neighborhood.

   1,211 MPS students are residents of the Hi-Mount attendance area and 379 attend Hi-Mount Elementary School. 60 additional students are bussed to Hi-Mount.

2. Stability in school often results from stability in neighborhoods which depends on the family's ability to obtain and maintain suitable housing at affordable prices.

   The Hi-Mount attendance area currently has approximately 62 single family houses for sale at prices ranging from $31,500 to $115,000. The housing stock is of excellent quality yet affordable and assured access to the Hi-Mount elementary school could make the neighborhood more desirable.

3. The Department of City Development has expressed interest in working with MPS on projects which would aid in the stabilization and growth of Milwaukee neighborhoods. The City would provide mortgage subsidies for purchase or improvement of homes.

   The Council for Integrated Living which was created as part of the Desegregation Settlement to assist people in the purchase of "pro integrative" housing both in the suburbs and in the City of Milwaukee. Such assistance could be made available to buyers of homes in the Hi-Mount attendance area.

4. If the project is to become effective for the 1990-1991 student assignment process, the Board needs to adopt it this month. Due to the short period of time the administration has had to review the proposal, it has not been possible to have our attorneys review it thoroughly. It is therefore being recommended that the program be transmitted to the Board without recommendation, pending receipt of our attorneys' opinion. The recommendations that the Board would need to act on are as follows:

   1. That the Board authorize the Administration to participate in an experimental program of neighborhood stabilization in cooperation with the Department of City Development, the Washington Heights Neighborhood Association and the Milwaukee Board of Realtors.

   2. That the Board adopt a policy which allows the Administration to reserve 30 seats at the Hi-Mount School for students who live in the Hi-Mount attendance area. Priority for enrollment shall be to the following students:

      a. A student whose family has made a pro-integrative move into the Hi-Mount attendance area and occupies an owner-occupied residence in the attendance area. The criteria established by the Center for Integrated Living in defining a pro-integrative move shall be used by MPS; and

      b. A student on whose behalf the Hi-Mount School was contacted about his or her attendance at Hi-Mount prior to the family's occupancy of a residence in the attendance area.

3. That the Board instruct the Administration to provide regular reports on the progress and viability of the experiment to the Board.

Your Committee reports having given hearing to interested parties and recommends that the matter be forwarded to the Board without recommendation, pending receipt of an opinion from our attorneys.

* * * * *

(ITEM 12) Your Committee reports having received informational reports from the Superintendent on the following matters; these reports have been made a part of the minutes of your Committee's meeting of January 16, 1990:

A. Affirmative Action Personnel Transaction Report for the Month of December, 1989

B. Report Regarding Recruitment of Teachers of the Emotionally Disturbed

* * * * *

Separate consideration having been requested of Items 2 and 11, the remainder of the report was adopted, the vote being the same as that preceding:

Ayes—9; Noes—0.

Item 2 of the report, relating to the appointment of teachers, having been set aside for separate consideration, Director Pajewski moved for suspension of Board Rule 3.12 (4) and adoption of the report.

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

Ayes—9; Noes—0.

Item 11 of the report, relating to the approval of the Hi-Mount Neighborhood Project and the communication from the Superintendent, having been set aside for separate consideration, Director O'Connell moved for adoption of the recommendations contained in the Superintendent’s communication.

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

Ayes—9; Noes—0.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

Director Bills presented the following report of the Committee on Instruction and Community Relations:

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM 1) The Superintendent advised your Committee that:

1. In June, 1988, the Board of School Directors adopted a Sunset Policy. This policy states that "programs funded as part of the strategic planning process will be periodically reviewed; and the School Board, after this review, will make a decision to discontinue or re-authorize the funding of the programs included in the 1988-89 budget cycle."

2. In July, 1988, programs were identified as to whether they would have a two-year or three-year authorization. All programs for "at-risk" students were given a two-year authorization.

3. All program directors were notified of their program authorization. A staff person from the Department of Educational Research and Program Assessment was assigned to work with the project directors to develop a data collection process. This data collection was the self-evaluation/review process.

4. The policy and process calls for a recommendation regarding continuation of authorized programs to be made to the Board of School Directors prior to the budget hearings. This time frame allows for public hearings and appropriate discussions to take place prior to a final decision regarding the programs.

5. The school system has a large investment in the "at-risk" programs designated for two-year authorizations. It is not the purpose of the Sunset review process to cease operations in at-risk/ special needs programs, as the school system is obligated to provide the best programs possible for their special students. The Sunset review process is designed to review the programs by analyzing data, by self-evaluation, and by committee review to determine if the programs should continue as presently constituted, or if there may be a more effective and efficient way to provide these important programs and services.

6. A Sunset committee was appointed to meet with project directors, review information and make recommendations to the Superintendent. The committee was made up of central office and field staff. The field staff was appointed by the six community superintendents. These staff persons were SDA staff members and school principals.

7. The committee met on two occasions to develop recommendations. The committee arranged their recommendations into three categories: (A) discontinue the project as currently constituted; (B) continue the project with recommendations for improvement; and (C) continue the project as presently designed. In all cases, it was understood that a new program plan would be developed to support continued funding. The recommendations were submitted to the Instruction and Community Relations Committee for their review and public hearing.

8. The Superintendent recommended that the Instruction and Community Relations Committee give hearing to all interested parties on November 15, 1989. The hearing took place on November 15, 1989, as scheduled.

9. A number of staff personnel, community members, and agency representatives, appeared before the Instruction and Community Relations Committee to express concern regarding the recommendations around Category A programs (programs recommended for discontinuation), the review process in general, the review committee composition and the notification of those affected.

   A subsequent letter with attachments regarding the above was mailed to all interested persons who provided their name and mailing address. In addition, the Instruction and Community Relations Committee indicated that the Sunset item would be discussed at the December committee meeting prior to any Committee and Board action. The administration was requested to review the recommendations, review existing data and seek new data on these projects and to provide a report at the December Committee meeting. In addition, program directors were requested to meet

with project directors to validate the data and to review the following recommendations of the Superintendent.

Your Committee recommends that:

1. Six behavioral reassignment programs - Lapham Park, LaVarnway, LEW, SER, CYD, and Kilmer

   The assignment of students to the above programs will result from joint decision-making between the community superintendents and the director of the Department of Alternative and Vocational Education. Program staff, through the director of Alternative and Vocational Education, will write a program plan with measurable objectives for their program which will be reviewed by the community superintendents and approved by the superintendent. These projects will be presented to the Board as part of the 1990-1991 budget. It is recommended that the projects be funded at present levels plus funds to cover increased costs, and that they have a sunset of two years.

2. Project Focus - middle school programs for special needs students

   It is recommended that each SDA receive an allocation of funds for middle school special needs students equal to the current allocation. The community superintendent and the respective middle school principals and their staffs will either develop a new program or continue an existing program to meet the needs of the above population. In either case, the program plan will be submitted to the Superintendent for approval These program plans will then be recommended to the Board as part of the 1990-1991 budget. It is recommended that funding be at present levels plus any additional funds needed to cover increased costs. It is recommended that these programs be given a sunset of two years.

3. Inter-Urban Health Career Program

   The recommendation to discontinue this program is sustained. Both Whitnall and West Allis/West Milwaukee, the other districts in the program, have cut their financial support in the past year, making continuation impossible without a significant increase in MPS support. Students interested in medical careers can enroll in the medical specialty at North Division.

4. Milwaukee Area Technical College Contract Program

   The recommendation is to maintain the MATC Contract, with the various programs developed collaboratively between MATC and the Department of Alternative and Vocational Education. It is recommended that MATC provide MPS with budget information about each of the programs within the contract.

   Each program in the MATC Contract should be evaluated annually, and, when needed, funds in the MATC Contract should be redirected to provide support to special needs students through more varied options.

   It is recommended that the funds allocated to the MATC Contract Program continue to be targeted for the at-risk student population. As new program initiatives are needed, based on needs determined by the Department of Alternative and Vocational Education, they should be submitted to the Superintendent for approval.

5. Five alternative school programs - Lincoln Project STAY, Lincoln Alternative High School, Demmer Center, Sixty-eighth Street School, and Kilmer Alternative High School

   It is recommended that these alternative school programs continue to operate. However, program administrators, staff members from the alternative schools, representatives from regular high schools and middle schools, and representatives from SDA offices are currently meeting to develop plans for program improvement. While most of these programs met their stated objectives for 1988-1989, the committees engaged in this planning are considering the changing needs of urban students and will be identifying program directions. The Director of Alternative and Vocational Education, with input from the Community Superintendents, will prepare program

plans based upon the committee work and submit those plans to the Superintendent to be included as two-year sunset programs in the 1990-1991 budget.

6. Nine community-based agency programs: Shalom High School, Silver Spring Neighborhood Center, Next Door/Cornerstone, SER-Jobs for Progress, Inc., Aurora Weier Center, Milwaukee Spectrum, Milwaukee Urban League, Seeds of Health, Inc., and United Community Center

   It is recommended that the community-based partnership schools be funded for the 1990-1991 school year. The partnership schools should be linked with schools in the district for the purpose of sharing ideas and resources. This coordination of effort should be facilitated by the Department of Alternative and Vocational Programs.

7. P-Act+

   It is recommended that the P-Act+ program be authorized for one more year so that data can be gathered after the first group of students have graduated and the effects of the program on college enrollment can be determined. Data will also be gathered concerning the impact that the P-ACT+ test results had in assisting students, counselors, and teachers in modifying student programs for more effective course planning. The program should, therefore, be included in the list of sunset programs subject to evaluation next year.

8. Lincoln Center for the Performing Arts Barter Program

   It is recommended that the program continue, but that procedures for allocating artist services to schools be reexamined to provide a better distribution of those services. The program plan must be submitted to the Superintendent for approval. The plan will then be forwarded to the Board for inclusion in the 1990-1991 budget.

9. Art, Music, Physical Education Specialists

   Funding for these specialists should continue on a yearly basis until such time as equity is reached and an equal distribution of specialists in art, music and physical education is provided for all schools.

10. Elementary Developmental Guidance

    The guidance services to elementary schools should be expanded as the district is able to do so. The expansion of services should be part of an overall plan to provide supportive services at the elementary level.

11. Positive Alternatives for Youth (P.A.Y.)

    It is recommended that the P.A.Y. program be refunded at Juneau High School with modifications agreed to by school and project staff. A program plan must be developed and submitted to the Superintendent through the community superintendent. The approved plan will be submitted to the Board for inclusion in the 1990-1991 budget.

12. EXCEL

    It is recommended that the EXCEL project be continued, but that the program initiative be in the context of an improvement effort for students enrolled. A program plan must be developed and submitted by the Director of Alternative and Vocational Education to the Superintendent. This plan must meet the expectations of all parties involved in the project. The approved plan will be submitted to the Board for inclusion in the 1990-1991 budget.

13. Lady Pitts School-Age Parents

    The Lady Pitts program should be continued; however, there is a need to review this program in terms of its capabilities and the support needed for addressing one of the most serious problems confronted by the school district and the community. The review should consider the level and

kinds of services provided, as well as the need for support program services. A program plan must

be developed in joint effort between the Departments of Curriculum and Instruction and Alternative and Vocational Education and submitted to the Superintendent for approval. The approved plan will be submitted to the Board for inclusion in the 1990-91 budget.

14. Other Programs: Lad Lake, Liaison Counselor, Urban Household Rehabilitation

These programs are recommended for continuation. The project directors will submit program plans that will outline goals and objectives designed to improve the programs. A specific data collection and review process must be part of the program plan.

In summary, all programs recommended for refunding will be required to submit a program plan, including data-based criteria for use in evaluation. These program plans will be reviewed by staff in the Departments of Alternative & Vocational Education and Curriculum & Instruction and approved by the Superintendent prior to final inclusion in the budget proposal. This step is viewed as part of an overall effort to improve all programs. The new direction is in line with the school district reorganization, in that the community superintendents will be more involved with these programs for special needs students.

* * * * *

(ITEM 2) The Superintendent advised your Committee that:

1. The formation of a committee to review the textbook adoption process, in order to assure a selection of materials matched to the philosophy and approaches taken in our programs, was approved by the Board of School Directors in September, 1989.

2. The review committee, co-chaired by Roberta Dieden, Department of Curriculum and Instruction; and James Thompson, Principal of Douglass Elementary School, included representation from each Service Delivery Area, from Curriculum and Instruction, Exceptional Education, ASC, and MTEA. Each Service Delivery Area was represented by a principal; a high school teacher, a middle school teacher, an elementary school teacher, and a parent.

3. The review committee met on four occasions to:

    - Review present practices in textbook selection;
    - Identify areas of need or concern in the current process;
    - Recommend changes.

4. In relation to the textbook adoption timeline, the recommendations include: correlating the textbook adoption cycle to a curriculum review and development cycle; adjusting the cycle for completion in early spring; and aligning the budget for new elementary texts with the evaluation year.

5. In relation to choices, the review committee recommends allowing for choices to accommodate different teaching approaches. The review committee recommends retaining the current procedure of allowing for deviations from the adopted texts through written correspondence with the Deputy Superintendent.

6. In relation to the structure of the textbook evaluation committees, the review committee believes that the textbook adoption process is a professional activity that should be conducted primarily by teachers. Therefore, it is recommended that the evaluation committees be composed mainly of teachers but also include representation from the SDA's, central office, and appropriate community/parent resources. The makeup should reflect the diversity of our schools. It is recommended that a member of the City-Wide Learning Council (CWLC), which is being recommended by the K-12 Curriculum Committee, be appointed to serve as liaison with textbook evaluation committees.

7. A copy of the complete recommendations of the Committee to Revise the Textbook Adoption Process is presented to the Board at this time for the purpose of providing a public hearing. The administration will respond to the report in March.

Your Committee reports having given hearing to members of the Committee to Revise the Textbook Adoption process and other interested parties.

* * * * *

(ITEM 3) The Superintendent advised your Committee that:

1. A curriculum writing committee was convened in the summer of 1989 to continue the curriculum development process initiated by the K-12 Curriculum Steering Committee and accepted by the Board of School Directors in June, 1989, in the form of an executive summary. This writing committee was representative of the K-12 Curriculum Steering Committee. Its members were teachers, parents, community members, higher education and business personnel, and administrators.

2. The committee worked to articulate two basic components of the curriculum process:

   - the philosophy, or foundation, of the curriculum development process;

   - the framework for developing student learning goals, which are the standards for guiding teaching and learning in classrooms.

3. The committee is recommending a curriculum development process which includes the establishment of a City-Wide Curriculum Learning Council (CWLC), whose role is to coordinate the development and implementation of the district's curriculum and instruction plan over a three year period. The CWLC will provide leadership in the areas of professional development, assessment and research, and instructional materials.

4. The K-12 Curriculum Report has been reviewed for alignment with the Education for Employment plan and with the recommendations of the committee to revise the textbook adoption process.

5. The K-12 Curriculum Report is being submitted at this time for purposes of providing a public hearing. The administration will respond to the report at the February Instruction and Community Relations Committee meeting.

Your Committee reports having given hearing to interested parties.

* * * * *

(ITEM 4) Your Committee reports having received informational reports from the Superintendent on the following matters; these reports have been made a part of the minutes of your Committee's meeting of January 17, 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. Update on the African American Male Task Force

* * * * *

The report was adopted, the vote being the same as that preceding:

Ayes—9; Noes—0.

COMMITTEE ON FINANCE AND FACILITIES

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

FRATNEY SCHOOL - 3255 North Fratney Street

STATE PAINTING CO.; Interior Painting Work, as per base bid $66,580

* * * * *

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

ARRAY OF SOFTWARE, INC.; 26 Office Microcomputers $32,500.00

MIDWEST VISUAL EQUIPMENT COMPANY; 132 Record Players 14,490.00

BOB FISH PONTIAC-CADILLAC-GMC, INC.; 1 Van Truck 12,155.00

E. F. JOHNSON CO. & VIKING LAND MOBILE COMMUNICATION; Mobile Radio for Van Truck 566.25

RANK & SON BUICK GMC; 2 Step Vans 43,387.00

E. F. JOHNSON CO. & VIKING LAND MOBILE COMMUNICATION; Mobile Radios for 2 Step Vans 1,132.50

WINKLER OFFICE EQUIPMENT; 5,200 Boxes - File Folders and Jackets 19,226.80

* * * * *

(ITEM 3) The Superintendent advised your Committee that the following donations have been offered:

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	EST VAL:AMT	GIFT
Allen Field	Wisconsin Bell	$1,500	Video Camera
Alt and Voc Educ.	Marquette Electronics Foundation	$2,000	Grant to the ASTIC Gift Trust

SCHOOL	DONOR	EST VAL:AMT	GIFT
Burbank TV/VCR	Burbank P.T.O.	$4,000	To purchase a big screen and 4 overhead projectors
	Burbank P.T.O.	2,495	To be used for field trips room allocations awards,cadets, 6th grade completion, auditorium programs
	Burbank P.T.O	1,500	To be used for supplemental books for reading program.
	Burbank P.T.O.	1,145.	To be carried over for 1990-91 school year for room allotments and field trips.
	Burbank P.T.O.	200.	To be used for teacher inservice
Burdick	American Legion Auxiliary - St. Francis/Bay View Unit	58.	To be used to update library books
Comm. Rel. Dept.	Marquette Electronics Foundation	1,125.	Grant for Participating Parents for Progress training sessions
Curric. & Funded Prog.	Sight and Sound, Inc.	80,000.	Sesame Street song sheets, booklets, and cassettes
	Allen Bradley Company	5,000.	Costumes and Accessories
Doerfler	School Funds	750.	To purchase phone system expansion
Emerson	Badger Meter	430.	Thirty calculators and one computer printer
Ex. Ed.	Glenn and Gertrude Humphrey Found.	1,014.	Grant
Fratney	Milwaukee Foundation	2,000.	To be used for story telling and community arts program
Garfield	Wisconsin Energy Corp Foundation	1,000.	To purchase math/science program technology equipment
Granville	Granville P.T.C.	500.	To purchase a printer for office computer
Greenfield materials	Greenfield P.T.A.	2,900.	To purchase Montessori and supplies
	Greenfield P.T.A.	800.	Funds for field trips
	Greenfield P.T.A.	1,000.	To purchase a 7' x 28' mural of the History of Milwaukee
Irving	Irving P.T.C.	300.	Three overhead projectors
	Irving P.T.C.	400.	To be used for school programs, enrichment
	Irving P.T.C.	600.	To be used for field trips
	Irving P.T.C.	135.	Three overhead projector cards
	Irving P.T.C.	200.	One portable chalkboard (2 sides)
King	Coca-Cola Bottling Company	100.	To be used for salute to scholar athletes

Lancaster	Lancaster P.T.A.	225.	Various teaching aids ($25 worth of educational supplies at convention).

SCHOOL	DONOR	EST VAL:AMT	GIFT
Lee	Lee P.T.O..	1,000.	To be used to treat honor roll and other incentive programs. pupils to breakfast at McDonald's
Lloyd	Lloyd P.T.A.	1,974.	Macintosh SE-20 with Extended Keyboard M5086/D
	Lloyd P.T.A.	1,065.	Twenty-five inch laminator 42 LN
	Lloyd P.T.A.	285	Combo 450 KN Book Binder
Lloyd	Lloyd P.T.A.	500.	To purchase material and supplies for book binding combo machine
	Lloyd P.T.A.	3,174.	Apple LaserWriter 11 NT
MacDowell	MacDowell P.T.A.	1,080.	$40 per classroom for special supplies/field trips
Madison	School Funds	300.	Pictures for study skills center
Pierce	Kohls Food Stores	1,000.	Candy and Christmas stockings
Sherman P.T.A.	Miller Brewing Company	250.	To further school objectives
Story	Story P.T.A.	227.	MGX VCR - Model VR9822
Stuart	Stuart P.T.C.	1,700.	To be used for school trips, programs, classroom materials.
Tippecanoe	Tippecanoe P.T.A.	450.	To be used for field trips
Vincent	School Funds	995.	Microlog Voice Connect System
Washington	School Funds	3,000.	Electronic Message Board
Whitman	Whitman P.T.A.	521.	To be used for a logo-writer inservice for teachers
	Whitman P.T.A.	100.	To be used for program for the school, (Hansel and Gretel)
Wisconsin	Wisconsin Avenue P.T.O.	1,000.	Electronic piano, two mike stands, GBC Plastic Binding System, student awards, cadet field trips, and student supplies

EXTENSION FUND

Recreation Dept.	Milwaukee Players Partners	2,460.	Milwaukee Players Escrow Acct.
	Lowell Schmidt	600	Milwaukee Players Scholarship Fund
	Dr. Clinton Strong	50.	Zip Morgan Memorial
	TOTAL	$133,108.	

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 Superintendent and the Secretary-Business Manager advised your Committee that:

1. At its meeting on December 20, 1989 (Proc., p. 392), the Board referred a communication from Susan Grunau Dragisic, Executive Director of the United Performing Arts fund to the Finance and Facilities Committee. The communication requests that MPS conduct a fund drive for UPAF in the spring of the year.

2. Current Board policy provides that:
   No organization may solicit funds of staff members within the schools, nor may anyone distribute flyers or other materials related to fund drives through the schools, without the approval of the Board. Nor shall staff members be made responsible for, nor assume any responsibility for, the collection of any money or distribution of any fund drive literature within the schools without such activity having the Board's approval.

   There are additional restrictions placed on the solicitation of students, but the UPAF request appears to be directed solely to staff members.

3. Currently, the only system-wide fund drive in which schools are required to participate is the MPS Combined Giving Campaign which is conducted in the fall of the year. The Combined Giving Campaign includes the United Way, the Combined Health Appeal of Wisconsin and A CHOICE.

4. Before making a recommendation to the Committee, the administration would like to give UPAF the opportunity to present its proposal and our employees the opportunity to react to it. Based on the comments made at this evening's meeting, the administration intends to submit a recommendation to the Committee at its February meeting.

Your Committee reports having given hearing to representatives of the United Performing Arts Fund and other interested parties and recommends that the administration respond to the proposal at the regular February meeting of the Committee.

* * * * *

(ITEM 5) The Superintendent advised your Committee that:

1. One of the items in the biennial state budget bill vetoed by the Governor was the Board's request to use desegregation settlement monies to provide extended-day kindergarten programs for three year olds, four year olds and five year olds and to provide an extended first grade program for six year olds. The funds were intended to be used for the extended day program at Brown Street School.

2. The original Brown Street request in the desegregation fund appropriation was for $376,300. A review of the Brown Street program revealed that some expenses funded under Board funds could be charged to the desegregation account, the governor's veto notwithstanding, thus reducing the amount of Board funds necessary to run the program. At its meeting on August 30, 1989 (Proc., p. 209-10; 214), the Board transferred $60,338 to operate the program through the first semester:

3. Legislation to fund the program for the second semester was reintroduced last fall. However, the bill containing the funds was held in committee at the end of the fall legislative session. Even if the bill is taken up in the spring session, passage would not occur in time for the funds to be available for the start of the second semester. A transfer is therefore necessary to continue the program.

4. A recommendation to transfer the necessary funds from the contingent fund failed at the December 20, 1989 Board meeting. Since that time, the administration has reviewed other accounts, and has determined that sufficient funds exist in the Superintendents' salary account to fund the program.

Your Committee recommends that:

1. $60,338 be transferred from the Executive Assistant to the Superintendent salary account to the appropriate accounts for Brown Street School to continue the early childhood program for the second semester of the 1989-1990 school year and that the staffing be adjusted as necessary to continue the program.

2. The future of the Brown Street program be considered during the upcoming budget process.

* * * * *

(ITEM 6) The Superintendent advised your Committee that:

1. There has been a significant increase in the Hispanic student enrollment at South Division High School during the 1989-1990 school year.

2. The principal has analyzed and discussed the current enrollment data with his community superintendent, with the associate superintendent, and with the director of the Department of Bilingual/bicultural Education. While there is a need for additional staffing in several areas, the most pressing need is for one additional bilingual social studies teacher.

3. The additional bilingual social studies teacher would teach three citizenship classes and two world history classes. In the event that a bilingual teacher is not available, a bilingual paraprofessional would be hired to work with the monolingual teacher.

4. The additional staffing would be for the duration of the 1989-1990 school year. The staffing formula to determine additional bilingual staff, as well as the methods and procedures for projecting bilingual student population, will be evaluated and, if necessary, re-designed, so that the current situation is not repeated next year.

Your Committee recommends that:

1. One additional bilingual teacher be authorized for South Division High School for the remainder of the 1989-1990 school year.

2. $22,500 be transferred from the Contingent Fund to the appropriate budget lines for South Division High School for this additional position.

* * * * *

(ITEM 7) The Superintendent advised your Committee that:

1. The Department of Administrative Services which was abolished was responsible for the student assignment process in previous years.

2. The Department of Student Services is responsible for the district's student assignment process for the 1990-1991 school year.

3. The Chapter 220 office is in the Department of Student Services and needs additional secretarial support for its portion of the student assignment process for the 1990-1991 school year.

4. Sufficient funds are not available in the Department of Student Services budget to underwrite the cost of these functions. It is estimated that additional funding in the amount of $27,430 will be needed for equipment and part-time secretarial staff to carry out this activity during the remainder of the 1989-90 fiscal year.

Your Committee recommends that $27,430 be transferred from the Contingent Fund to the appropriate operating accounts for part-time secretarial support fund equipment for the student assignment process.

* * * * *

(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 18, 1990:

A. Facilities Reports

1) Monthly Discussion of Facility Needs
2) Report on New Construction and Building Modifications
3) Report on the Capital Improvement Program
4) Presentation of the Schematic Design Drawings for Project Pluto and Elm Creative Arts Schools
5) Presentation by the Chair of the Education Trust Building Committee
6) Presentation on Enrollment Projections

B. Statement of Operating Revenues

The Secretary-Business Manager submitted the following Statement of Operating Revenues for the month ending December 31, 1989, 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	$ 105,527,408	$ 368,521,866	22.3%
Categorically Aided	22,430,383	15,886,711	38,317,094	9,114,692	29,202,402	23.8%
Food Services	18,625,869	0	18,625,869	6,786,177	11,839,692	36.4%
Construction	34,400,000	217,195	34,617,195	1,577	34,615,618	0.0%
Extension	9,002,821	64,000	9,066,821	353,813	8,713,008	3.9%

C. Statement of Expenses

The Secretary-Business Manager submitted the following Statement of Expenses as of December 31, 1989, 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	$ 187,281,806	$ 286,767,468	39.5%
Categorically Aided	22,430,383	15,886,711	38,317,094	12,229,292	26,087,802	31.9%
Food Services	18,625,869	0	18,625,869	7,752,538	10,873,331	41.6%
Construction	34,400,000	217,195	34,617,195	7,297,866	27,319,329	21.1%
Extension	9,002,821	64,000	9,066,821	3,887,127	5,179,694	42.9%

(1) Represents 1988-1989 appropriations carried over to the 1989-1990 fiscal year and board approved transfers during the 1989-90 fiscal year.

(2) Expenditures included through December 31,1989, and payrolls through December 22, 1989.

D. Monthly Report on Expenditure Controls

* * * * *

Separate consideration having been requested for Items 5, 6, and 7 the remainder of the report was adopted, the votes being the same as that preceding.

Ayes—9; Noes—0.

Item 5 of the report, relating to the transfer of funds and recommendations pertaining to the early childhood program at Brown Street School, 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, Mallory, Mitchell, O'Connell, Pajewski, and President Cullen—6.

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

Item 6 of the report, relating to a Contingent Fund transfer to allow for one additional bilingual teacher at South Division for the remainder of the 1989-1990 school year, having been set aside for separate consideration, Director Mitchell moved for adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Item 7 of the report, relating to a Contingent Fund transfer to provide for part-time secretarial staff and needed equipment for the student assignment process, having been set aside for separate consideration, Director Bills moved for adoption of the report.

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

Ayes—9; Noes—0.

SPECIAL COMMITTEES

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

Director Mallory moved to accept the expulsion orders of the Independent Hearing Panel of January 16, 1990; January 18, 1990; and January 26, 1990.

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

Ayes—9; Noes—0.

COMMUNICATIONS AND PETITIONS

The Secretary-Business Manager presented the following communications:

Communication from Cornerstone Evangelical Church requesting permission for the use of a school for worship.

Referred to the Committee on Finance and Facilities.

Communication from Ms. Jeannie Tindall requesting a hearing before the Committee on Personnel and Negotiations

This matter is currently being handled through administrative policies and workmen's compensation procedures and therefore was ordered placed on file.

RESOLUTIONS

By Director Mallory

WHEREAS, In the discharge of their official duties Board members are required to attend regular and special meetings of the full Board; and

WHEREAS, Board members visit schools and attend meetings at school sites; and

WHEREAS, Board members attend various other public and private functions deemed necessary in the performance of their duties; and

WHEREAS, Board members are presently reimbursed for transportation expenses at a rate of $2.85 per round trip; and

WHEREAS, The cost of gasoline and other automobile related expenses have increased dramatically over recent years; therefore, be it

RESOLVED, That the Milwaukee Board of School Directors provide transportation reimbursement for its members at a rate of $3.00 per round trip.

Referred to the Committee on Personnel and Negotiations.

BY Director Bills

WHEREAS, More than half of school-age children have mothers in the work force, and some studies predict that figure will be 80% in the 1990's; and

WHEREAS, Parents who cannot find care for their children often leave them unattended at home or in the neighborhood; and

WHEREAS, Safe and healthy children and a dependable, productive work force are compatible goals; and

WHEREAS, Continuity and stability for children are educational, as well as child care goals; and

WHEREAS, The Milwaukee Public Schools system has a tradition of concern for the whole child's well-being; therefore, be it

RESOLVED, That the administration direct elementary schools to survey their parents on the need for extended day care (both before and after school programs). Included in that survey should be the parents ability to pay for the extended day service; and be it

FURTHER RESOLVED, That the administration report back to the Board with the results of the survey in April 1990, for planning and budget considerations.

Referred to the Committee on Instruction and Community Relations.

The Board adjourned at 9:10 PM.

JOHN J. PETERBURS
Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of January 31, 1990

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	308	355		8	551	7	41	47	9		663
K3	96	102		2	107	7	11	65	6		198
PK	602	287		5	534	9	48	278	15		889
K4	1410	1591		20	1510	113	301	1222	35		3201
K5	4335	3969		99	4432	277	767	2645	84		8304
01	1834	4456		202	5290	337	871	2585	105		9290
02	4230	4105		95	4642	277	811	2410	100		8335
03	4056	3841		96	4489	257	712	2265	78		7897
04	4091	3877		97	4611	230	742	2193	95		7968
05	3730	3649		85	4280	205	699	2031	79		7379
06	3453	3190		91	3810	170	624	1882	65	1	6643
07	3284	3132		82	3722	137	575	1830	70		6416
08	2907	2954		62	3277	202	541	1716	63		5861
09	4039	3694		101	4262	200	748	2339	83		7733
10	3511	3432		86	3736	172	546	2338	65		6943
11	2765	2888		62	2857	178	428	2063	65		5653
12	2011	2323		43	2154	142	270	1687	38		4334
13	4	1			1			4			5
Invalid	1	2			2			1			3
TOTAL	49867	47848		1136	54267	2920	8735	29601	1055	1	97715

Total Active Detached..... 68 (Included above) Total Suburban Transfers—4946

Total Inactive..... 709 (Not included above)

Brown Deer	165	Greendale	275	New Berlin	67	St. Francis	110
Cudahy	190	Greenfield	281	Nicolet	182	Wauwatosa	715
Elmbrook	140	Hamilton	6	Oak Creek	279	West Allis	436
Fox Point	135	Maple Dale-Indian Hills	82	Shorewood	274	Whitefish Bay	313
Franklin	236	Menomonee Falls	242	South Milwaukee	267	Whitnall	279
Glendale-River Hills	130	Mequon-Thiensville	142				

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1716	75.2	119.0	5.0	North Division	1233	79.4	106.0	6.0
Custer	1138	73.5	87.0	5.0	Pulaski	1740	72.7	115.0	5.0
Hamilton	1744	84.0	113.0	5.0	Riverside	1602	85.0	113.0	5.0
Juneau	846	81.2	65.0	4.0	South Division	1807	72.5	139.0	5.0
King	1177	92.8	72.0	3.0	Vincent	1603	75.6	110.0	5.0
Madison	1783	71.4	113.0	5.0	Washington	1543	80.2	119.0	5.0
Marshall	1216	79.4	92.0	4.0	HS of the Arts	385	91.4	55.0	3.0
Milwaukee Tech	1842	91.1	124.0	4.0	TOTAL	21675	79.8	1542.0	69.0
MIDDLE SCHOOLS									

Audubon	971	58.8	66.0	3.0	Parkman	584	82.1	45.0	3.0
Bell	925	85.7	63.0	3.0	Robinson	482	90.1	38.0	2.0
Burroughs	900	86.4	59.0	3.0	Roosevelt	619	91.3	42.0	2.0
Edison	840	87.4	64.0	3.0	Sholes	831	81.3	58.0	3.0
Eighth St.	335	90.7	27.0	2.0	Steuben	900	88.8	59.0	3.0
Fritsche	969	84.8	67.5	3.0	Walker	856	82.4	57.0	3.0
Fulton	674	78.4	53.0	3.0	Webster	971	88.4	62.0	3.0
Kosciuszko	742	82.9	62.0	3.0	Wright	792	87.4	56.0	4.0
Morse	1004	91.3	65.0	3.0					
Muir	936	83.6	64.5	3.0	TOTAL	14331	85.9	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	92.1	17.2	1.0	Hopkins	765	88.8	45.5	2.0
Allen Field	1031	89.6	50.0	2.0	Humboldt Park	551	89.6	26.6	1.5
Auer	631	91.5	34.8	1.5	Irving	715	95.1	36.0	2.0
Barton	578	92.1	27.0	1.0	Kagel	447	89.1	23.0	1.0
Berger	536	87.2	31.6	1.5	Keefe Av.	641	88.1	39.2	1.5
Brown St.	563	87.2	35.0	2.0	Kilbourn	390	88.3	20.5	1.0
Browning	433	89.4	21.3	1.0	Kluge	574	88.4	30.1	1.5
Bruce	571	90.7	27.1	1.5	LaFollette	676	90.1	39.8	2.0
Bryant	576	89.5	29.0	1.5	Lancaster	563	90.4	29.0	1.0
Burbank	564	91.4	22.8	1.0	Lee	652	87.4	36.8	1.5
Burdick	498	86.2	29.6	1.5	Lincoln Av.	646	88.7	30.5	1.5
Carleton	511	92.2	24.1	1.0	Lloyd St.	572	91.7	28.0	1.0
Cass	594	90.1	35.6	2.0	Longfellow	635	90.5	28.8	1.5
Clarke	498	91.1	30.3	1.0	Lowell	291	89.7	12.9	1.0
Clemens	413	91.8	20.2	1.0	MacDowell	551	89.9	26.0	1.0
Clement	478	89.7	21.0	1.0	Manitoba	373	93.0	32.5	2.0
Congress	496	89.3	23.9	1.0	Maple Tree	522	91.4	23.0	1.0
Cooper	409	88.5	21.5	1.0	Maryland Av.	327	88.4	19.2	1.0
Curtin	348	90.4	16.7	1.0	Mitchell	762	88.5	33.5	1.5
Doerfler	679	89.2	30.0	1.5	Morgandale	594	88.8	25.8	1.5
Douglass	305	94.5	15.7	1.0	Neeskara	433	91.0	27.5	1.0
Dover	636	89.8	26.1	1.5	Ninety-fifth	349	88.1	17.1	1.0
Eighty-eighth	363	91.9	17.9	1.0	Palmer	591	86.9	39.8	2.0
Eighty-first	477	89.8	19.8	1.0	Parkview	378	92.7	18.5	1.0
Eighty-second	410	92.0	17.2	1.0	Phillip	323	92.2	17.7	1.0
Elm	376	94.8	20.0	1.0	Pierce	606	89.2	30.0	1.5
Emerson	304	90.4	16.9	1.0	Riley	607	92.1	29.6	1.5
Engleburg	490	91.5	26.6	1.0	Seventy-eighth	556	87.6	29.0	1.0
Fairview	455	89.7	27.5	1.0	Sherman	590	94.2	27.7	1.5
Fernwood	506	89.1	27.0	1.0	Siefert	595	84.7	34.0	1.5
Fifth-fifth	368	92.7	14.9	1.0	Silver Spring	368	91.3	18.7	1.0
Fifty-third	396	92.6	18.4	1.0	Sixty-fifth	369	89.8	20.5	1.0
Forest Home	852	88.9	38.5	2.0	Sixty-seventh	336	89.2	15.7	1.0
Franklin	603	89.4	40.6	1.5	Story	547	90.7	30.5	1.5
Fratney	329	87.1	18.7	1.0	Stuart	339	93.3	16.0	1.0
Gaenslen	614	86.1	56.0	2.0	Thirty-eighth	563	92.4	26.9	1.5
Garden Homes	523	89.3	29.1	1.5	Thirty-fifth	346	89.2	14.9	1.0
Garfield	446	92.7	28.0	1.0	Thirty-first	541	90.6	29.1	1.0
Garland	375	89.8	14.9	1.0	Thirty-seventh	674	90.3	30.1	1.5
Golda Meir	256	95.2	12.8	1.0	Thoreau	698	91.1	31.0	1.5
Goodrich	450	91.1	23.0	1.0	Tippecanoe	235	91.1	12.5	1.0
Grandview	347	89.7	17.5	1.0	Townsend	498	93.7	20.5	1.0
Grant	579	89.5	26.2	1.0	Trowbridge	342	85.9	17.4	1.0
Grantosa	628	89.0	30.5	1.5	Twentieth	662	85.3	36.3	1.5
Granville	455	89.4	21.5	1.0	Twenty-first	624	91.6	34.5	1.5
Green Bay Av.	594	90.7	30.6	1.5	Twenty-fourth	346	92.2	21.0	1.0
Greenfield	406	93.8	17.0	1.0	Twenty-seventh	688	89.3	38.0	2.0
Hampton	620	90.5	27.0	1.5	Victory	561	86.0	27.0	1.5
Happy Hill	534	90.5	23.3	1.5	Vieau	678	88.7	35.1	2.0
Hartford	613	92.1	32.2	1.5	Whitman	449	88.8	22.5	1.0
Hawley	310	91.8	14.4	1.0	Whittier	213	91.3	8.9	1.0
Hawthorne	398	91.3	18.0	1.0	Wisconsin Av.	695	90.5	28.8	2.0
Hi-Mount	489	90.5	24.3	1.0	Zablocki	685	87.0	31.0	1.5
Holmes	715	87.3	45.6	2.0	TOTAL	54780	90.0	2812.0	138.0

OTHER SCHOOLS

Craig	76	65.0	11.0	1.0	Lincoln Alt. HS	86	66.5	7.5	1.0
Demmer	26	62.8	2.0	1.0	Lincoln Voc.Lab.	69	77.2	18.0	1.0
Hayes	75	71.2	12.0	1.0	Manitoba Ortho.	114	62.9	0.0	0.0
Kilmer	5182	82.6	17.5	1.0	Pleasant View	123	73.7	23.0	1.0
Lady Pitts	197	57.4	16.0	1.0	Sixty-eighth	158	71.7	10.0	1.0
Lapham Park	106	74.4	10.0	1.0	Commun. Based	771		9.0	1.0
					TOTAL	1983	69.9	136.0	11.0
					MPS TOTAL	92769	86.6	5498.0	270.0

SUPERINTENDENT'S MONTHLY REPORT as of January 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.	40	0	1699	13	15	0	277	1	883	13	23	0	2937	27	2964
Emotion. Dist.	28	0	1141	32	3	0	93	2	515	20	27	1	1796	55	1851
Autistic	0	0	64	6	3	0	4	0	45	2	1	0	117	8	125
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	2	1	35	29	2	0	4	3	20	31	0	1	63	65	128
Physically Hdcp.	3	2	208	106	9	4	39	10	175	137	8	6	442	265	707
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	2	0	73	20	12	0	12	1	94	16	10	0	203	37	240
Mentally Ret.	12	2	1107	173	11	3	108	22	377	105	10	6	1625	311	1936
Speech/Languag	37	16	1497	1093	35	22	193	174	1019	674	33	29	2814	2008	4822
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par.															
Disability Total	113	21	5824	1472	90	29	730	213	3128	998	112	43	9997	2776	12773
Ethnic Totals	134		7296		119		943		4126		155		12773		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
FEBRUARY 28, 1990

Special meeting of the Board of School Directors called to order by President Cullen at 7:20 PM.

Present—Directors Mallory, Mitchell (7:31 PM), O'Connell, O'Neil, Pajewski, Stacy (7:50 PM), and President Cullen—7.

Absent and excused—Directors Bills and Johnson—2.

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

February 15, 1990

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President David Cullen, a special meeting of the Board of School Directors will be held at 7:15 PM, Wednesday, February 28, 1990, in Committee Room 103 of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of deliberating or negotiating on the purchase of property for the Sarah Scott Middle School Site.

The Board may convene in executive session to discuss the matter and possibly reconvene in open session to take action on matters considered in executive session under Section 19.85 (1) (E), Wisconsin Statutes.

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

JOHN J. PETERBURS
Secretary-Business Manager

Director Mallory moved that the Board retire to executive session for the purpose of deliberating or negotiating on the purchase of property for the Sarah Scott Middle School Site.

The motion prevailed by unanimous consent.

The Board retired to executive session at 7:22 PM.

The Board adjourned in executive session.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS

MILWAUKEE, WISCONSIN

FEBRUARY 28, 1990

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

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

Absent and Excused—Director Bills—1.

APPROVAL OF MINUTES

The Proceedings of the special Board meetings of October 13 and 25, 1988, the regular Board meeting October 26, 1988, special Board meetings of November 14 and 29, 1988 and the regular Board meeting of November 30, 1988 were approved as printed.

SUPERINTENDENT'S COMMUNICATIONS

February 28, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

At its meeting on January 31, 1990 (Proc., p. 423-24), the Board adopted a number of recommendations regarding the Hi-Mount Neighborhood Project. These recommendations provided for assignment preference to be given to students whose families had made a pro-integrative move into the Hi-Mount attendance area. The two criteria used to define a pro-integrative move were:

1. A move into a dwelling in a census tract where persons of the same minority or non-minority classification comprise 15 percent or less of the population, based on 1985 census date; or

2. A move into a dwelling in a census tract where the percentage of persons of the same minority or non-minority classification changed by at least 10 percent between 1980 and 1985.

There was concern about the legal defensibility of the second of these two criteria and so the Board adopted an additional recommendation:

That the Board direct the administration to continue to have its attorneys review the second standard above (change by at least 10 percent) for its legal appropriateness, with any recommended modifications to be brought to the Board by the time of its regular February meeting.

The attached opinion from Hogan and Hartson advises the Board not to use the 10 percent change criterion until it can be determined that "tipping" is actually occurring or is about to occur in the neighborhood, and that, if it is, the administration develop a standard that is more closely tailored to stabilizing the Hi-Mount neighborhood.

I am therefore recommending:

1. That the Board continue to express support for the experimental program of neighborhood stabilization in the Hi-Mount attendance area.

2. That the second criteria listed above (A move into a dwelling in a census tract where the percentage of persons of the same minority or non-minority classification change by at least 10 percent between 1980 and 1985) be deleted from the definition of a pro-integrative move.

3. That the administration review the situation in the Hi-Mount neighborhood and if conditions warrant, report back to the Board with recommended criteria to deal with the situation.

Respectfully submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Director Mitchell moved for adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of January 5 , 1990, through January 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. 14141 to 170095, inc.

Payrolls (net withholdings).....	$14,244,045.84	
Accounts.....	34,412,122.45	
		$ 48,656,168.29

CONSTRUCTION FUND

Accounts, Voucher nos. 634 to 684, inc. $ 7,555,674.55

EXTENSION FUND

Payrolls and Accounts, Voucher nos. 1152 to 1406, inc.

Payrolls (net withholdings).....	$ 250,859.47

Accounts	639,763.10

$ 890,622.57

TOTAL .....$ 57,102,465.41

Respectfully submitted,

JOHN PETERBURS
Secretary- Business Manager

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

Ayes—8; Noes—0.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

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

February 28, 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
Dawn Emanuele 78th	01-03-90	Handicapped Children's Asst. $8,756.93/yr. (Replacement for resignation)	01-03
Thomas Graczyk Juneau	01-15-90	Food Service Mgr. Trainee $5.90/hr.($9,015.20/yr.) (Replacement for promotion)	01-15
Michael Harmon Fritsche	01-15-90	Food Service Mgr. Trainee $5.90/hr.($9,015.20/yr.) (Replacement for promotion)	01-15
James Klasinski Hi-Mount	01-15-90	Food Service Mgr. Trainee $5.90/hr.($9,015.20/yr.) (Replacement for promotion)	01-15
Lamont Mitchell Thoreau	01-15-90	Food Service Mgr. Trainee $5.90/hr.($9,015.20/yr.) (Replacement for promotion)	01-15

Kristian Seals Grantosa	01-15-90	Food Service Mgr. Trainee $5.90/hr.($9,015.20/yr.) (Replacement for promotion)	01-15

PROMOTIONS

Darlene Brown Parkman	01-29-90	School Secretary II $20,552.48/yr.	01-29
Gary Dettman Recreation	02-12-90	Recreation Foreman $30,683.22/yr.	10-01
Tamara Drake Accounting	01-25-90	Mgr. Pay. & Fin. Info. Sys. $40,325.43/yr.	04-20
Lula Hernes Berger	10-18-89	Food Service Mgr. II $10,804.87/yr.	04-03
Richard Huerta Brown	12-25-89	Bldg. Service Helper II $17,118.92/yr.	12-25
Sandra Jones MHSA	01-15-90	Food Service Mgr. Trainee $7.06/hr.($10,787.68/yr.)	01-15
Kurt Kinowski 20th	01-21-90	School Engineer II $27,191.06/yr.	02-10
Shirley Kuske Plant Operation	01-22-90	Boiler Attendant $21,071.96/yr.	01-22
Marie Limpel Alt. & Voc. Ed.	08-21-89	School Secretary II $22,307.74/yr.	01-01
Julie Luebbe Muir	01-29-90	School Secretary II $20,552.48/yr.	01-29
Daniel Metz Bay View	12-25-89	Bldg. Service Helper II $17,118.92/yr.	12-25
Marielouise Noth Juneau	01-29-90	School Secretary III $24,625.64/yr.	01-29
Henry Pullom Plant Operation	01-22-90	Boiler Attendant $21,071.96/yr.	01-22
Teddy Riggs Plant Operation	01-22-90	Boiler Attendant $21,071.96/yr.	01-22

CHANGES IN STATUS

Name and Assignment	Date	Position and Salary	Increment Date
Diane Clark # Wright	12-11-89	Clerk Typist I $11,486.22/yr.	12-11
Lydia Czerwinski @	01-22-90	School Secretary I	09-01

Clement/Kagel	$14,753.65/yr.

Georgia DeBerry @ Siefert	01-22-90	School Secretary I $16,424.00/yr.	07-01
Michael Heese # Custer	10-23-89	Handicapped Children's Asst. $8,756.93/yr.	10-23
Arlene Kloth ¢ Marshall	01-29-90	School Secretary I $19.779.50/yr.	07-01
Karen McDaniel # Forest Home Reg. Office	10-23-89	Handicapped Children's Asst. $8,756.93/yr.	10-23
Carol Anne McGowan # Engleburg	10-23-89	Handicapped Children's Asst. $8,756.93/yr.	10-23
Anthony Newton # 88th	10-02-89	Handicapped Children's Asst. $8,756.93/yr.	10-02
Esther Pagan ¢ Forest Home Reg. Office	01-15-90	School Secretary I $19.779.50/yr.	07-01
Loreen Russ Linc. Downtown Ed. Ctr.	01-22-90	School Secretary I $14,749.78/yr.	10-01
Marcia Satterwhite # City Wide Reg. Office	11-08-89	Handicapped Children's Asst. $8,756.93/yr.	11-08
Gene E. Smith = Thoreau	12-24-89	School Engineer II $30,677.66/yr.	12-26
Lisa Sullivan # Zablocki	11-30-89	Handicapped Children's Asst. $8,756.93/yr.	11-30
Darryl Waters # Brown	10-23-89	Handicapped Children's Asst. $8,756.93/yr.	10-23
Beverly Williams # Robinson	10-02-89	Handicapped Children's Asst. $8,756.93/yr.	10-02
James Wood * Plant Operation	01-05-89	Boiler Attendant $24,855.48/yr.	07-03

From substitute to regular appointment
@ From a 12 month to a 10 month position
¢ From a 10 month to a 12 month position
= Voluntary demotion from School Engineer III
* Involuntary demotion from School Engineer I

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 September 1, 1989, and September 13, 1989, inclusive, under suspension of Section 3.12(4) of the Board's rules:					
(r)	Marc W. Prather Social Studies	B	$20,964	0	September, 1990
Effective between December 13, 1989, and January 3, 1990, inclusive, under suspension of Section 3.12(4) of the Board's rules:					
(r)	Susan L. Fischer Elementary	B	$20,964	0	January, 1991
Effective between January 4, 1990, and January 16, 1990, inclusive:					
(r)	Miriam Ben-Shalom Outpost	E	$24,788	2	February, 1991
(r)	Cynthia M. Damask Music	B	$20,964	0	February, 1991
(nr)	Jacqueline L. Harsch Upper Elementary	B	$20,964	0	February, 1991
(nr)(a)	Denis J. Herbst Elementary	B	$25,680	5	January, 1991
(nr)	Julie A. Mandella EC:EEN	B	$20,964	0	February, 1991
(r)	Marie A. Prichard ED/LD	B	$20,964	0	January, 1991
(nr)	Julie A. Rezash Elementary	B	$23,060	2	February, 1991
(r)	Karen L. Siok Elementary	B	$20,964	0	February, 1991
Effective between January 17, 1990, and January 29, 1990, inclusive:					
(r)	Shannon M. Boz-Stolcers EC:EEN	B	$20,964	0	February, 1991
(r)	Geoffrey M. Carter English	B	$20,964	0	February, 1991
(nr)	Alice Glaeser	B	$20,964	0	February, 1991

Upper Elementary

(nr)	Don A. Harris Upper Elementary	B	$25,680	5	February, 1991
(nr)	Curtis M. Hart Music	B	$22,012	1	February, 1991
(r)	Jane L. Kenitzer Speech Pathology	B	$20 964	0	February, 1991
(nr)	Amy S. Koch Bilingual Elementary	B	$20,964	0	February, 1991
(r)(b)	Linda S. Mayo Mentally Retarded	C	$28,705	5.7	May, 1990
(r)	Lorraine J. Omdahl EC:EEN	B	$20,964	0	February, 1991
(r)	Cynthia A. Piedziak Elementary	B	$20,964	0	February, 1991
(r)	Graciela Salvat Bilingual Elementary	B	$20,964	0	February, 1991
(nr)	Michelle A. Savage Upper Elementary	B	$20,964	0	February, 1991
(nr)	Gayle R. Schuenke Emotionally Disturbed	B	$20,964	0	February, 1991
(r)	Dorcas R. Seisdedos Bilingual Kindergarten	B	$20,964	0	February, 1991
(r)	Rachelle L. Starr Upper Elementary	B	$23,060	2	February, 1991
(r)	Michele Thomas Upper Elementary/Soc. St.	B	$20,964	0	February, 1991
(r)	Karen A. Wanta Emotionally Disturbed	B	$24,108	3	February, 1991
(nr)	Frances W. Williams Upper Elementary	B	$22,012	1	February, 1991
(nr)	Lisa T. Witzke Elementary	B	$20,964	0	February, 1991
(r)	Patricia R. Zelewski Broadfield Science/Biology	B	$20,964	0	February, 1991

<u>Effective between January 30, 1990, and February 9, 1990, inclusive:</u>

(nr)	Linda M. Ulrich Music	B	$22,012	1	February, 1991

Associate School Psychologist - Schedule 05

Effective between December 13, 1989, and January 3, 1990, inclusive, under suspension of Section 3.12(4) of the Board's rules:

(r)	Kriste L. Simonson	$28,693	0	January, 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 classifications indicated, effective upon assignment, following approval of the Board of School Directors**:**

ADMINISTRATIVE PROMOTIONS

(nr) Judith E. Rick	Elementary Assistant Principal (Thoreau/Bruce)	Schedule III, Range 10d $41,801.00
(r) Audrey C. George	Supervisor - Speech or Language Disabilities Program	Schedule III, Range 8c $45,766.00

(r) Resident
(nr) Non-resident

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

LEAVES OF ABSENCE

		Beginning
Illness leave, to January, 1990:		
Lucindy Greene	King	September 5, 1989
Illness leave, to June, 1990:		
Debra Servi	LaFollette	January 3, 1990
Maternity leave, to June, 1990:		
Marilyn Austin	Townsend	January 26, 1990
Elizabeth Blunt	LaFollette	January 29, 1990
Bonnie Book-Dychaug	Grant	February 12, 1990
Personal leave, to January, 1990:		

Mary Sullivan	Pulaski	January 19, 1990

Sabbatical leave, to June, 1990:

Rita Pelzer	Townsend	January 26, 1990

Study leave, to September 1, 1990:

Helena A. Curtain	On leave	February 1, 1990

Extension of leave for maternity, to June, 1990:

Deanne Pankratz	On leave	January 26, 1990
Margaret Scanlan	On leave	January 26, 1990
Mary Beth Weissert	On leave	January 26, 1990

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

CURTAILMENT OF LEAVE

Hattie Chavis —was granted an illness leave from October 4, 1989 to January, 1990. Curtailed as of January 10, 1990.

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(ITEM 6) Your Committee recommends that the following action taken by the Board granting a personal leave and a child rearing leave be, and they hereby are, rescinded:

RESCINDING OF LEAVES

David Mackinson —was granted a personal unpaid leave from September, 1990 to June, 1990. Leave rescinded as of September, 1990.

Deanne Pankratz —was granted an extension of her child rearing leave from January 26, 1990, to January, 1991. She will go on the extension of her leave from January 26, 1990, to June, 1990. She will rescind the portion of hear leave from September 1990, to January 1991.

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

RESIGNATIONS

Dorothy Albrecht	King	December 14, 1989

Crinna M. Barksdale	Vincent	January 26, 1990

Virginia J. Broaden	Green Bay	January 24, 1990
Christine M. Gehrmann	Riley	January 12, 1990
Barbara J. George	On leave	January 23, 1990
Cynthia M. Graham	95th	January 25, 1990
Michael D. Halstead	Madison	January 5, 1990
Audrey Hendricks	North	January 5, 1990
Tina M. Jackson	Riley	January 5, 1990
Debra Kabat-Silverstein	38th	December 22, 1989
Nancy A. Karchunas	Kagel	February 16, 1990
Janice Landisch	Food Serv.	January 19, 1990
Maxine S. Pokrop	Fritsche	January 25, 1990
Ruth A. Rod	Burbank	December 22, 1989
Beverly J. Schlosser	Kilbourn	January 26, 1990
Donna M. Unger	On leave	January 26, 1990
Donovan S. Williams	Morse	January 29, 1990
Ellen M. Worzala	Pierce	January 26, 1990

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

1. Health care costs have been increasing at double digit rates each year. The Financial Advisory Task Force suggested several general directions to assist in cost containment without jeopardizing coverage to employees. These recommendations could result in a savings of 1 to 3 million dollars annually.

2. The recommendations are of a general nature. They require development into concrete plans and also negotiations with the various bargaining units. At this time negotiations are under way with several bargaining units including the MTEA. Therefore, to affect the cost savings recommended, these items should be introduced into this round of negotiations.

3. Due to the complexity of the issues involved, most major businesses and governments utilize the services of expert consultants to assist in developing plan documents and to make recommendations on plan design. Therefore, it is advisable that a consultant be retained to review the health plans and develop specific recommendations, as well as assist in the implementation and explanation of these recommendations during negotiations.

4. As time is of the essence, in order to provide assistance in this round of negotiations a consultant will be employed after an informal solicitation of major consultant firms has been conducted.

Your Committee recommends that the administration be authorized to immediately contract with a consulting firm to review the health plans, provide assistance in negotiations, and assist in implementation of agreed upon changes with the costs to be allocated to the hospital and surgical insurance budget account.

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

1. A special meeting of the Board of School Directors was held on October 17, 1989, for the purpose of evaluating the Superintendent. At that time, the Board approved a resolution directing the Secretary-Business Manager to look into life or disability insurance, with an annuity feature, to be incorporated in the Superintendent's employment contract.

2. A special meeting of the Board was held on November 6, 1989, for the purpose of evaluating the Secretary-Business Manager. At that time, the Board approved a resolution directing the Secretary-

Business Manager to look into life or disability insurance, with an annuity feature, to be incorporated as a part of the Secretary-Business Manager's annual compensation and benefits.

3. The Secretary-Business Manager examined life and disability insurance proposals from four insurance companies. After reviewing these proposals, the Superintendent and the Secretary-Business Manager believe that John Hancock Mutual Life Insurance Company can provide the most competitive policy with the greatest degree of benefit.

4. The annual cost of this policy is $5,000 for the Superintendent, and $3,899 for the Secretary-Business Manager. This policy provides disability income with a whole life provision. The life insurance policy will be fully paid in five years for the Secretary-Business Manager and in seven years for the Superintendent. The cost of the policy for the remainder of this fiscal year is $1,750 for the Superintendent, and $1,350 for the Secretary-Business Manager.

Your Committee recommends that:

1. Approval be given to enter into a contract with John Hancock Mutual Life Insurance Company to provide for long term disability and related insurance benefits for the Superintendent and the Secretary-Business Manager.

2. The premium payments for this budget year be paid out of the 1989-1990 district group life insurance account (1-10-4-870-600-230-500000).

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

1. At its meeting on January 31, 1990 (Proc., p. 437), the Board referred the following resolution, which was introduced by Director Mallory, to the Personnel and Negotiations Committee:

WHEREAS, In the discharge of their official duties Board members are required to attend regular and special meetings of the full Board; and

WHEREAS, In the discharge of their official duties Board members are required to attend regular and special meetings of Board Committees; and

WHEREAS, Board members visit schools and attend meetings at school sites; and

WHEREAS, Board members attend various other public and private functions deemed necessary in the performance of their duties; and

WHEREAS, Board members are presently reimbursed for transportation expenses at a rate of $2.85 per round trip; and

WHEREAS, The cost of gasoline and other automobile related expenses have increased dramatically over recent years; therefore, be it

RESOLVED, That the Milwaukee Board of School Directors provide transportation reimbursement for its members at a rate of $3.00 per round trip.

Your Committee recommends that the Board approve the resolution.

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(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 February 12, 1990:

A. Report on Affirmative Action Personnel Transactions for the Month of January, l990

B. Report on Plans to Establish a Principals' Academy and to Implement a Resolution by Director Mitchell on Administrative Leadership

REPORT NO. 2

TO THE BOARD OF SCHOOL DIRECTORS:

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

Your Committee reports having given hearing under Part 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 89/093 (health benefits).

Your Committee reports having heard the evidence in the matter and has determined that a surviving spouse of a retiree eligible for Board supplemental health payments is entitled to Board supplemental health payments in an amount no greater than the amount of a single premium on the date of the deceased retiree's retirement.

Your Committee recommends that this grievance be denied.

* * * * *

REPORT NO. 3

TO THE BOARD OF SCHOOL DIRECTORS:

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

Your Committee reports having given hearing in the matter of a proposed letter to be sent to all probationary employes. The purpose of this letter is to clarify the Board and Administration's position on the status of sixth semester probationary employes. The letter has been recommended by the City Attorney's office.

Your Committee recommends that the Board approve the letter presented by the City Attorney's Office for sixth semester probationary employes.

(attachment)

February 12, l990 (Date)

Dear Probationary Employee: (Name of probationary employee)

I am pleased to inform you that I have nominated you for reappointment as a teacher in the Milwaukee Public Schools. This nomination was reviewed by the Personnel and Negotiations Committee of the Milwaukee Board of School Directors. The Committee affirmed my nomination, submitted their recommendation to the full Board, who in turn gave their final approval.

As with all your previous appointments, you must still obtain a satisfactory evaluation during this sixth semester of your probationary service. Please be advised that your satisfactory evaluation as well as my nomination of you for reappointment at the end of your sixth semester are necessary in order for you to complete your three years of probationary service. Please be further advised that an unsatisfactory evaluation and the act of nonreappointment by the Superintendent accomplishes nonrenewal of a probationary employee with no further action required by the Board.

Once again, congratulations on your reappointment, and best wishes for a successful semester.

Very truly yours,

ROBERT S. PETERKIN
Superintendent
Milwaukee public Schools

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

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

Noes—None.

Item 2 of the report relating to the appointment of teachers, having been set aside for separate consideration, Director Mitchell 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.

Report No. 3, relating to the approval of a letter presented by the City Attorney for sixth semester probationary employees, having been set aside for separate consideration, Director Pajewski moved for adoption of the report.

Director Stacy called the question.

The call of the question failed, the vote being as follows:

Ayes—Directors O'Connell, Pajewski, Stacy—3.

Noes—Directors Mallory, Mitchell, O'Neil, President Cullen—4.

Present—Director Johnson—1

Director Mallory moved to amend the report that the Superintendent will report to the Board the names of individuals not granted tenure.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Mallory, Mitchell, O'Connell, O'Neil, Pajewski, and President Cullen—7.

Noes—None.

Voting "Present"—Director Stacy—1.

Director Stacy moved a substitute to hold the recommendation as amended at the Board level pending a judgment on the current tenure case involving an administrator. The motion failed, the vote being as follows:

Ayes—Directors Johnson, O'Connell, and Stacy—3.

Noes—Directors Mallory, Mitchell, O'Neil, Pajewski, and President Cullen—5.

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

Ayes—Directors Johnson, Mallory, Mitchell, O'Connell, O'Neil, Pajewski, President Cullen—7.

Noes—None.

Voting "Present"—Director Stacy—1.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

Director Bills presented the following report of the Committee on Instruction and Community Relations:

February 28, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

1. The report of the K-12 Curriculum Committee was submitted to the Instruction and Community Relations Committee for hearing on January 22, 1990.

2. The K-12 Curriculum report indicated that curriculum must be student centered and must promote equity and deep thinking. Multicultural education must be integrated into the curriculum, and the curriculum must include education for employment and be integrated across subject areas.

3. Ten student learning goals, which provide a framework for a developmentally appropriate curriculum, were described in the report.

4. The administration believes that staff members and parents throughout the school system should have an opportunity to react and provide input to the statement of philosophy and the student learning goals, so that the wording will truly reflect the MPS community in establishing standards that ensure equity and accountability across the system without restraining individual and local school initiative.

5. Curriculum development is an ongoing process which involves all members of the MPS community as well as concerned members of the larger Milwaukee community. A large investment in professional

growth opportunities and administrative support for new initiatives will be needed as staff members and parents take ownership of the new curriculum.

6. The administration supports the formation of a broadly representative, ongoing advisory council, called the City-Wide Learning Council (CWLC). A major responsibility of the CWLC will be to "develop for board approval a written, long range plan for transforming curriculum and instruction into plans and processes reflective of current and future learning needs."

7. Information about the statement of philosophy, the learning goals, and the process of curriculum development will be provided to parents and staff members for their input through a variety means, such as printed brochures and articles, small and large group meetings. A process for nominating members to the CWLC will be developed. It is planned to have the CWLC appointed by May, 1990, so that they can begin developing a long-range plan during the summer.

Your Committee recommends that the Board accept the response of the administration to the report of the K-12 Curriculum Committee.

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(ITEM 2) The Superintendent advised your Committee that:

1. The Education for Employment Standard—Standard (m)—requires all school districts to provide all students, throughout their education, with access to classes and programs designed to prepare them for employment. The standard reads as follows:

> *"Each school board shall provide access to an education for employment program that has been approved by the state superintendent."* (s.121.02(1), Wis. Stats.)

2. The MPS Education for Employment Plan is designed to provide each student with both the skills needed for productive entry into the work force and the academic knowledge needed for further education and training. Education for employment refocuses the mission of public elementary and secondary education by recognizing the key role that education plays in economic development.

3. The Education for Employment Plan has been developed by the MPS Education for Employment Council, which includes representatives of local businesses, teachers, principals, parents, community agencies, and institutions of higher education. The Education for Employment Plan has been developed through numerous meetings and work sessions.

4. The Education for Employment Plan:

   • addresses the need for all students to become contributing citizens through the development of critical thinking skills, the tools for lifelong learning, and appropriate attitudes about self and others;

   • identifies ways that an empowered staff and an interested private sector can collaborate to plan and implement an effective instructional program for the children of an urban society;

   • addresses curriculum modification, professional development, funding, and evaluation;

   • is based on the belief that all children can learn and have the right to learn in an atmosphere of mutual respect;

   • addresses the participation of schools, parents, and community in the planning, implementation and evaluation of Education for Employment programs.

5. The recommendations included in the Education for Employment Plan relate to: the establishment of baseline data and an ongoing evaluation process; staff development; parent and community involvement; and curriculum development.

6. The Education for Employment Plan has been reviewed in terms of alignment with the K-12 Curriculum Report.

Your Committee recommends that:

1. The Education for Employment Plan be amended to include community service work for students at the middle school level.

2. The Board approve the Education for Employment Plan as amended, with appreciation expressed to the Education for Employment Council for their many hours of work.

3. The fiscal requests to implement the plan be considered during the budget process.

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(ITEM 3) The Superintendent advised your Committee that:

1. During the months of December and January 1989-1990, 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 1990 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 1990 will place a greater 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 from graduating 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 failed courses for promotion to the 9th grade based on summer school work.

4. Because the elementary basic skills program will have an enrichment/strengthening focus, rather than promotional, the positions of reading resource teachers will not be a part of the 1990 summer school staffing at the elementary level.

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 Three will be given an opportunity to attend and be transported to schools in SDA One and Five, 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. All other students who opt to attend a summer school will be responsible for providing their own transportation.

6. The 1989 Summer Program generated very positive comments from staff, parents and students. Elementary staff enjoyed the team approach, the science curriculum, and the many hands-on materials provided for students. The staff was supportive of the non-promotional aspect of the summer school program. Teachers were able to devote more time to enrichment and strengthening activities. A review of responses from parents indicated a positive evaluation of the summer program, with many favorable comments about the hands-on curriculum and the individualized attention given to students.

7. The 1990 Summer School Program will have an enrollment period beginning Monday, May 7 through Friday, June 15. Students registering between June 18-21 will be accepted based on the availability of seats.

8. The Department of Staffing Services will have primary responsibility for staffing the summer program. The Departments of Curriculum and Instruction, Exceptional Education and Supportive Services will support the Department of Staffing Services.

9. A brief review of summer programs are as 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 teacher 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 two days of inservice prior to the start of the summer program in order to:

      —Be familiarized with subject/grade specific materials and strategies;

      —Identify and implement procedural and instructional details with the building administrator.

   c. Summer school teachers will 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.

6. Report to parents and the winter school in a narrative format that indicate 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 1990.

7. Contain pilot programs as recommended by the Service Delivery Areas. 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. If the pilot programs have city-wide status, transportation will be required. The pilots will be at previously designated Summer Elementary School locations.

8. Incorporate a bilingual developmental and LEP program conducted jointly at two sites.

9. For the English as a Second Language Program, provide sheltered English materials, i.e., content materials especially adapted to facilitate both content and Language Learning by non and limited English speakers, smaller classes (15 students maximum), and two five-hour teacher inservice

days. The English as a Second Language Office will also offer intensive instruction for students new to a educational setting.

10. Include a total of 8 six week two-hour Reading and two-hour Math Centers which will be housed in single sites.

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. The summer school program will be continuously monitored in several ways:

    a. Pupils will be surveyed 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. Summer school teachers will complete an attitude survey regarding inservice, curriculum and materials.

    c. Parents will be surveyed regarding their opinions of the activities in which their children were involved.

    d. Summer School teachers will 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. NO grade will be given. The report to parents and the winter school will be a narrative indicating pupils' interests and strengths based on observations and work samples.

    f. Feedback will be obtained from Community Superintendents and their staff regarding the 1990 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 Fulton Middle School.

THE MIDDLE SCHOOL PROGRAM WILL:

1. NOT be a promotional program for grades six and seven. Grade eight students not successfully completing course requirements for promotion will be required to attend a promotional 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 student 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. Each site will be assigned at least four general aides (with one being assigned to the library).

e. Assigned teachers will be provided with the usual one day of inservice prior to the start of the summer program in order to be familiarized with subject/grade specific materials and strategies.

—Identify and implement procedural and 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 course 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 Fulton Middle School.

7. Implement the Step-up and General Electric program at Parkman Middle School.

8. Implement a science program at Kosciuszko Middle School.

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. 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.

4. Provide students with opportunities to meet competencies in English language arts, mathematics, and/or reading.

5. Maintain opportunities for students to enroll in mathematics and reading SAT/ACT test preparation offerings designed to better prepare them for college/ university admission.

6. 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.

7. 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.

8. Maintain a wide range of programs for exceptional education students.

9. Continue to offer a modified version of the Counseling Study Center only for students who have earned at least 19.5 units and could graduate at the end of the summer by their attendance. Students will be selectively enrolled and will be programmed in four concentrated subjects in order to earn 1.5 units.

10. Offer Multilingual Intensive Studies for language minority students in the areas of Mathematics and Language Arts.

11. Assigned teachers will be provided with one day of inservice prior to the start of the summer program in order to:

—Be familiarized 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.

THE ALTERNATIVE SPECIAL PROGRAMS 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 organizations.

2. Programs being considered are Computerized Education Programs, Work Experience Programs incorporated within public and private agencies and the Private Industry Council.

MUSIC/ENRICHMENT CENTERS

Three Milwaukee Public School Music/Enrichment Centers will offer a variety of experiences for students from grades K through 12. Students have the opportunity to take daily lessons on all band and orchestra instruments plus piano, guitar, harp and voice. Students also may perform in ensemble settings to enhance their experience. Courses are also offered in Jazz Ensemble Playing, Jazz Improvisation, Music Theory, American Musical Theatre, Theatre Arts, Solo Preparation, Marching Band and Conducting (Harvey Felder, Associate Conductor of the Milwaukee Symphony Orchestra received his first conducting lessons at Muir Music/Enrichment Summer School). Younger students may participate in a "Learning Basic Skills Through Music" class designed to improve reading and math skills. All students have ample opportunity to perform publicly throughout the summer on 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.

RECREATION ACTIVITIES

Supervised afternoon activities for exceptional education, as well as elementary students will highlight the direct summer school program in such a way as to compliment the regular morning summer program. An extended day program will be at approximately 40 basic skill sites. Elementary summer school students at the 40 sites will be able to attend summer school, obtain a bag lunch (20 sites), and participate in a recreational program in the afternoon. Registration forms will be available in elementary school offices. Registration is open to all students (includes non-summer school and non-MPS students). A 16-page Summer recreation guide will be mailed to the homes of all city residents in early May, identifying a full listing of summer recreation activities available to their children.

Funding in the amount of $129,000 needs to be reallocated within the 1989-1990 Summer School budget to accommodate funding requirements in the following areas:

Curriculum/Instruction Supervisor	$17,000
Part-time Clerical	$32,000
Educational Supplies	$80,000
Total	$129,000

Your Committee recommends that the 1990 summer school plans be approved.

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(ITEM 4) The Superintendent advised your Committee that:

1. Young *American* newspaper focuses on informing youngsters about events of the world, while improving reading skills. Each issue includes short articles on contemporary news features, science, health, entertainment, sports, fashion, and games. It also includes some advertising. The newspaper would be especially appropriate for students in grades four, five, and six.

2. Young American newspaper is available to Milwaukee Public Schools at no cost.

3. Even though Young American includes advertising, the administration would like to permit distribution to schools. The content of the Young American newspaper is exemplary, and the advertisements can be used to teach children to be skillful and discerning readers.

Your Committee recommends that the Board of School Directors not allow Young American to be distributed in MPS schools.

* * * * * *

(ITEM 5) The Superintendent advised your Committee that:

1. At its meeting on June 26, 1989, the Board of School Directors approved a resolution which stated in part that a comprehensive staff development plan be developed for the entire system for consideration by the Board of School Directors before next year's budget deliberations.

2. The plan which is contained in the attachments has been revised and approved by the Staff Development Working Committee and aligned with other major initiatives within the district.

Your Committee recommends that:

1. Counselor interns be included as part of the comprehensive plan for staff development.

2. The comprehensive plan for staff development as amended be approved.

* * * * * *

(ITEM 6) The Superintendent advised your Committee that:

1. At its meeting on January 31, 1990 (Proc., p. 437-38), the Board referred the following resolution by Director Bills to the Instruction and Community Relations Committee:

WHEREAS, More than half of school-age children have mothers in the work force, and some studies predict that figure will be 80% in the 1990's; and

WHEREAS, Parents who cannot find care for their children often leave them unattended at home or in the neighborhood; and

WHEREAS, Safe and healthy children and a dependable, productive work force are compatible goals; and

WHEREAS, The Milwaukee Public Schools system has a tradition of concern for the whole child's well-being; therefore, be it

RESOLVED, That the administration direct elementary schools to survey their parents on the need for extended day care (both before and after school programs). Included in that survey should be the parents ability to pay for that extended day service; and be it

FURTHER RESOLVED, That the administration report back to the Board with the results of the survey in March 1990, for planning and budget considerations.

2. Some information is already available on this matter. A copy of a recent study on child care needs is being sent to Board members under separate cover, the study established the need for such services, and to a certain extent, the willingness of parents who can afford it to pay them.

Your Committee recommends that:

1. The administration begin collaborative efforts through the city, county and other agencies, to develop extended day care programs.

2. The developed extended day care programs be submitted to the Board for consideration.

* * * * * *

(ITEM 7) The Superintendent advised your Committee that:

1. The formation of a Task Force to Conduct a Comprehensive Review of the District's Exceptional Education Programs and Supportive Services resulted from a resolution introduced by Directors Bills and Mallory on June 28, 1989.

2. The Task Force members represent a diverse cross-section of the total school community, including persons from both within and outside the school system. Meetings began on October 6, 1989.

3. The Task Force viewed its charge as: reviewing the exceptional education process, which includes aspects of referral, diagnosis, and programming, in order to determine whether the present system provides the best possible education for children and enables teachers and administrators to deliver services effectively and efficiently; and if appropriate, suggesting a conceptual direction for the future of education of students suspected of having exceptional education needs.

4. In carrying out these tasks, the Task Force developed belief statements and recommendations, some of which present a change in philosophy, structure, and practice within the current educational system as a whole. The committee 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.

5. The Task Force does not suggest the increase in the workload or demands on teachers; immediate integration of all children with exceptional education needs; integration of any students without adequate planning, training, time, resources, or personnel; removal or reduction of services to any students; or the implementation of any practice which would place the district in noncompliance with any Department of Public Instruction, State or Federal laws or guidelines**.**

6. The report of the *Task Force to Conduct a Comprehensive Review of the District's Exceptional Education Programs and Supportive Services is* being submitted at this time for purposes of providing a public hearing. The administration will respond to the report at the March Instruction and Community Relations Committee meeting.

Your Committee reports having given hearing to members of the Task Force to Conduct a Comprehensive Review of the District's Exceptional Education Programs and Supportive Services and other interested parties.

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(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 February 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 Elementary Guidance Mini-Grants

C. Report on the Allocation of Special Funds to Supplement Positions In Exceptional Education Programs

D. Transmittal of Program and Facility Guide to Service from the Department of Municipal Recreation and Community Education

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Separate consideration having been requested of Items 1, 4 and 6 the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Item 1 of the report, relating to the report of the K-12 Curriculum, having been set aside for separate consideration, Director Mallory moved for adoption of the report.

Director Stacy moved an amendment that there be a follow up committee of administrators to scrutinize the document and that the DPI review the document to determine whether its standards have been met.

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

Ayes—8; Noes—0.

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

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

Noes—Director Pajewski—1.

Item 4 of the report, relating to the recommendation that the Board not allow the distribution of Young American newspaper in Milwaukee Public Schools, having been set aside for separate consideration, Director Mallory moved to adopt the report.

Director Mallory pointed out that the item was voted down in committee and was incorrectly placed before the Board. The item was withdrawn from consideration.

Item 6 of the report, relating to extended day care programs, having been set aside for separate consideration, Director Mallory moved to adopt the report.

Director Mallory moved an amendment that the administration conduct a study to determine if there is an interest in extended day care programs and, if so, the Board can collaborate with other interested city and county agencies.

The amended motion prevailed, the vote being as follows:

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

Noes—None.

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

Ayes—8; Noes—0.

COMMITTEE ON FINANCE AND FACILITIES

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

February 28, 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:

11th STREET SERVICE BUILDING

NORTHWESTERN ELEVATOR CO., INC.; Elevator Door Replacement, as per base bid ($174,833) minus Mandatory Alternate Bid #1 of $76,933 to eliminate all work relating to the 10,000# Freight Elevator $97,900

VARIOUS LOCATIONS - Island 2

THE BURGMEIER CO., INC.; Resilient Flooring, as per base bid 24,292

VARIOUS LOCATIONS - Island 3

THE BURGMEIER CO., INC.; Resilient Flooring, as per base bid 19,708

AUDUBON MIDDLE SCHOOL - 3300 South 39th Street

HUNZINGER CONSTRUCTION CO.; General Construction - Classroom Renovations, as per base bid 12,121

* * * * * *

(ITEM 2) Your Committee also 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:

WINKLER OFFICE EQUIPMENT; 9,000 Pkgs. Drawing Paper $10,504.60

AETNA HARDWARE BUILDERS SUPPLY CORP.; 80 Panic Bar Exit Devices 18,000.00
less 1% cash discount - 10 days

WISCONSIN PAPER; 1,482 Cartons Continuous Stock Paper 21,087.38
less 2% cash discount - 10 days

COL D'VAR GRAPHICS; Printing of 780,000 Recreation Guides 44,899.80
less 2% cash discount - 10 days

* * * * * *

(ITEM 3) 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 School Site #76:

Arthur and Ann De Mars-Site Address: 2621 West Lloyd Street	
Moving expenses	$ 650.
Rental Assistance.	7.920.
Total	$8,570.

Your Committee recommends that the claim be paid.

* * * * * *

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

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	EST VAL:AMT	GIFT
Alcott	PTO	$690.	P.A. System for Gym
Allen-Field	Wisconsin Bell	400.	Business Partnership Banner/Promoting the union of Allen-Field and Wisconsin Bell
Audubon	School Fund	9,900	Band Uniforms
Bruce	PTO	2,000.	Mita DC 2254 Copy Machine
Curric & Funded Prg	Allen Bradley Company	5,000.	Costumes and Accessories
Curric & Funded Prg	Sight and Sound, Inc.	80,000.	Sesame Street song sheets, booklets, and cassettes
Custer	School fund	405.	Wireless Microphone & receiver
Doerfler	School fund	750.	Install 2 telephones
Eighty-first St.	School fund	939.	1 25" T.V., 1 T.V. Stand, and 2 VCR's
Fernwood	PTA	200.	Big Kid/Little Kid Z00 Day
Fifty-third St.	PTO	3,008.	Copy machine
Fratney	Parent fundraising committee	1,480	Classroom Field Trip Support
Garland	School fund	2,,000.	Computer program and field trips
Goodrich	Senator Herb Kohl	10,000	Bucks' Tickets
Grandview	PTO	1,085.	25" Laminator
Grantosa	PTA	510.	3 11 Easy-Print System
	PTA	2,317.	Macintosh SE Package/SE Hard Disk
King		100.	Social Studies Functions
	Coca Cola Bottling Company	100.	Salute to Scholar/Athletes
Lancaster	PTA	1,000.	Artist in Residence
Lowell	School fund	106.	RIF books
	Lowell PTO	103.	RlF books
	White Hen	100.	RIF Books
	McDonald's Restaurant	100.	RIF Books
MacDowell	MacDowell Montessori	650.	45 Mega Byte external hard drive for Apple IIE/S.C.S.I card, cable inst.
Madison	School fund	300.	Pictures for study skills center
Manitoba School		500.	To benefit Physically Handicapped
North Division	Milwaukee County Super.	1,500.	Contribution to Choir
Pleasant View	Guidance Center	250.	Video Cassette Player/student Education

Townsend	F.O.T	1,680.	1 Apple lle 128k, Microcomputer Color System 80 column board, Security

			Wrapper w/lock keyed alike to computer cart, outlet strip
Trowbridge	School fund	1,425.	Image Writer 11 Printer and 2 Motorola HTl O radios
Walker	Milwaukee North Sunrise	500.	Scholarship for Out of State and Rotary
Club	Overseas Field Trips		
Webster	School fund	650.	PHD Scanner
	School fund	750.	3 84" High Med Oak Bookcases

EXTENSION FUND

Muni Recreation	1st Wisconsin National Bank	$4,400.	1800 T-shirts for children participating in Kids Baseball, Softball, Tennis, and Gymnastics
	TOTAL	$134,890.	

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.

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(ITEM 5) The Secretary-Business Manager advised your Committee that:

1. On January 31, 1990 (Proc., p. 437) , the Board received a communication from Pastor Bernardo Soto of Cornerstone Evangelical Church. The communication pertains to a request for approval to move the current religious services of Cornerstone Evangelical Church presently held at Whittier Elementary School to Pulaski High School. The need for a move is due to the increase of membership.

2. As indicated in the communication, the principal of Pulaski High School — is supportive of this request.

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

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

5. Since school facilities are normally not used for school activities on Sundays, there is no conflict for this usage.

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

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

1. At its meeting on December 20, 1989 (Proc., p. 392), the Board referred a communication from Susan Grunau Dragisic, Executive Director of the United Performing Arts fund to the Finance and Facilities Committee. The communication requests that MPS conduct a fund drive for UPAF in the spring of the year. The Committee gave hearing on this request last month and directed the administration to meet with representatives of UPAF.

2. Current Board policy provides that: No organization may solicit funds of staff members within the schools, nor may anyone distribute flyers or other materials related to fund drives through the schools, without the approval of the Board. Nor shall staff members be made responsible for, nor assume any responsibility for, the collection of any money or distribution of any fund drive literature within the schools without such activity having the Board's approval.

3. Currently, the only system-wide fund drive in which schools are required to participate is the MPS Combined Giving Campaign which is conducted in the fall of the year. The Combined Giving Campaign includes the United Way, the Combined Health Appeal of Wisconsin and A CHOICE. besides the United Way, UPAF is the only other fund raising effort endorsed by the Greater Milwaukee Committee.

4. Since the arts are an integral part of our children's education, it is appropriate for MPS to do what is can to support them. As a result of the administration's meeting with representatives of UPAF, the following terms have been agreed to for fund raising effort, subject to the Board's approval:

    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.

Your Committee recommends that the Milwaukee Public Schools participate in the United Performing Arts Fund Drive on a one year trial basis and thereafter report to the Board with the results of participating before approval of continuation for a second year.

* * * * * *

(ITEM 7) The Superintendent advised your Committee that:

1. The overnight camping program rents Camp Upham Woods for four weeks in October, the DNR Camp for eight weeks in winter, and Camp Upham Woods for two weeks in May.

2. Reservations have already been made for classes from six schools (approximately 400 students) to use Camp Upham Woods in May.

3. The cost for camp rental increased after the 1989-1990 budget was passed. The fall camp rental cost increased from $12,000 (1988) to $25,000 (1989). The spring camp rental cost will increase from $6,000 (1989) to $13,000 (1990).

Because of this increase, the camp rental account will be depleted after the October and winter encampments.

4. Students pay a fee to participate in the overnight camping program. In previous years, monies from student fees were returned to the camping account to support the camping program. Under current accounting procedures, monies returned from students for the overnight camping program are entered in the General Revenue Account. Approximately, $40,000 - $45,000 will be returned to this account during the 1989-1990 school year. Because it is returned to the General Revenue Account, this money is not directly available to the camping program.

Your Committee recommends that $20,000 be transferred from the Contingent Fund Account to the Camp Rental Account to complete the overnight camping program.

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(ITEM 8) The Superintendent advised your Committee that:

1. During the months of December and January 1989-1990, 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 1990 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 1990 will place a greater 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 from graduating 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 failed courses for promotion to the 9th grade based on summer school work.

4. Because the elementary basic skills program will have an enrichment/strengthening focus, rather than promotional, the positions of reading resource teachers will not be a part of the 1990 summer school staffing at the elementary level.

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 Three will be given an opportunity to attend and be transported to schools in SDA One and Five, 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. All other students who opt to attend a summer school will be responsible for providing their own transportation.

6. The 1989 Summer Program generated very positive comments from staff, parents and students. Elementary staff enjoyed the team approach, the science curriculum, and the many hands-on materials provided for students. The staff was supportive of the non-promotional aspect of the summer school program. Teachers were able to devote more time to enrichment and strengthening activities. A review of responses from parents indicated a positive evaluation of the summer program, with many favorable comments about the hands-on curriculum and the individualized attention given to students.

7. The 1990 Summer School Program will have an enrollment period beginning Monday, May 7 through Friday, June 15. Students registering between June 18-21 will be accepted based on the availability of seats.

8. The Department of Staffing Services will have primary responsibility for staffing the summer program. The Department of Curriculum and Instruction, Exceptional Education and Supportive Services will support the Department of Staffing Services.

9. A brief review of summer programs are as follows:

THE ELEMENTARY PROGRAM WILL:

1. Use 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 teacher 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 two days of inservice prior to the start of the summer program in order to:

      —Be familiarized with subject/grade specific materials and strategies;

      —Identify and implement procedural and instructional details with the building administrator.

   c. Summer school teachers will 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.

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 1990.

7. Contain pilot program as recommended by the Service Delivery Areas. 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. If the pilot programs have city-wide status, transportation will be required. The pilots will be at previously designated Summer Elementary School locations.

8. Incorporate a bilingual developmental and LEP program conducted jointly at two sites.

9. For the English as a Second Language Program, provide sheltered English materials, i.e., content materials especially adapted to facilitate both content and Language Learning by non and limited English speakers, smaller classes (15 students maximum), and two five-hour teacher inservice days. The English as a Second Language Office will also offer intensive instruction for students new to a educational setting.

10. Include a total of 8 six-week two-hour Reading and two-hour Math Centers which will be housed in single sites.

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. The summer school program will be continuously monitored in several ways:

    a. Pupils will be surveyed 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. Summer school teachers will complete an attitude survey regarding inservice, curriculum and materials.

    c. Parents will be surveyed regarding their opinions of the activities in which their children were involved.

    d. Summer School teachers will 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. NO grade will be given. The report to parents and the winter school will be a narrative indicating pupils' interests and strengths based on observations and work samples.

    f. Feedback will be obtained from Community Superintendents and their staff regarding the 1990 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 Fulton Middle School.

THE MIDDLE SCHOOL PROGRAM WILL:

1. NOT be a promotional program for grades six and seven. Grade eight students not successfully completing course requirements for promotion will be required to attend a promotional 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 student 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. Each site will be assigned at least four general aides (with one being assigned to the library).

    e. Assigned teachers will be provided with the usual one day of inservice prior to the start of the summer program in order to be familiarized with subject/grade specific materials and strategies.

—Identify and implement procedural and 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 course 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 Fulton Middle School.

7. Implement the Step-up and General Electric program at Parkman Middle School.

8. Implement a science program at Kosciuszko Middle School.

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. 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.

4. Provide students with opportunities to meet competencies in English language arts, mathematics, and/or reading.

5. Maintain opportunities for students to enroll in mathematics and reading *SAT/ACT* test preparation offerings designed to better prepare them for college/university admission.

6. 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.

7. 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.

8. Maintain a wide range of programs for exceptional education students.

9. Continue to offer a modified version of the Counseling Study Center only for students who have earned at least 19.5 units and could graduate at the end of the summer by their attendance. Students will be selectively enrolled and will be programmed in four concentrated subjects in order to earn 1.5 units.

10. Offer Multilingual Intensive Studies for language minority students in the areas of Mathematics and Language Arts.

11. Assigned teachers will be provided with one day of inservice prior to the start of the summer program in order to:

    —Be familiarized 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.

THE ALTERNATIVE SPECIAL PROGRAMS 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 organizations.

2. Programs being considered are Computerized Education Programs, Work Experience Programs incorporated within public and private agencies and the Private Industry Council.

MUSIC/ENRICHMENT CENTERS

Three Milwaukee Public School Music/Enrichment Centers will offer a variety of experiences for students from grades R through 12. Students have the opportunity to take daily lessons on all band and orchestra instruments plus piano, guitar, harp and voice. Students also may perform in ensemble settings to enhance their experience. Courses are also offered in Jazz Ensemble Playing, Jazz Improvisation, Music Theory, American Musical Theatre, Theatre Arts, Solo Preparation, Marching band and Conducting (Harvey Felder, Associate Conductor of the Milwaukee Symphony Orchestra received his first conducting lessons at Muir Music/Enrichment Summer School). Younger students may participate in a "Learning Basic Skills Through Music" class designed to improve reading and math skills. All students have ample opportunity to perform publicly throughout the summer on 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.

RECREATION ACTIVITIES

Supervised afternoon activities for exceptional education, as well as elementary students will highlight the direct summer school program in such a way as to compliment the regular morning summer program. An extended day program will be at approximately 40 basic skill sites. Elementary summer school students at the 40 sites will be able to attend summer school, obtain a bag lunch (20 sites), and participate in a recreational program in the afternoon. Registration forms will be available in elementary school offices. Registration is open to all students (includes non-summer school and non-MPS students). A 16-page summer recreation guide will be mailed to the homes of all city residents in early May, identifying a full listing of summer recreation activities available to their children.

Funding in the amount of $129,000 needs to be reallocated within the 1989-1990 Summer School budget to accommodate funding requirements in the following areas:

Curriculum/Instruction Supervisor	$17,000

Part-time Clerical		$ 32,000
Educational Supplies		80,000
	Total	$129,000

Your Committee recommends that $129,000 be reallocated within the 1989-1990 Summer School budget to accommodate the recommended program.

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(ITEM 9) The Superintendent advised your Committee that:

1. At its meeting on March 22, 1989, (Proc., p 850-853) 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.

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

1. Redevelopment Authority City of Milwaukee, Parcels 2 and 3 Certified Survey Map #4302 in the Northeast 1/4 of Section 30, Township 7, Range 22 East, in the City of Milwaukee, County of Milwaukee and State of Wisconsin Tax Roll Key Nos. 390-1172, 390-1173; 1333 West Highland Avenue and 1026 North Street; for $100,000 00

2. City of Milwaukee, Lots 13-14, in the Smith's Subdivision in the Northeast 1/4 of Section 30, Township 7, Range 22 East in the City of Milwaukee, County of Milwaukee and State of Wisconsin (Tax Roll Key Nos. 391-0510-100, 391-0511-100, and 391-0512-100, 1227-1231 West Highland Avenue, 1233 West Highland Avenue and 1237 West Highland Avenue); and

   City of Milwaukee, Lots 1 and 2, block 195, in the Northwest 1/4 of Section 29, Township 7, Range 22 East in the City of Milwaukee, County of Milwaukee and State of Wisconsin (Tax Roll Key Nos. 391-0230, 391- 0231, 391-0232; 1203 West Highland Avenue, 1213 West Highland Avenue, and 1221 West Highland Avenue West Highland Avenue); for $5,000 00

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(ITEM 10) The Superintendent advised your Committee that:

1. The SDA VI office is in need of furniture to better accommodate visitors for meetings. Items needed include wardrobe racks and tables for meeting rooms. Also needed are two chairs, file cabinets and bookcases.

2. Funds are available in other office accounts to cover this expenditure.

Your Committee recommends that $3,000 be transferred from the part time certificated and part time and overtime clerical accounts to the additional equipment account in SDA VI.

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

1. The 1989-1990 budget included $45,000 for the costs of legal services in connection with the desegregation lawsuit settlement agreement.

2. The legal services account is overexpended due to unanticipated legal services on matters involving the student assignment process, tax status of non-resident aliens, and pension matters. A summary of the legal expenditures is as follows:

Student Assignment	$ 45,245.88
Immigration	14,209.50
Desegregation	24,083.41
Other	31,845.65
TOTAL	$115,384.44

The costs reflect payment for services rendered to Hogan & Hartson through November, 1989 and to Charne, Glassner, et al. through December 1989.

3. It is anticipated that an additional $36,000 will be needed for legal fees prior to the end of the fiscal year.

4. The account for the Board's contribution into the unemployment insurance account has excess amounts for the 1989-1990 fiscal year. The available funding has resulted from less than expected claims filed for unemployment.

5. A review of the Board's district insurance account for uninsured fire and storm damage reflects a surplus amount of funds. These available funds resulted in a comparative analysis of payments made during the months of November through February of 1988-1989 to those payments expended to date for 1989-1990.

Your Committee recommends approval to transfer $90,000 from the appropriate unemployment insurance account and to transfer $15,000 from the district insurance's uninsured fire and storm account to the Board's legal fees account to cover the projected legal fee costs for the remainder of the 1989-1990 budget year.

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(ITEM 12) The Superintendent advised your Committee that:

1. Monies were included in the 1989-1990 budget of the Department of Staff Development for human relations activities.

2. The Office of Human Relations is currently responsible for these activities.

Your Committee recommends that $13,800 be transferred from the appropriate budget line in the budget of the Department of Staff Development to the appropriate budget lines in the budget of the Office of the Deputy Superintendent for use by the Office of Human Relations.

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

1. The Board previously 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 proposed Board 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.

3. This proposed Board policy regarding Milwaukee Public Schools commitment to a Minority, Women's and Disadvantaged Enterprise Program, along with the policy guide for purchasing and construction contracting to replace State Statute 119.52, are the two components of a unified comprehensive plan 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.

4. A copy of the proposed policy guide has been forwarded to the City Attorney for legal review.

   Your Committee recommends that hearing was given to interested parties regarding this item.

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(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 February 15, 1990:

A. <u>Facilities Reports</u>

   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 January 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	$ 301,969,125	$ 172,080,149	63.7%
Categorically Aided	22,430,383	16,113,512	38,543,895	12,210,759	26,333,136	31.7%
Food Services	18,625,869	350,000	18,975,869	8,323,153	10,652,716	43.9%
Construction	34,400,000	217,195	34,617,195	7,702,720	26,914,475	22.3%
Extension	9,002,821	64,000	9,066,821	8,671,845	394,976	95.6%

C. Statement of Expenses

The Secretary-Business Manager submitted the following Statement of Expenses as of January 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	$ 227,074,469	$ 246,974,805	47.9%
Categorically Aided	22,430,383	16,113,512	38,543,895	15,542,110	23,001,785	40.3%
Food Services	18,625,869	350,000	18,975,869	9,399,426	9,576,443	49.5%
Construction	34,400,000	217,195	34,617,195	9,051,095	25,566,100	26.1%
Extension	9,002,821	64,000	9,066,821	4,568,434	4,498,387	50.4%

(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 January 31, 1990, and payrolls through January 19, 1990.

D. Monthly Report on Expenditure Controls

E. Update on the Response to the Report of the Kerry Consulting Group on Strategic Planning for Technology Management

F. Report Regarding the Return of Unused Reading Materials to the Scott, Foresman Company

G. Report on Transportation Expenditures

H. 1989-1990 Second Quarter Report on Minority/Women/Disadvantaged Business Enterprise Program

* * * * * *

Separate consideration having been requested for Items 5 and 7 the remainder of the report was adopted, the votes being the same as that preceding.

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

Noes—None.

Item 5 of the report relating to the issuance of a building use permit for the use of a school for church services, 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—8; Noes—0.

Item 7 of the report, relating to a Contingent Fund transfer to complete the overnight camping program, having been set aside for separate consideration, Director O'Connell moved for adoption of the report.

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

Ayes—8; Noes—0.

BUDGET COMMITTEE

Director Mallory presented the following report for the Budget Committee:

February 28, l990

TO THE BOARD OF SCHOOL DIRECTORS:

Your **Budget Committee** presents the following report:

(ITEM l) The Superintendent and the Secretary-Business Manager presented the following report on informational program initiatives for the l990-1991 budget year:

PROJECTION OF 1990-1991 SCHOOL OPERATIONS BUDGET

	Million Dollars
1989-1990 ADOPTED BUDGET	**$491.3**
INCREASES	
Raises (Most Yet to Be Negotiated)	
Health Insurances (Rate Increases)	
Increments	
Pupil Transportation	
Supplies, Equipment (Inflation)	
Textbook Adoptions	

Enrollment Growth
Utilities (Rate Increases)
Operating Costs of Additions to 55th Street and 82nd Street Schools

Cost of Unbudgeted Teacher Expansions in Fall 1989
Expansion of English as a Second Language (Approved Fall 1989)

1990-91 MAINTENANCE OF SERVICES BUDGET **$521.3 Million**

NOTE: Excludes any program expansions not already approved**.**

SCHOOL OPERATIONS FUND

	1990-1991 Estimate	1989-1990 Budget	1987-1988 Budget	1987-1988 Actual
STATE AIDES:				
Equalization	$25,600,000	$235,625,476	$217,034,000	$214,609,432
EEN Programs	40,451,288	36,961,000	32,777,306	31,419,982
Other	6,780,000	6,724,000	5,440,986	6,344,142
	297,831,288	279,310,476	255,252,292	252,373,556
Federal	15,700,000	15,400,000	14,495,889	14,818,629
Local	4,000,000	4,000,000	4,540,125	4,766,382
Applied Surplus	0	3,000,000	202,885	60,757
Tax Levy	189,583,708	189,583,708	165,538,658	165,538,658
TOTAL	$507,114,996	$491,294,184	$440,029,849	$437,557,982

Milwaukee Public Schools Tax Rate and Levy Projections for 1990-91

	Fund	%	Tax Levy	Tax Rate	Non-Property Tax Revenue	Total Revenue	Budget/Revenue Difference**
Line 1	Operations	1.000	$189,583,708	$16.31	$317,531,288	$507,114.996	($14,185,004)
Line 2		1.010	$191,479,545	$16.47	$317,531,288	$509,010,833	($12,289,167)
Line 3		1.020	$193,375,382	$16.64	$317,531,288	$510,906,670	($10,393,330)
Line 4		1.030	$195,271,210	$16.80	$317,531,288	$512,802,507	($8,497,493)
Line 5		1.040	$197,167,056	$16.96	$317,531,288	$514,698,344	($6,601,656)
Line 6		1.050	$199,062,893	$17.13	$317,531,288	$516,594,181	($4,705,819)
Line 7		1.060	$200,958,730	$17.29	$317,531,288	$518,490,018	($2,809,982)
Line 8		1.070	$202,854,568	$17.45	$317,531,288	$520,385,856	($914,144)
Line 9		1.080	$204,750,405	$17.62	$317,531,288	$522,281,693	$981,693
Line 10		1.090	$206,646,242	$17.78	$317,531,288	$524,177,530	$2,877,530
Line 11		1.100	$208,542.079	$17.94	$317,531,288	$526,073,367	$4,773,367
Line 12	Construction	1.000	$6,974,123	$0.60		$6,974,123	$0

$1.00 on Tax Rate Equals $ 11,623,539 on the Tax Levy
$1,000,000 on the Tax Levy Equals .09 on the Tax Rate
*Based on an estimated assessed valuation of $11,623,539,049
**Based on an estimated budget of $521, 300,000

Milwaukee Public Schools Tax Rate and Levy Projections for 1990-91

	Fund	%	Tax Levy	Tax Rate	Non-Property Tax Revenue	Total Revenue	Budget/Revenue Difference**
Line 13	Extension	1.000	$8,353,832	$0.71	$750,000	$9,002,821	($297,179)
Line 14		1.010	$8,335,349	$0.72	$750,000	$9,085,349	($214,651)
Line 15		1.020	$8,417,877	$0.72	$750,000	$9,167,877	($132,123)
Line 16		1.030	$8,500,406	$0.73	$750,000	$9,250,406	($49,495)
Line 17		1.040	$8,582,934	$0.74	$750,000	$9,332,934	$32,934
Line 18		1.050	$8,665,462	$0.75	$750,000	$9,415,462	$115,462
Line 19		1.060	$8,747,990	$0.75	$750,000	$9,497,990	$197,990
Line 20		1.070	$8,830,518	$0.76	$750,000	$9,580,528	$280,518
Line 21		1.080	$8,913,057	$0.77	$750,000	$9,663,047	$363,047
Line 22		1.090	$8,995,575	$0.77	$750,000	$9,745,575	$445,575
Line 23		1.100	$9,078,103	$0.78	$750,000	$9,828,103	$528,103

$1.00 on the Tax Rate Equals $11,623,539 on the Tax Levy
$1,00,000 on th Tax Levy Equals .09 on the Tax Rate
*Based on an estimated assessed valuation of $11,623,539,049
**Based on an estimated budget of $9,300,000

Milwaukee Pub lic Schools T ax Rate and L evy Projectio ns for 1990-9 1

	Fund	%	Tax Levy	Tax Rate	Non-Property Tax Revenue	Total Revenue	Budget/Revenu e Difference**
Line 24	All Funds		$204,810,652	$17.62	$318,281,288	$523,091,940	($14,482,183)
Line 25			$206,789,017	$17.79	$318,281,288	$525,070,305	($12,503,818)
Line 26			$208,767,383	$17.96	$318,281,288	$527,048,671	($10,525,452)
Line 27			$210,745,748	$18.13	$318,281,288	$529,027,036	($8,547,087)
Line 28			$212,724,113	$18.30	$318,281,288	$531,005,401	($6,568,722)
Line 29			$214,702,478	$18.47	$318,281,288	$532,983,766	($4,590,457)
Line 30			$216,680,844	$18.64	$318,281,288	$534,962,132	($2,611,911)
Line 31			$218,659,209	$18.81	$318,281,288	$536,940,497	($633,626)
Line 32			$220,637,574	$18.98	$318,281,288	$538,918,862	$ 1,344,739
Line 33			$222,615,940	$19.15	$318,281,288	$540,897,228	$3,323,105
Line 34			$224,594,305	$19.32	$318,281,288	$542,875,593	$5,301,470

$1.00 on the Tax Rate Equa ls $11,623,53 9 on the Tax Levy
$1,00,000 on th Tax Levy E quals .09 on the Tax Rate
*Based on a n estimated a ssessed valua tion of $11,6 23,539,049

(ITEM 2) The Superintendent advised your Committee of the following recommendations concerning the report of the Financial Advisory Panel:

A distinguished group of concerned citizens, who have expertise in various areas of budgeting and finance, was appointed by the Superintendent of Schools to study the budget process and related concerns of the Milwaukee Public Schools. This important panel began their work in March, 1989. The panel was organized into three subcommittees to study the budget process, specific issues in the areas of transportation and employee benefits, and school staffing.

After eight months of deliberation on issues identified above, the Financial Advisory Panel (FAP) issued their report to the Board Budget Committee at their November 7, 1989, committee meeting. At that meeting, the FAP subcommittee chairpersons gave a brief presentation of their findings and recommendations. The recommendations were presented with a view that some can be accomplished in the short term and others over a longer term.

After presentation and discussion of the report, the Budget committee directed the administration to review the FAP recommendations and report back to the Board with recommendations for implementation. The administration has analyzed the FAP report and is providing the following recommendations for implementation.

The administrative recommendations are based on staff analyses, review, and recommended revisions to the FAP report. The Department of Budget, Planning, Research and Evaluation assumed responsibility for directing this activity and compiling the results. All staff who have responsibility for programs or functions affected by one or more of the FAP recommendations were identified. These staff were then asked to review each recommendation with which their names had been identified.

Each involved staff member was given a set of materials, including a copy of the FAP report, a form for responding back to the administration, and a timeline. Staff were invited to a December 11 meeting to review this process. As a result of the meeting, minor modifications were made and the process was initiated with a deadline date of January 5, 1990.

The report that follows is formatted to parallel the Financial Advisory Panel Report recommendations. The FAP recommendations are reported under the three subcommittee headings, "Budget Process Subcommittee", "Specific Issues Subcommittee", and "School Staffing Subcommittee." At the end of each of the Superintendent's recommendations, a projected fiscal planning cycle (fiscal year) for implementation is shown (e.g., "1990-1991 fiscal planning cycle" or "1991-1992 fiscal planning cycle or later").

BUDGET PROCESS SUBCOMMITTEE

Planning

FAP Recommendations

(a) The Board should reassess the long-range goals and mission for MPS on an annual basis. This will set the tone and direction for the evaluation and budgeting elements.

(b) As part of the planning exercise, the Board should prepare multi-year budgets or forecasts. This process will place changes and initiatives within a longer term context and facilitate the setting and measuring of multi-year goals.

(c) We recommend the School Board provide a multi-year range of anticipated spending based on both revenue targets and program goals and that this be communicated to the administration. The development

and use of an Econometric model would facilitate communication of revenue expectations on a consistent basis to all interested parties.

Superintendents Recommendations:

That the following activities be carried out on an annual basis with an expectation that they will be incorporated into the strategic planning process and, perhaps, refined as a result of that process:

(a) The Board should reassess the long-range goals and mission for MPS on an annual basis for inclusion in the annual update of the five-year plan and as elements of an ongoing strategic planning process. (1990-1991 fiscal planning cycle).

(b) The administration should prepare "level-funded-plus-inflation" multi-year budgets or forecasts for Board and administrative use in the strategic planning process to facilitate the setting and measuring of multi-year goals and strategies and (2) the Board and administration should encourage other taxing units to prepare multi-year revenue and expenditure forecasts to facilitate local government planning and coordination of spending requirements (1991-92 fiscal planning cycle).

(c) The administration should prepare multi-year revenue forecasts and targets, through the use of an econometric model or other planning device, in order to facilitate communication of revenue to budgeting and program planning functions in the strategic planning process (1991-92 fiscal planning cycle).

Evaluation

FAP Recommendations:

(a) A standardized methodology for evaluating selected programs based on quantifiable goals or student outcomes should be developed. This will allow policy decisions to be made based on the assessment of program efficiency and effectiveness.

(b) Program evaluations should link the long-term plan to the development of budgets and their alternatives. Establishing measurements will be challenging since there are few successful models to copy; however, the development of measures is essential.

(c) Program analysis and evaluation should be introduced on a pilot basis. The long-term objective is to prepare sufficient program evaluations to cover a substantial portion of total expenditures. The standardized format for program evaluations will facilitate measurement and comparison to other programs. The full dollar consequences of alternative should be presented.

(d) The evaluations of programs should be done on a team basis which would include field staff as well as financial staff. This will assist in building accountability and teamwork for the eventual completion of programs at the school level. Evaluations should be explicitly linked to the budget process.

Superintendent's Recommendations:

(a-d) Two types of projects are identified for evaluation: Sunset Projects and major programs selected for special review.

Each of the locally funded, discretionary Sunset Projects [should] must contain an evaluation component. The evaluation process for each project [should] not result in the identification of measurable objectives, the collection of pertinent data related to the objectives, and an assessment of the extent to which the objectives were met. This objective and quantitative information [should] will be provided the

Superintendent for use in identifying projects which should be discontinued or which could benefit from modification and continued

for funding. Supplementary information regarding outcomes and factors not included in the objective evaluation also can be provided the Superintendent by program managers. Specific criteria will be related to measurable objectives written into the program plan.

In addition to the Sunset evaluation process, the Superintendent [identifies] will identify several programs for review each year. The manager of each program to be reviewed [should] will assume the responsibility for developing a program review document. This review document [should] will contain an evaluation of major objectives conducted by the Research Office, other relevant information about the program, and recommendations for future action. When the program review is completed. the program manager will develop an action plan which will include new program objectives and activities that are designed to improve the program. The action plan will be presented to the Superintendent for approval: and when approved. the new program will become part of the subsequent budget presented by the Superintendent to the Board of School Directors. This process was approved by an evaluation committee for the four projects under review during the 1989-90 school year. After review and approval by the Superintendent and the Board, program managers [should] will be charged with the responsibility of implementing these action plans to bring about the desired changes in student outcomes (1990-91 Fiscal Planning Cycle).

All new programs approved by the Board of School Directors must contain an evaluation component approved by the Research Department, with input of appropriate staff and committees. (1990-1991 Fiscal Planning Cycle.)

Budgeting

FAP Recommendations:

(a) A *limited number of alternative budgets (which can be reduced by cost and manpower availability) should be prepared reflecting a base case position versus alternatives. The presentation of the budgets (both written and oral should highlight the differences in financial and expected student outcomes among the alternatives. This will facilitate discussion and decision making. alternative budget preparation will also allow the administration to respond with programs and strategies to achieve the MPS mission within financial parameters.*

(b) The administration's budget recommendations should be presented to the Board and the public earlier in the process in order to permit adequate time to review and debate alternatives.

(c) The line-item budget should be retained as the foundation from which program budgeting can be prepared. There should be a direct linkage between program budgets and the aggregate line-item budget.

(d) A Management Information System (MIS) should be developed to support the site-based management structure of MPS. Principals will be able to forecast anticipated expenditures on a regular (monthly or quarterly) basis for the remainder of the annual budget. This will allow the centralized staff to anticipate changes and provide the regional managers a vehicle for assessing the financial and student performance impact of their individual strategies. The development of performance indicators at the school and school district levels will be facilitated. The MIS will also support the use of performance incentives (financial or otherwise) for rewarding high performing schools. Finally, program accountability can be related to budgetary accountability through a well designed MIS. If, for example, school principals are to be held accountable for the performance of the program, then they should be given commensurate budgetary responsibility and accountability.

Superintendent's Recommendations:

(a) That development of selected alternative budgets be piloted for 1990-1991 and that alternative budgets be developed as part of the ongoing budget process commencing with the 1991-1992 fiscal year (1990-1991 fiscal planning cycle).

(b) That consideration of additional public meetings to review and debate the budget be considered in conjunction with the 1991-1992 budget (1991-1992 fiscal planning cycle).

(c) That the Financial Advisory Panel recommendation be endorsed and that a multi-year plan be prepared for development of program budgets commencing with the 1990-91 budget (1990-1991 fiscal planning cycle).

(d) That the Financial Advisory Panel recommendation be considered in conjunction with the Kerry Consulting Group report relating to information systems planning and development in the Milwaukee Public Schools (1990-1991 fiscal planning cycle). The alternative budgets will describe the effect additional resources will have on the program outcome.

SPECIFIC ISSUES SUBCOMMITTEE

Transportation

FAP Recommendations:

(a) Expand utilization from Milwaukee County Transit System (MCTS) to accommodate transportation needs servicing Vincent High School. Currently 46 yellow buses are utilized. The cost savings potential is to eliminate use of 28 yellow buses by extending existing MCTS routes to Vincent High School. MCTS staff will pursue the feasibility of this recommendation; however a revised start time would be required to prevent shifting of expenses to MCTS for additional vehicles vs. increased utilization of existing vehicles. Estimated savings are approximately $80, 000.

(b) Currently five buses provide daily transportation from Vincent High School to Capitol Court on an hourly basis between 10 a.m. and 2 p.m. to accommodate interschool transfers, ill students, etc. Extending existing routes to Vincent High School during these mid-day hours would eliminate the MPS expense of approximately $54,000 per year. MCTS cost would be $29,000: this and all other additional costs must be covered by MPS.

(c) Consider increasing the number of vehicles to decrease the average bus route time from 55 minutes to 30 minutes. This proposal will permit a three-tier bus schedule to increase utilization of the vehicles. The proposal is based on a scheduling system to align with the suburbs' policies currently in place.

An increased number of vehicles will reduce the impact of isolated student assignments to route times, shorten route times which contribute to increased disciplinary problems resulting in special transportation needs, and allow modification of school hours to support a three-tier scheduling process for better utilization of buses.

Potential savings are based on the estimated $7 million savings associated with a three-tier scheduling process minus the additional vehicle expenses. Although potential savings are large, this must be balanced by the need for teacher involvement and by consideration of parental concerns for student safety.

(d) Revise current definition of 'accident' associated with the accident notification policy. Potential savings are based on reduced clerical functions for notification to parents and reduced impacts to insurance premium rates passed on to the MPS by the individual contractors. Estimated cost is based on .5 secretarial support plus postage and stationery.

(e) Consider the costs and benefits of a student assignment process based on a Transportation Zone concept. This process will support choice, equity, and parental and community involvement while significantly decreasing transportation costs.

This process will:

• *Reduce transportation costs associated with isolated student assignments.*

• Prevent a student assignment policy permitting transfers from a racially balanced attendance area to another racially balanced area creating significant additional transportation costs.

(1) Promote utilization of the Milwaukee County Transit System to service Middle School students for an entire zone without compromising equity, student attendance, or student safety. The use of yellow buses has not increased student attendance at the middle school level.

(2) Assign K-4 students to local attendance area schools.

Superintendents Recommendations:

(a) That the Milwaukee Public Schools pursue with MCTS the feasibility of extending service to Vincent High School effective September 1990 (1990-1991 fiscal planning cycle).

(b) That the Milwaukee Public Schools accept this recommendation provided that the costs associated with MCTS do not exceed current expenditures (1990-1991 Fiscal Planning Cycle).

(c) That the Financial Advisory Panel recommendations be studied for possible implementation in conjunction with the new student assignment process effective with the start of the 1991-1992 school year (1990-91 Fiscal Planning Cycle).

(d) The definition of "accident" has been revised. Consequently, no action by the School Board is necessary (1990-91 Fiscal Planning Cycle).

(e) That, (1) utilization of MCTS at the middle school level not be considered for the 1990-1991 school year, and (2) that the appropriateness of assigning K-4 pupils to their attendance area schools be considered by the consultants in conjunction with development of the new student assignment process effective with the 1991-1992 school year (1990-1991 Fiscal Planning Cycle).

Employee Benefits

FAP Recommendations:

(a) Immediately address the impact of the $250,000,000 unfunded liability for retiree benefits.

The challenge to the Board is to manage this unfunded liability in a manner which will reduce the severe financial strain this liability will place on the Board in the future.

The Board has contracted with the firm of Mercer and Meidinger to investigate the situation and make recommendations. These recommendations will probably be available in September, 1989. Unless the Board begins to address the retiree health situation, annual insurance costs will soon exceed those for pension (Report to Subcommittee by Dick Pott, MPS).

(b) Continue to review and develop additional trend analysis reporting capabilities to support identification of cost containment alternative to current health benefits.

(c) At the present time, 6 of 13 contracts are being negotiated. Several alternatives are being considered:

(1) Implement employee contributions of 5% of the annual premium.

(2) Increased participation and co-insurance for PPO contracts which will equate to a potential 5-10% savings.

(3) Revise benefits associated with adolescent mental health benefits which have an estimated $2-3 million increased potential for future years. A possible solution is contracting with a specific facility/provider to supply a current level of benefits at a reduced rate. This is based on the PPO concept. Potential saving is 1-2%.

(4) An additional pre-certification requirement for DXL and Outpatient Surgery benefits at a potential saving of 3-4%.

(d) Improve the coordination of benefits between worker's compensation benefits and health benefits. This can be accomplished by

(1) Maintaining administration of worker's compensation benefits effective January 1, 1990. Based on statistics supplied by MPS staff, current and past administration of WC benefits has resulted in duplicate payment of benefits by MPS, which are not recovered. The administration fee currently charged by Milwaukee Insurance, the current vendor is $284,000. In spite of the unallocated funding of administration fees for worker's compensation in 1990, one semester, the current rate of savings associated with correct administration of the benefits would, at a minimum, pay for the administration fee.

(2) Implementing reporting capabilities to provide a means for MPS monitoring of duplicate payments of health care benefits which are determined by worker's compensation liability.

(3) Revising the budget format to clearly detail all dollars associated with worker's compensation and other health benefits. The line items should include: sick pay, disability pay, substitute teacher pay, medical expenses, and administration costs. Current budget detail for worker's compensation does not provide a means for analysis of the total budget impact associated with the benefit. Expenses are included under other budget categories. This tends to minimize the overall impact on the budget and lessen the need for controls to monitor, if based on associated budget dollars.

(e) Consider implementation of a cafeteria style benefit structure that provides employee choice. This proposal is based on a need to continue to provide quality benefits to the staff, but alternatives which could result in an overall reduction of health care benefits by substituting alternative benefits such as day care.

Superintendent's Recommendations::

(a) That, (1) the consultants' report be studied by the Milwaukee Public Schools staff with a view toward development of an appropriate plan to finance the unfunded retiree benefits liability commencing with the 1991-92 budget, and (2) that other local taxing units be contacted relative to identifying the scope of the problem and to share common strategies in dealing with the matter (1991-1992 fiscal planning cycle).

(b) Continue to review trend analysis and improve reporting capabilities to identify areas of cost containment alternatives (1990-1991 Fiscal Planning Cycle).

(c) That, (1) the employee contributions of 5% of annual premium matter is currently a subject of negotiation between the Board and its employee labor organizations (1990-1991 Fiscal Planning Cycle or later), (2) a PPO which best serves the interests of the Board be developed, subject to negotiation with the labor unions (1990-1991 Fiscal Planning Cycle or later), (3) a consultant be employed to evaluate the substance abuse and mental health benefits in light of current practices in the health industry and consultant recommendations be considered by the Board and negotiated with the employee labor organizations (1990-1991 Fiscal Planning Cycle or later), and (4) consideration be given to additional precertification requirements for DXL and out-patient surgery benefits after the analysis of the pilot programs that have begun in the industry. If the programs prove successful, this matter should be considered by the Board and negotiated with its labor unions (1990-1991 Fiscal Planning Cycle or later).

(d) That, (1) the processing of worker's compensation claims be handled by the City of Milwaukee effective January 1, 1990, and that this service be further reviewed after three months of operation relative to the feasibility of continuing the service with the City of Milwaukee or with a private vendor, and (2) that a health care/worker's compensation program budget be developed for inclusion in the 1990-1991 Budget Analysis document (1990-1991 Fiscal Planning Cycle).

(e) That a cafeteria style benefits program be further reviewed by staff to determine its potential savings as an alternative to the present program (1990-1991 fiscal planning cycle).

Student Assignment & Transfer

FAP Recommendations:

(a) Establish a process whereby isolated student assignments are identified, students/parents counseled, and new assignments made prior to the end of Stage ll in the Student Assignment Process.

(b) Establish a policy whereby a student in a regular school program not be allowed to transfer from a school that is within a racially balanced attendance area to another school that is in a racially balanced attendance area.

Superintendent's Recommendations:

(a) That the concept be considered for inclusion in the new Student Assignment Plan for the 1991-1992 school year (1991-1992 Fiscal Planning Cycle).

(b) That Dr. Willie and associates consider this idea and build it into the new Student Assignment Plan for the 1991-1992 school year (1991-1992 Fiscal Planning Cycle).

SCHOOL STAFFING SUBCOMMITTEE

School Staff Planning

FAP Recommendations:

The School Staffing Subcommittee recommendations and support material contain considerable and important recommendations so an attempt to present them here in either verbatim or summary form would be neither efficient nor appropriate.

Superintendent's Recommendations:

—That during the 1990-1991 budget cycle, staffing at the school level be developed by the community superintendents and building principals. The total number of teachers and support staff will be determined by the Planning Department based on projected enrollments both district wide and by SDA. The assignment of supplemental staff to buildings will be at the discretion of the community superintendents, consistent with Board policy and contractual agreements (1990-1991 Fiscal Planning Cycle).

—That prior to the 1991-1992 school year, a plan will be developed and presented to the Board which provides for differentiated staffing patterns as suggested by the Financial Advisory Panel. The plan would be aimed at piloting this process at identified SBM sites and at a level determined by a staffing committee and approved by the Superintendent. Involvement of bargaining units and other interested parties would be included in this planning process (1991-1992 Fiscal Planning Cycle).

—That the administration develop a plan for a performance incentive program based on an analysis of existing programs in South Carolina. California and other appropriate locations. and that the plan be

considered by the Board for implementation in the 1991-1992 budget (1990-1991 and 1991-1992 Fiscal Planning Cycles).

—That prevailing trade union wages, without layoff, be studied by the Department of Human Resources relative to appropriate compensation levels and that the results be reported to the Board (1990-1991 Fiscal Planning Cycle).

—That budgeting Physical Plant work activities at the SDA level not be considered until the reorganization plan now being finalized by the Secretary-Business Manager, which includes Physical Plant operations, is completed (1990-1991 Fiscal Planning Cycle).

Your Committee recommends approval of the recommendations provided in the report of the Financial Advisory Panel.

Director Pajewski moved to accept the Budget Committee's report. The motion prevailed, the vote being the same as that preceding:

Ayes—8; Noes—0.

COMMITTEE ON LEGISLATION AND RULES

President Cullen presented the following report for the Committee on Legislation and Rules:

TO THE BOARD OF SCHOOL DIRECTORS:

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

(ITEM 1) The Superintendent and the Secretary-Business Manager advised your Committee that:

1. Section 49.50 (7)(a), Stats., as amended by 1987 Wisconsin Acts 27 and 399, provides that every teenager, that is a person 13 to 19 years of age, who is included in an Aid to Families with Dependent Children (AFDC) grant under s. 49.19, Stats., and who is a teen parent or living with a natural or adoptive parent, must attend school to meet the participation requirements of the Wisconsin Employment Opportunities Program (WEOP) unless he or she has graduated from high school or has received a high school equivalency diploma.

   Under the program recipients of AFDC are required as a condition of receiving financial assistance to register for and accept employment or training to prepare for employment. School attendance is the required work activity for teenagers. The school attendance requirement is imposed as part of the State of Wisconsin Welfare Reform Initiative which has as its focus making welfare recipients self-sufficient. School attendance is seen as a means for teenagers, including teen parents, to acquire the skills necessary to achieve self-sufficiency. Wisconsin received approval from the Office of Family Assistance, U. S. Department of Health and Human Services, of the state's request for a waiver of portions of s.4402(a) of the Social Security Act of 1935, as amended, so that Wisconsin can require these teenagers to attend school.

   The Learnfare rules state who is required to attend school, outline the attendance requirements, state how the income maintenance agency shall determine that the Learnfare participant has failed to attend

school, list good cause reasons for teenagers not to attend school, and state what the sanction is for failure to attend school.

In accordance with these provisions, school districts must provide information to the county social services agencies concerning the attendance of teenagers who are enrolled in the school district within five (5) working days after the date of receipt of the request.

2. To expedite this process in the Milwaukee Public Schools, the State Department of Health and Social Service provides a magnetic tape to the Division of Information Systems for the exchange of data on students with attendance requirements. The school district is required to submit attendance information to the Milwaukee County Department of Social Services (DSS) each month for those AFDC teenagers identified by the State Department of Social Services as having attendance problems based on their previous semester's attendance records. Within this process, AFDC teenagers who had ten (10) or more unexcused absences in the previous semester of attendance are placed on monthly attendance monitoring and must meet specific Learnfare attendance requirements. Any AFDC teenager who does not attend school or has more than two (2) full days of unexcused absences within a particular month will be removed from their parents/guardians' grant until the child enrolls in a school or attends school regularly. In some instances, teenagers may be unable to attend school and could receive an exemption for good cause.

   Since the implementation of Learnfare in November, 1987, the administration has responded to the legislation by providing the information requested on a monthly basis.

3. In August, 1989, DHSS released its first full year report on Learnfare in Wisconsin. The report concluded that Learnfare had been successful in getting teens to return to school and attend regularly. Subsequently, DHSS staff retracted some of the previously released conclusions.

   In the 1988-89 school year, the number of teens sanctioned in Milwaukee increased from a low of 1,133 in November, 1988, to a high of 2,383 in July 1989. The level of sanctioning continues to increase in the 1989-90 school year in 2 of the 3 months for which comparable data is available. (See attachments la and lb for comprehensive data).

MILWAUKEE COUNTY SANCTIONS

Month	1988-1989	1989-1990
November	1,133	1,433
December	2,323	1,872
January	1,774	1,906

   The pattern of increased sanctioning was mirrored in MPS's attendance ratio which decreased in the 1988-1989 school year from the previous year. Specific attendance rates are as follows:

	1987-1988	1988-1989
Middle School	90%	89%
High School	85%	82%
Alternative Programs	79%	74%

   These figures indicate that while attendance monitoring and sanctions have increased MPS school attendance rates have decreased.

5. On August 22, 1989, the Board of School Directors received a communication from the Superintendent of Schools which expressed concerns regarding the sanctioning of Milwaukee Public Schools' families. The communication, while acknowledging the goal of Learnfare and its attempt to break the poverty cycle, alluded to a series of strategies that would be employed by the school district

during the 1989-1990 school year to reduce the number of sanctions. The activities conducted during the first semester included the following:

a. The Division of Information Systems prepared an alpha listing of MPS pupils by school whose attendance was being monitored by the State of Wisconsin under Learnfare.

b. Principals were requested to review current pupil attendance procedures at the local school level to ensure the accurate reporting and recording of pupil attendance information.

c. School social workers and counselors were encouraged to become more actively involved in outreach efforts to students and parents at risk of sanction.

d. Each school was provided with an alpha listing of students on a monthly basis whose attendance was being monitored by the State under Learnfare.

e. In November, 1989, on a monthly basis, each school received an alpha listing of pupils who failed to meet the Learnfare requirements, and those considered as Learnfare dropouts.

f. The Milwaukee Public Schools collaborated with the Milwaukee County Social Services and the Wisconsin Employment Opportunities Program (WEOP) to target Learnfare dropouts and teen parents for special outreach efforts.

g. The Milwaukee Public Schools explored supplemental funding from the State for programs that would meet the needs of the Learnfare dropouts.

A preliminary report of first semester activity indicates that despite the efforts of our staff in schools to provide school attendance improvement strategies for this target group of students, the number of sanctions of MPS families affected by Learnfare has not been substantially reduced (See Attachment A).

6. Recently, the Learnfare program has received considerable National attention including the release of two new studies. The most recent study completed by the Center for Law and Social Policy entitled "Wisconsin Learnfare": What the Data Does (and Doesn't) Tell Us" draws two conclusions:

   a. There was some month to month fluctuation of a number of Wisconsin teens sanctioned, but there was no pattern of decline over the year. To the contrary, the highest rates were attained in the last two months of the school year.

   b. Existing data does not tell whether sanctions led teens to return to school. Monthly statistics show an increase in dropouts over the year.

   The study's author recommends that states seeking to address the needs of teenagers explore alternatives that offer educational and support services to teens as well as relying on sanctions as the basic motivator for school attendance.

   This conclusion was endorsed by the New York Times in its December 15, 1989, editorial which stated:

   > "A state that imposes such an obligation on welfare parents at least incurs its own obligation to provide education programs and support services that offer a reasonable second chance for truant teenagers. As long as Wisconsin fails to do so, it ignores the fact that it is party to the social contract too."

7. A second study focused on whether Learnfare should be applied to elementary students as well as teens. This study was conducted by the Urban Research center at the University of Wisconsin Milwaukee and was entitled "Do School Attendance Rates Vary Between AFDC and Non-AFDC Supported Children?" The major finding was that "given the standard 180 day school year, the absolute difference of approximately three days in median attendance between AFDC and non-AFDC recipients is very small (1.6%).

The author concludes that it is not cost effective to implement a monitoring program for an entire population for an increase of 3 days of attendance. Rather, he recommends the use of these resources to enhance the educational and support services for children with attendance problems.

These findings have raised serious questions about the ability of the Learnfare program as currently structured and implemented to increase the number of AFDC teens who attend school regularly and receive a high school diploma. There is also no evidence of a need for such a program at the elementary level in the City of Milwaukee.

8. In summary, the existing Learnfare program has not been shown to be effective in returning teenagers to school; it has not increased school attendance; and it has not reduced the number of school dropouts. In addition, the number of monthly sanctions does not appear to be declining. Rather than expand or even continue the Learnfare program, it probably would be more effective to provide new outreach, assessment, support, and educational services for sanctioned families.

Your Committee recommends that:

l. The Board oppose the proposed expansion of the current Learnfare program to include ages 6-l2.

2. The Board oppose the existing Learnfare program for teenagers (13-l9) and support its repeal.

3. The Board support, as an alternative to the current Learnfare program, an initiative entitled "A Real Chance" or any alternative that provides support and educational services.

* * * * * *

(ITEM 2) The Superintendent and the Secretary-Business Manager advised your Committee that:

AB 647 requests a waiver from the U. S. Department of Health and Human Services to extend learnfare provisions to children 6-12 years old starting in the fall 1990 school term.

Your Committee recommends that the Board oppose AB 647.

* * * * * *

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

AB 847 provides $3.6 million in 1990-1991 to provide at risk educational programs for sanctioned learnfare students. It also provides $750,000 for outreach and support services to sanctioned students. The school board is required to work with the county department of social services to ensure that the pupils are provided with outreach, assessment and support services.

Your Committee recommends that the Board support AB 847.

* * * * * *

(ITEM 4) The Superintendent and the Secretary-Business Manager advised your Committee that:

1. Assembly Bill 601 allows approximately 2,900 pupils enrolled in grades kindergarten to 12 who are members of families with incomes that do not exceed 1.75 times the federal poverty level to attend any nonsectarian private school located in the City of Milwaukee beginning in 1990-1991. The State Superintendent of Public Instruction is directed to pay the private school the cost of educating such

pupils (up to MPS average cost) and to deduct the amount paid from the state aid paid to the Milwaukee school district.

Public school district standards do not apply to the private schools and the State Superintendent will promulgate rules to implement and administer the program.

2. LRB draft 3622/5 is an alternative which would allow 1,000 low income (free lunch) city children to attend nonsectarian private schools in the City by contract with MPS. The board shall ensure that public school district standards are met for all pupils enrolled in the program

Your Committee recommends that the Board:

1. Oppose AB 601.

2. Support LRB 3622/5.

* * * * * *

(ITEM 5) The Superintendent and the Secretary-Business Manager advised your Committee that:

1. Assembly Speaker Loftus has proposed additional separate appropriations in 1990-1991 for six programs now funded as draws on the equalized aid appropriation. Those programs and the amounts of their appropriations are:

Program	Amount (millions)
Integration Aid	$59.3
Minimum Aid	11.7
Special Adjustment Aid	1.2
Children At Risk	2.5
County EEN Boards	1.1
TIF (full funding)	12.2
TOTAL	$88.0

2. The dual effect of this proposal is to eliminate non-formula diversions of equalized aids and to fully fund the TIF reimbursement, thereby increasing school aids by $88.0 million ($75.8 million equalized aid and $12.2 million TIF) next year.

3. A sum sufficient appropriation is provided for integration aid in 1990-1991, but appropriations for 1991-1992 and 1992-1993 will be considered by the 1991 legislature.

Your Committee recommends that the Board:

1. Support the additional equalized school aid and full funding for TIF reimbursement.

2. Support a continuation of full funding for integration aid through the equalization aid appropriation.

* * * * * *

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

1. SB 434 appropriates S1.5 million GPR in 1990-1991 for grants administered by DHSS for 10 health clinics (5 Milwaukee County and 5 statewide) to provide "school-based health services" to students,

former students and other adolescents who reside in the area served by the school. Non-profit corporations and public agencies are eligible to apply for the grants through an RFP process.

2. School-based health services are defined as "health services, including reproductive health care services, for primary health care needs of adolescents that are provided by an organization to adolescents in a public school".

3. Senator Gary George has proposed a $3 million legislative proposal on adolescent health which consists of three provisions. The first is the creation of an eight member State Adolescent Council whose purpose would be to improve coordination of adolescent programs at the state and local levels. The second provision establishes four Community-based Adolescent Demonstration Projects (start-up March 1, 1991) coordinated by the State Adolescent Council. The final provision creates a request for proposal grant process administered by DHSS for ten school-based adolescent health clinics. Eligibility for the grants would consist of providing eleven specific health care services. The proposal also includes coordination of the school based clinics' efforts with DPI.

Your Committee recommends that the Board support SB 434 and other legislative efforts such as Senator George's to provide increased access to health care services for adolescents.

* * * * * *

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

1. SB 360 and AB 721 create a new equalization formula and appropriation ($30 million) for the sharing of debt service costs at the primary level. It also removes debt service cost from the equalization formula.

2. The provisions in SB 360 and AB 721 would have a negative impact on MPS's relative property tax rate ranking because it provides proportionately greater relief to others. MPS has 12% of the students, but would receive the benefit of only 3.7% of the debt service aid.

Your Committee recommends that SB 360 and AB 721 be amended to add the proposed separate appropriation to equalized aids and include below average debt service costs as eligible costs in the general aid formula.

* * * * * *

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

1. AB 614 (ASA 1) provides $200,000 in 1990-1991 for a minority teacher aide scholarship program which is administered by the State Superintendent.

2. A school board can apply for these scholarships for each minority group member that has been employed for at least one school term and has completed 30 semester credits of post secondary education. To receive the award a school board must grant leave, provide evidence that the scholarship plan is authorized by the collective bargaining agreement covering the unit that includes the minority group member, if the scholarship includes salary replacement the board agrees to *maintain* employer-paid fringe benefits and the board agrees to use the funds to supplement existing programs for professional development of teacher aides and paraprofessionals.

3. Provisions for loan repayment allow a year of loan forgiveness for each year of teaching if the recipient is licensed to teach and employed. Repayment would be based on a formula and the recipient's ability to pay.

Your Committee recommends that the Board support AB 614.

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

1. AB 681 replaces the P5 testing requirement with an annual program evaluation based on pupil performance. The method of evaluation would be developed jointly by the school board and DPI.

2. The P5 Council is reviewing the bill and may offer amendments to AB 681 to clarify "evaluation" and involve the individual schools in the development of the evaluation method.

Your Committee recommends that the Board support AB 681.

* * * * * *

(ITEM l0) The Superintendent and the Secretary-Business Manager advised your Committee that:

1. AB 695 provides $l.5 million GPR in 1989-1990 and $3 million in 1990-1991 to supplement federal head start program funding and $500,000 in 1989-1990 and 1990-91 for start-up and on-going costs for day care programs for head start children.

Your Committee recommends that the Board support AB 695.

* * * * * *

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

1. AB 769 increases the number of school days to 190 in 1991-1992 and to 200 days in 1992-1993.

2. An increase in the number of school days would result in a proportionate increase in MPS operating costs (now $2.7 million daily).

Your Committee recommends that AB 769 be amended to require the state to pay for the increased operating costs.

* * * * * *

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

AB 776 (AAl) increases the grant appropriation by $300,000 for 1990-1991 to fund the newly created science, mathematics and technology grants administered by DPI.

Your Committee recommends that the Board support AB 776.

* * * * * *

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

1. AB 797 provides incentive aid to school districts for increasing the reading grade levels (by one year) of students who took the state 3rd grade reading test and failed to score above the state minimum performance standard. This bill establishes a precedent in state school finance as it targets dollars to specific educational needs.

2. The method of assessing reading progress is currently being discussed in order to address testing concerns. A large proportion of MPS pupils who failed to score above the state standard are currently tested in the P5 and Chapter 1 program. In addition, all MPS pupils now take a unit process test of reading verification before advancement to the next reading level.

Your Committee recommends that the Board support AB 797.

* * * * * *

(ITEM 14) The Superintendent and the Secretary-Business Manager advised your committee that:

1. AB 800 appropriates $275,000 GPR in 1990-1991 for success in school grants administered by DPI and DHSS. All school boards who serve at risk students are eligible and must apply in conjunction with a county social service department or county human service department or a local health agency or non-profit health or social service agency.

2. The purpose of the grant program is to promote collaborative efforts to increase pupil attendance and achievement and reduce institutional care. The bill also requires a report from the school district and an independent program evaluation by DPI and DHSS.

Your Committee recommends that the Board support AB 800.

* * * * * *

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

1. AB 855 makes several changes in the At Risk statutes. It changes the date for submitting the annual plan from August to June 15th. The bill deletes the dropout rate as the trigger mechanism for submittal of plans and At Risk funds and replaces it with a "high school graduation rate" defined as "the percent of pupils entering 9th grade in a school district who graduate in 4 years or less" with adjustments for pupils who leave the district for non-dropout reasons during the 4 years.

2. DPI feels this bill is necessary because of recent changes in both the compulsory attendance laws which no longer permit pupils under age 18 to leave school and the truancy laws which define habitual truant and require school districts to attempt to get truant pupils back in school. The Department feels these changes will artificially reduce dropout rates without reducing the need for services to children at risk. This assumption is not borne out by recent MPS experience.

Your Committee recommends that the Board:

1. Oppose the earlier submission of the At Risk Plan.

2. Oppose the proposed revision of criteria for required submission of At Risk Plans.

* * * * * *

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

1. AB 699 guarantees pupils the right to freedom of expression allowing views to be expressed through speech and symbols, writings/publications and peaceful assemblies on school premises. It allows a

school board and its officials to limit a pupil's right to freedom of expression in order to prevent

disruption or disorder in a school. AB 699 also has a provision for immunity for school boards from both civil and criminal liability for any expression made by a pupil.

2. Federal law guarantees freedom of expression under the U.S. constitution. MPS states the Board policy on these rights in the "Parent/Student Handbook".

Your Committee recommends that the Board support AB 699.

* * * * * *

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

1. At its meeting of December 20, 1989 (Proc., pp. 382-83), the Board took the following action relative to the renaming of the replacement building for 8th Street School.

> "...(That) the replacement facility for 8th Street School be named Sarah A. Scott Middle School...
>
> ...(That) the current Board policy be amended allowing proposed school name changes to be brought only to the Finance and Facilities Committee; and this proposed policy change be referred to the Legislation and Rules Committee for future consideration..."

2. Current Board policy on naming of schools states that the school shall be named after the street upon which it is located. Schools can be (re)named after a person. Current Board policy on naming of a school building after a person is as follows:

> "When a school is named after a person, the person whom it is named shall have been deceased for a period of not less than 10 years; shall have been a citizen of the United States or shall have rendered valuable service to the United States; and shall have made an outstanding contribution for the public welfare.
>
> A school named after a person shall not be renamed except for compelling reasons; and once official action is taken to name a school, the name shall not be changed unless there is a confusion in names."

3. The current Board policy on naming of schools requires a joint recommendation from the Instruction and Community Relations and the Finance and Facilities Committees. Prior to the action of the Board in December, 1989, similar concerns were raised by Board members during the discussion of naming the Frederick Douglass School in March, 1988 and Ronald E. McNair in December, 1988.

4. The Administration supports the changing of policy to reflect the Board action of December 20, 1989.

Your Committee recommends that the Board policy on naming schools be amended as follows:

> When it becomes necessary to make a decision as to the naming of a school building, ~~the committee on instruction and community relations and~~ the finance and facilities ~~and personnel~~ shall make a ~~joint~~ recommendation to the Board.
>
> When a school is named after a person, the person after whom it is named shall have been deceased for a period of not less than 10 years; shall have been a citizen of the United States, State of Wisconsin, City of Milwaukee, or shall have rendered valuable service to the United States; and shall have made an outstanding contribution for the public welfare.
>
> A school named after a person shall not be renamed, except for compelling reasons; and once official action is taken to name a school, the name shall not be changed unless there is confusion of names.

* * * * * *

Separate consideration having been requested of Items 4, 6, 13 and 16, the remainder of the report was adopted, the vote being as follows:

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

Noes—None.

Item 4 of the report, relating to low-income city children attending non-sectarian private schools in the city by contract with Milwaukee Public Schools, having been set aside for separate consideration, Director Mitchell moved for adoption of the recommendation of the Committee.

The motion prevailed, the vote being as follows:

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

Noes—Director Johnson—1.

Item 6 of the report, relating to school-based health services for adolescents, having been set aside for separate consideration, Director Mitchell moved for adoption of the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, Mallory, O'Connell, O'Neil, Stacy, and President Cullen—6.

Noes—Director Pajewski—1.

Voting "Present"—Director Mitchell—1.

Item 13 of the report, relating to incentive aid for increasing reading levels, 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 Johnson, Mallory, Mitchell, O'Connell, O'Neil, Pajewski, Stacy, and President Cullen—8.

Noes—None.

Item 16 of the report, relating to the freedom of expression rights of pupils, having been set aside for separate consideration, Director Mitchell moved for adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

Voting "Present"—Director Johnson—1.

SPECIAL COMMITTEES

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

Director Mallory moved to accept the reports of the Independent Hearing Panel of Thursday, February 8, 1990, and Tuesday, February 20, 1990, at 3:00 PM and 3:30 PM.

The motion Prevailed, the voted being as follows:

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

Noes—None.

COMMUNICATIONS AND PETITIONS

The Secretary-Business Manager presented the following communications:

Communication from staff and PTA president of Greenfield and MacDowell Elementary Schools pertaining to the establishing of a third Montessori School.

Referred to the Committee on Instruction and Community Relations.

Communication from MPS Department of Municipal Recreation and Community Education requesting the use of Lincoln Center for the Arts for rehearsals and performances by the Milwaukee Players.

Referred to the Committee on Finance and Facilities.

Communication from Margene Woida on behalf of "Our Planet In Every Classroom" relative to Milwaukee Public Schools participation with Earth Day.

Referred to Committee on Instruction and Community Relations.

RESOLUTIONS

By Director Pajewski

WHEREAS, Recent events have cast doubts about the success of the educational program at Sholes Middle School; and

WHEREAS, In 1989, over 400 students were enrolled at Sholes Middle School after the beginning of the school year; therefore, be it

RESOLVED, That the Superintendent and the Community Superintendent of SDA 6, present a plan to the Board to stabilize conditions at Sholes Middle School. This plan should consider the following options:

(1) Limiting to 40 percent the percentage of students who do not come from the surrounding neighborhood and who have not previously attended the feeder schools to Sholes Middle School.

(2) If the enrollment at Sholes cannot be capped due to school district needs, that a special alternative school program be implemented at Sholes to address the needs of the changing student population at that school.

Referred to the Committee on Personnel and Negotiations.

The Board adjourned at 10:04 PM.

JOHN J. PETERBURS
Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of February 28, 1990

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	309	348		8	550	7	38	45	9		657
K3	97	103		2	110	7	11	65	5		200
PK	643	310		6	574	10	53	295	15		953
K4	1595	1577		19	1493	111	299	1216	34		3172
K5	4344	3977		99	4449	283	765	2640	85		8321
01	4843	4468		100	5322	338	866	2581	104		9311
02	4222	4104		95	4642	279	810	2401	99		8326
03	4064	3833		95	4493	260	717	2254	78		7897
04	4099	3873		97	4613	233	739	2198	92		7972
05	3728	3649		86	4258	209	695	2046	83		7377
06	3450	3209		92	3831	169	625	1878	64		6659
07	3263	3129		82	3695	138	575	1832	70		6392
08	2938	2967		61	3306	206	548	1721	63		5905
09	4036	3698		100	4368	206	750	2326	84		7734
10	3445	3386		85	3675	170	532	2306	63		6831
11	2748	2887		65	2844	175	419	2069	63		5635
12	1950	2261		43	2110	140	266	1617	35		4211
13	3	1			1			3			4
Invalid	3	3			2		1	3			6
TOTAL	49780	47783		1135	54236	2941	8709	29496	1046		97563

Total Active Detached..... 68 (Included above) Total Suburban Transfers—4951

Total Inactive..... 709 (Not included above)

Brown Deer	166	Greendale	275	New Berlin	67	St. Francis	110
Cudahy	189	Greenfield	277	Nicolet	181	Wauwatosa	713
Elmbrook	140	Hamilton	6	Oak Creek	278	West Allis	432
Fox Point	135	Maple Dale-Indian Hills	82	Shorewood	274	Whitefish Bay	331
Franklin	236	Menomonee Falls	242	South Milwaukee	270	Whitnall	276
Glendale-River Hills	131	Mequon-Thiensville	140				

School	Enroll-ment	% of Atten	Author Staff	Adm Team	School	Enroll-ment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1716	78.2	119.0	5.0	North Division	1233	80.4	106.0	6.0
Custer	1138	78.8	87.0	5.0	Pulaski	1740	75.9	115.0	5.0
Hamilton	1744	84.1	113.0	5.0	Riverside	1602	84.5	113.0	5.0
Juneau	846	79.7	65.0	4.0	South Division	1807	85.2	139.0	5.0
King	1177	92.7	72.0	3.0	Vincent	1603	81.6	110.0	5.0
Madison	1783	76.6	113.0	5.0	Washington	1543	79.3	119.0	5.0
Marshall	1216	78.3	92.0	4.0	HS of the Arts	385	92.2	55.0	3.0
Milwaukee Tech	1842	92.0	124.0	4.0	TOTAL	21675	82.3	1542.0	69.0
MIDDLE SCHOOLS									

Audubon	971	87.7	66.0	3.0	Parkman	584	82.8	45.0	3.0
Bell	925	86.3	63.0	3.0	Robinson	482	90.8	38.0	2.0
Burroughs	900	87.3	59.0	3.0	Roosevelt	619	91.6	42.0	2.0
Edison	840	88.4	64.0	3.0	Sholes	831	82.6	58.0	3.0
Eighth St.	335	91.0	27.0	2.0	Steuben	900	90.0	59.0	3.0
Fritsche	969	85.6	67.5	3.0	Walker	856	84.0	57.0	3.0
Fulton	674	80.1	53.0	3.0	Webster	971	88.2	62.0	3.0
Kosciuszko	742	83.6	62.0	3.0	Wright	792	87.5	56.0	4.0
Morse	1004	91.5	65.0	3.0					
Muir	936	84.8	64.5	3.0	TOTAL	14331	86.8	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	91.9	17.2	1.0	Hopkins	765	87.1	45.5	2.0
Allen Field	1031	89.5	50.0	2.0	Humboldt Park	551	90.9	26.6	1.5
Auer	631	90.6	34.8	1.5	Irving	715	95.1	36.0	2.0
Barton	578	92.9	27.0	1.0	Kagel	447	91.2	23.0	1.0
Berger	536	89.7	31.6	1.5	Keefe Av.	641	86.0	39.2	1.5
Brown St.	563	90.0	35.0	2.0	Kilbourn	390	89.4	20.5	1.0
Browning	433	90.9	21.3	1.0	Kluge	574	90.6	30.1	1.5
Bruce	571	90.2	27.1	1.5	LaFollette	676	88.8	39.8	2.0
Bryant	576	90.6	29.0	1.5	Lancaster	563	91.1	29.0	1.0
Burbank	564	90.3	22.8	1.0	Lee	652	90.6	36.8	1.5
Burdick	498	86.5	29.6	1.5	Lincoln Av.	646	88.1	30.5	1.5
Carleton	511	91.4	24.1	1.0	Lloyd St.	572	94.0	28.0	1.0
Cass	594	88.6	35.6	2.0	Longfellow	635	91.2	28.8	1.5
Clarke	498	91.1	30.3	1.0	Lowell	291	88.7	12.9	1.0
Clemens	413	90.1	20.2	1.0	MacDowell	551	91.2	26.0	1.0
Clement	478	91.8	21.0	1.0	Manitoba	373	92.6	32.5	2.0
Congress	496	90.0	23.9	1.0	Maple Tree	522	92.0	23.0	1.0
Cooper	409	88.1	21.5	1.0	Maryland Av.	327	90.0	19.2	1.0
Curtain	348	91.3	16.7	1.0	Mitchell	762	89.8	33.5	1.5
Doerfler	679	90.3	30.0	1.5	Morgandale	594	91.3	25.8	1.5
Douglass	305	95.0	15.7	1.0	Neeskara	433	91.5	27.5	1.0
Dover	636	90.3	26.1	1.5	Ninety-fifth	349	92.6	17.1	1.0
Eighty-eighth	363	92.8	17.9	1.0	Palmer	591	90.8	39.8	2.0
Eighty-first	477	91.4	19.8	1.0	Parkview	378	91.8	18.5	1.0
Eighty-second	410	93.7	17.2	1.0	Phillip	323	91.1	17.7	1.0
Elm	376	94.4	20.0	1.0	Pierce	606	89.3	30.0	1.5
Emerson	304	90.2	16.9	1.0	Riley	607	91.9	29.6	1.5
Engleburg	490	90.8	26.6	1.0	Seventy-eighth	556	89.1	29.0	1.0
Fairview	455	90.1	27.5	1.0	Sherman	590	92.5	27.7	1.5
Fernwood	506	86.1	27.0	1.0	Siefert	595	88.7	34.0	1.5
Fifth-fifth	368	93.2	14.9	1.0	Silver Spring	368	91.3	18.7	1.0
Fifty-third	396	92.6	18.4	1.0	Sixty-fifth	369	90.1	20.5	1.0
Forest Home	852	92.0	38.5	2.0	Sixty-seventh	336	90.5	15.7	1.0
Franklin	603	91.1	40.6	1.5	Story	547	94.6	30.5	1.5
Fratney	329	91.4	18.7	1.0	Stuart	339	93.0	16.0	1.0
Gaenslen	614	87.8	56.0	2.0	Thirty-eighth	563	94.4	26.9	1.5
Garden Homes	523	90.7	29.1	1.5	Thirty-fifth	346	90.7	14.9	1.0
Garfield	446	92.5	28.0	1.0	Thirty-first	541	92.1	29.1	1.0
Garland	375	88.1	14.9	1.0	Thirty-seventh	674	95.8	30.1	1.5
Golda Meir	256	94.5	12.8	1.0	Thoreau	698	93.9	31.0	1.5
Goodrich	450	91.4	23.0	1.0	Tippecanoe	235	91.1	12.5	1.0
Grandview	347	88.5	17.5	1.0	Townsend	498	94.1	20.5	1.0
Grant	579	89.5	26.2	1.0	Trowbridge	342	87.9	17.4	1.0
Grantosa	628	90.8	30.5	1.5	Twentieth	662	87.7	36.3	1.5
Granville	455	92.5	21.5	1.0	Twenty-first	624	92.2	34.5	1.5
Green Bay Av.	594	90.4	30.6	1.5	Twenty-fourth	346	92.4	21.0	1.0
Greenfield	406	93.4	17.0	1.0	Twenty-seventh	688	91.4	38.0	2.0
Hampton	620	90.8	27.0	1.5	Victory	561	87.4	27.0	1.5
Happy Hill	534	89.7	23.3	1.5	Vieau	678	91.7	35.1	2.0
Hartford	613	90.7	32.2	1.5	Whitman	449	87.3	22.5	1.0
Hawley	310	91.6	14.4	1.0	Whittier	213	93.7	8.9	1.0
Hawthorne	398	92.8	18.0	1.0	Wisconsin Av.	695	89.9	28.8	2.0
Hi-Mount	489	91.2	24.3	1.0	Zablocki	685	88.4	31.0	1.5
Holmes	715	89.7	45.6	2.0	TOTAL	54780	90.8	2812.0	138.0

OTHER SCHOOLS

Craig	76	71.7	11.0	1.0	Lincoln Alt. HS	86	69.4	7.5	1.0
Demmer	26	61.6	2.0	1.0	Lincoln Voc.Lab.	69	79.3	18.0	1.0
Hayes	75	77.6	12.0	1.0	Manitoba Ortho.	114	84.8	0.0	0.0
Kilmer	182	82.4	17.5	1.0	Pleasant View	123	88.1	23.0	1.0
Lady Pitts	197	58.1	16.0	1.0	Sixty-eighth	158	69.7	10.0	1.0
Lapham Park	106	77.4	10.0	1.0	Commun. Based	771		9.0	1.0
					TOTAL	1983	75.3	136.0	11.0
					MPS TOTAL	92769	87.9	5498.0	270.0

SUPERINTENDENT'S MONTHLY REPORT as of February 28, 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	0	1698	13	14	0	276	1	885	12	24	0	2940	26	2966
Emotion. Dist.	17	0	1161	28	3	0	99	2	520	24	27	1	1827	55	1882
Autistic	0	0	64	6	3	0	4	0	45	2	1	0	117	8	125
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	2	1	36	30	2	0	4	3	19	33	0	1	63	68	131
Physically Hdcp.	3	2	208	111	9	6	43	10	178	139	8	6	449	274	723
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	2	0	71	21	12	0	12	1	93	16	11	0	201	38	239
Mentally Ret.	12	2	1112	176	11	3	109	24	381	108	10	6	1635	319	1954
Speech/Languag	35	17	1560	1091	40	22	207	117	1047	672	35	31	2924	2010	4934
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par.															
Disability Total	114	22	5910	1476	94	31	754	218	3168	1006	116	45	10156	2798	12954
Ethnic Totals	136		7386		125		972		4174		161		12954		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 13, 1990

Special meeting of the Board of School Directors called to order by President Cullen at 6:35 PM.

Present—Directors Bills (6:42 PM), Johnson, Mallory, Mitchell, O'Connell, O'Neil (6:42 PM), Pajewski, and President Cullen—8.

Absent and excused—Director Stacy—1.

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

March 13, 1990

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President David Cullen, a special meeting of the Board of School Directors will be held at 6:30 PM on Tuesday, March 13, 1990, in the Auditorium of the School Administration Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering participation by MPS high school teams in the WIAA State Basketball Tournament. More than two hours but less than 24 hours notice is being given because the tournament, which is the subject of the meeting, is scheduled to begin March 15, and teams scheduled to play must prepare for a March 14 AM departure.

JOHN J. PETERBURS
Secretary-Business Manager

Vice-President Mallory assumed the chair.

Director Cullen moved that, if Hamilton High School is not allowed to participate in the state tournament, then no Milwaukee teams from that sectional will be allowed to play in that sectional.

The motion prevailed, the vote being as follows:

Ayes—Directors Cullen, Johnson, Mitchell, O'Neil, Pajewski, and Vice-President Mallory—6.

Noes—Director O'Connell—1.

Voting "Present"—Director Bills—1.

The Board adjourned at 7:25 PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MARCH 28, 1990

Regular meeting of the Board of School Directors called to order by President Cullen at 8:03 PM.

Present—Directors Bills, Johnson, Mallory (8:10 PM), O'Connell, O'Neil, Pajewski, Stacy, and President Cullen—8.

Absent and Excused—Director Mitchell—1.

COMMUNICATIONS FROM CITY AND COUNTY DEPARTMENTS

Communication from the Community Relations Social Development Commission in Milwaukee County regarding a billing statement for the First Quarter, 1990, and an expenditure report for the quarter ended December 31, 1989.

Referred to the Committee on Finance and Facilities.

JOINT COMMUNICATIONS FROM THE SUPERINTENDENT AND SECRETARY-BUSINESS MANAGER

(Item 1)

March 28, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

Negotiations have been completed between the Milwaukee Board of School Directors and the Milwaukee Teachers' Education Association (aides). 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 (January 1, 1989, through December 31, 1990).

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 Bills, Johnson, O'Connell, O'Neil, Pajewski, Stacy, and President Cullen—7.

Noes—None.

(Item 2)

March 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. Since the meeting of the Finance and Facilities Committee on March 15, 1990, communications have been received from the Department of City Development recommending acceptance of an offer to purchase and payment of a relocation claim. In order to permit the project to continue on schedule, it is recommended that:

1. The offer of Franklin and Helen Kieselhorst, owners of parcel 390-1171 located at 1306-08 West State Street, in the amount of $235,000 be accepted.

2. That the following relocation claim be paid:

Land Forsythe-Site Address: 1038 North 13th Street	
Moving Expense.....	$ 650
Rent Differential.....	1,488
Total	$2,138

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 O'Connell moved for adoption of the report.

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

Ayes—7; Noes—0.

SUPERINTENDENT'S COMMUNICATIONS

March 28, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

With the recent departure of the Director for the Compact for Educational Opportunity, the CEO staff has continued to provide services to the member school districts without an appointed interim director. The Coordinating Council formed a personnel committee charged with recommending an interim management plan for the CEO until a permanent Director is selected. MPS has three representatives on the personnel committee including Mr. Raymond Williams (Co-Chairman). Mr. Williams has informed me that one option being considered by the personnel committee for interim management may be the release of an MPS staff member to manage the day to day operations of the CEO until a permanent Director is secured.

Under this option, the individual would remain an MPS employee on our payroll and return to MPS once a new Director is secured and on duty. The Secretary-Business Manager, who is also actively involved through his role on the Operations Committee of the Compact has advised me that funds are not available in the CEO's operating budget for the purpose of interim management.

Specifically, I am requesting approval from the Board to assist in any way possible with the interim management issue, including the possible temporary assignment of an MPS staff member, with the

understanding that such assigned administrator would remain an MPS employee. Any assignment would be made with the interest of the Milwaukee Public Schools in mind so as not to impair our own operations.

Respectfully Submitted,

ROBERT S. PETERKIN
Superintendent of Schools

Director Mallory moved for adoption of the report.

The motion prevailed, the vote being as follows:

Ayes—Directors O'Connell, O'Neil, Mallory, and President Cullen—4.

Noes—Director Pajewski—1.

Voting "Present"—Directors Bills, Johnson, and Stacy—3.

SECRETARY-BUSINESS MANAGER'S COMMUNICATIONS

(Item 1)

March 28, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

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

1. Notice of Claim and Claim for Damages, field by Ms. Trinette Pitts, attorney, on behalf of James O. Woodson, Jr., a minor, and his mother, Sharon Woodson, for injuries allegedly sustained by James O. Woodson, Jr. at the South Division High School on September 18, 1989.

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

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

I, therefore, recommend that the Board disallow the above-mentioned claims and place them on file. Under the provisions of Sections 119.68 (2) and 893.80 of the Wisconsin Statutes, this disallowance will permit the claimants a period of six months in which to bring suit, if they so desire.

Respectfully submitted,

JOHN J. PETERBURS
Secretary- Business Manager

(above-mentioned documents attached)

Director Stacy moved for adoption of the report.

The motion prevailed, the vote being as follows:

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

Noes—None.

(Item 2)

March 28, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

This is to inform you that the Boys and Girls Club of Greater Milwaukee has submitted a request for the use of Townsend Elementary School for a temporary program location while their new facility is being constructed in Sherman Park.

General meetings have been held to discuss the various options and needs involved in this type of request.

The scheduling of the program would be after school hours and at times when MPS students' classes would not be in session. The period of usage would begin May 1, 1990, through May 31, 1991.

The approval of this request would assure the Boys and Girls Club of Greater Milwaukee that the Milwaukee Public Schools is concerned with cooperating with other community groups and extends all efforts in meeting the needs of others.

This request is being brought directly to the Board for immediate consideration due to the time constraints involved in getting the program into full operation by May 1, 1990.

I therefore recommend that the request for school usage by the Boys and Girls Club of Greater Milwaukee be approved and that a rental/lease agreement be drafted to accommodate the provision of the costs and insurance coverage.

Respectfully submitted,

JOHN J. PETERBURS
Secretary- Business Manager

Director Bills moved for adoption of the report.

The motion prevailed, the vote being as that preceding:

Ayes—8; Noes—0.

(Item 3)

March 28, 1990

TO THE BOARD OF SCHOOL DIRECTORS:

The City Planning Commission has requested that the Board of School Directors delay consideration of Item 5 of the Finance and Facilities Committee report regarding an offer from Landvest Development Group to purchase Site #15 located at South 86th Street and West Howard Avenue. This delay is requested to allow the City to assess the full implication of this disposition.

I recommend that this item be held at the Board level until its next meeting on April 19, 1990.

Respectfully submitted,

JOHN J. PETERBURS
Secretary- Business Manager

Director Bills moved for adoption of the report.

The motion prevailed, the vote being 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 February 2, 1990, through February 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. 17096 to 20591, inc.

Payrolls (net withholdings)	$15,432,619.93	
Accounts	32,384,769.33	
		$47,817,389.26

CONSTRUCTION FUND

Accounts, Voucher nos. 685 to 757, inc. $ 1,218,334.43

EXTENSION FUND

Payrolls and Accounts, Voucher nos. 1407 to 1643, inc.

Payrolls (net withholdings)	$ 327,303.49	
Accounts	621,434.13	
		$ 948,737.62

TOTAL ..... $ 49,984,461.31

Respectfully submitted,

JOHN PETERBURS
Secretary- Business Manager

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

Ayes—8; Noes—0.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

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

March 28, 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 employees, the Superintendent and the Secretary-Business Manager presented a joint report to your Committee recommending the following appointments, a promotion, changes in status, a reinstatement, and a return from leave, effective as of the dates indicated:

APPOINTMENTS

Name and Assignment	Date	Position and Salary	Increment Date
Carolyn Bovia Roosevelt	02-20-90	Clerk Typist I $11,486.22/yr. (Replacement for transfer)	02-20
Noreen Schoenemann Lincoln Voc. Ctr.	02-06-90	Clerk Typist I $13,853.84/yr. (Replacement for transfer)	02-06

PROMOTIONS

Leon Seefeldt Warehouse/Delivery	02-19-90	Material Handler IV $29,287.18/yr.	01-01

CHANGES IN STATUS

Barbara Doerner # Zablocki	12-11-89	Clerk Typist I $11,486.22/yr.	12-11
Suzanne Engelbart # Accounting	02-28-90	Clerk Typist I $13,853.84/yr.	02-28
Patricia Schlachter # Accounting	01-24-90	Clerk Typist I $13,853.84/yr.	07-01
Erna Smejkal # Parkman	01-04-90	Clerk Typist I $11,486.22/yr.	01-24
Roxanne Torres * Accounting	01-05-90	School Secretary II $21,325.46/yr.	08-22
Eva Williams ¢ Accounting	12-11-89	School Secretary I $17,763.15/yr.	11-28
Mary Jo Wolf Forest Home Reg. Office	02-05-90	School Secretary I $15,837.38/yr.	05-02

From substitute to regular appointment
* Involuntary demotion from School Secretary III
¢ From a 10 month to a 12 month position

REINSTATEMENTS

Name and Assignment	Date	Position and Salary	Increment Date
Gertrude Young Wisconsin Avenue	12-20-89	Clerk Typist I $11,931.29/yr.	05-03

RETURNS FROM LEAVE

Susan Beresford Robinson	01-03-90	School Secretary I $16,424.00/yr.	01-22

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 September 1, 1989, and September 13, 1989, inclusive, under suspension of Section 3.12(4) of the Board's rules:					
(r)	Lori L. Manion Physical Education/Health	B	$24,632	4	September, 1990
Effective between January 4, 1990, and January 16, 1990, inclusive, under suspension of Section 3.12(4) of the Board's rules:					
(nr)	Linda A. Boucher Learning Disabilities	C	$26,540	5	January, 1991
(r)	Linda R. Jensen Elementary	B	$25,680	5	January, 1991
Effective between January 17, 1990, and January 29, 1990, inclusive, under suspension of Section 3.12(4) of the Board's rules:					
(nr)	Jennifer R. Christenson Elementary	B	$20,964	0	February, 1991
(r)	Felicia Edwards Upper Elementary	B	$20,964	0	February, 1991
(nr)	Anne M. Farrell Elementary	B	$20,964	0	February, 1991
(r)	Bettye L. Locklear Physical Education/Dance	B	$20,964	0	February, 1991
(r)	Rebecca L. Michaels Elementary	B	$25,680	5	February, 1991
(r)	Marcia L. Reiter Upper Elementary	B	$20,964	0	February, 1991
(r)	Noemi Steck-Eguino Bilingual Kindergarten	B	$20,964	0	February, 1991

Effective between January 30, 1990, and February 9, 1990, inclusive:

(r)	Jaclyn A. Draxler Upper Elementary	B	$20,964	0	February, 1991
(r)	David J. Dulmes Upper Elementary	B	$20,964	0	February, 1991
(r)(a)	Victoria A. Heilman Kindergarten	B	$26,165	6.5	September, 1990
(nr)	Arlious Jackson Physical Education	B	$20,964	0	February, 1991
(r)	Rebecca L. Manke English	B	$20,964	0	February, 1991
(r)	Elizabeth M. Olsen Kindergarten (halftime)	B	$12,840	5	February, 1991
(nr)	Elizabeth A. Pearson Kindergarten	B	$20,964	0	February, 1991
(r)	Joanne M. Pollard Kindergarten	B	$20,964	0	February, 1991
(r)(a)	Joseph M. Schauer Soc. St./History/Geog.	B	$20,964	.5	September, 1990
(nr)	Joel J. Smith Emotionally Disturbed	B	$20,964	0	February, 1991
(r)	Lynn F. Wells Elementary	B	$20,964	0	February, 1991
(r)	Thomas D. West Social Studies/History	B	$25,680	5	February, 1991

Effective between February 12, 1990, and February 23, 1990, inclusive:

(nr)	Sally B. Heck Speech Pathology	B	$20,964	0	February, 1991
(r)	Rochelle S. Lisowski English	B	$20,964	0	February, 1991
(r)	Maria T. Lopez Bilingual Elementary	B	$20,964	0	February, 1991
(r)	Linda M. Luna Learning Disabilities	B	$20,964	0	February, 1991
(nr)	Matthew E. Meyers Spanish Immersion	B	$23,060	2	February, 1991
(r)	Maria S. Rodriguez Bilingual Elementary	B	$20,964	0	February, 1991

Community Recreation Specialist - Schedule lA

Effective between January 4, 1990, and January 16, 1990, inclusive, under suspension of Section 3.12(4) of the Board's rules:

(r)	Gary A. Childs	B	$19,335	0	February, 1991

Associate School Psychologist - Schedule 05

Effective between January 17, 1990, and January 29, 1990, inclusive, under suspension of Section 3.12(4) of the Board's rules:

(r)	Jeffrey W. Molter		$28,693	0	February, 1991

(a) Reappointment without tenure
(b) Reappointment with tenure

* * * * * *

(ITEM 3) Your Committee recommends that the following individual be promoted to the classification indicated, effective upon assignment, following approval of the Board of School Directors:

ADMINISTRATIVE PROMOTION

(r) Margaret E. Ward	Recreation Supervisor - Program for Ex Ed Students & Disabled Adults	Schedule III, Range 7a $36,349.00

(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, 1990:		
Arthur McManus	Audubon	January 22, 1990
Paul O'Brien	South Division	January 25, 1990
Illness leave, to Indefinite:		
Chizuko Hallows	City-Wide Zone	January 30, 1990
Maternity leave, to June, 1990:		
Kerry B. Frederick	Forest Home	February 15, 1990
Jodi Schramm	Milw. High School/Arts	January 29, 1990

Maternity leave, to January 1993:

Debra Lopez-Prado	Walker	March 16, 1990
Teri Knight	Vincent	March 20, 1990

Personal leave, to June, 1990:

Roger A. Anderson	Steuben	February 26, 1990

Extension of leave for maternity, to June, 1990:

Martha C. John	On leave	January 26, 1990

Extension of leave for illness, to June, 1990:

Donald Barczak	On leave	January, 1990

* * * * * *

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

RESIGNATIONS

Marvin W. Alexander	Pulaski	June 18, 1990
Bill D. Allen	Muir	June 18, 1990
Orlando Alvarez	Wright	February 2, 1990
Jane E. Anderson	Fritsche	February 27, 1990
Beatrice O. Beckley	21st	June 19, 1990
James W. Coady	Pulaski	June 18, 1990
Richard L. Dawley	Bell	June 18, 1990
Gus Doss	Custer	June 22, 1990
William J. Dunn	Manitoba	June 18, 1990
James Duszynski	Pulaski	June 18, 1990
Dori F. Erlich	Forest Hm Reg Ofc.	March 16, 1990
James L. Francis	Clarke	June 18, 1990
Nancy A. Francis	Engleburg	June 18, 1990
Edith J. Garbisch	Irving	June 18, 1990
Nancy B. Hayes	Cass	June 18, 1990
Jennifer L. Howard	Walker	June 18, 1990
Ethel M. Huppertz	Kilbourn	June 18, 1990
Shellie L. Johnson	Holmes	June 18, 1990
Carol A. Kagelmann	Hampton	June 18, 1990
John B. Karls	Elem & Sec	June 29, 1990
Roger J. Norton	Vincent	June 18, 1990
Philip A. Scardina	Roosevelt	June 18, 1990
Ronald P. Stram	Pulaski	June 18, 1990
Charlotte L. Tock	Forest HmReg Ofc.	June 29, 1990

Linda M. Ulrich	Whittier	February 9, 1990
Ronald R. Wahl	Muir	June 18, 1990
Elisabeth M. Walsh	Hi-Mount	June 18, 1990
Dorothy A. Wolf	Sholes	June 18, 1990

* * * * * *

(ITEM 6) The Superintendent advised your Committee that at its meeting on February 28, 1990 (Proc., p. 505), the Board referred the following resolution, which was introduced by Director Pajewski, to the Personnel and Negotiations Committee:

Whereas, Recent events have cast doubts about the success of the educational program at Sholes Middle School; and,

Whereas, In 1989, over 400 students were enrolled at Sholes Middle School after the beginning of the school year; now, therefore, be it

Resolved, That the Superintendent and the Community Superintendent of SDA 6 present a plan to the Board to stabilize conditions at Sholes Middle School. This plan should consider the following options:

(l) Limiting to 40% the percentage of .students who do not come from the surrounding neighborhood and who have not previously attended the feeder schools to Sholes Middle School.

(2) If the enrollment at Sholes cannot be capped due to school district needs, that a special alternative school program be implemented at Sholes to address the needs of the changing student population at that school.

Your Committee recommends that the resolution be adopted.

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(ITEM 7) 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 St. Francis Agreement is provided:

MILWAUKEE PUBLIC SCHOOLS
INTERDISTRICT TRANSFER AGREEMENT
SEATS TO BE MADE AVAILABLE
COMPARISON OF AGREEMENT GOALS TO CONTRACTS
SCHOOL YEARS 1988/1989 & 1989/1990

DISTRICT WITH FIVE YEAR GOALS

	— SEATS TO BE MADE AVAILABLE —		
District	1992/1993 Settlement Agreement Goals	1988/1989 Contract Seats Made Available	1989/1990 Contract Seats Made Available
St. Francis	95	95	CNP

Your Committee recommends that the above mentioned Chapter 220 inter-district pupil transfer agreement be approved.

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(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 12, 1990:

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

B. Plans to Establish a Leadership Academy and to Implement a Resolution by Director Mitchell on Administrative Leadership

C. Update on the Resolution Regarding Outside Consulting and Honorariums

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Separate consideration having been requested of Items 2 and 6, 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 Cullen—8.

Noes—None.

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

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

Ayes—8; Noes—0.

Item 6 of the report, relating to resolution on conditions at Sholes Middle School, having been set aside for separate consideration, Director Pajewski moved to adopt the report.

Director Stacy moved an amendment that, prior to adoption, the report go to the Board’s Washington lawyer to determine its Constitutionality.

Director Bills moved a substitute motion to hold the item at Board level pending the outcome of the school's planning and the student assignment process.

The substitute motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mallory, O'Connell, O'Neil, and Stacy—6.

Noes—Director Pajewski and President Cullen—2.

The Board recessed at 9:17 PM.

The Board reconvened at 9:27 PM.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

Director Bills presented the following report of the Committee on Instruction and Community Relations:

March 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 at its meeting on February 28, 1990 (Proc., p. 504), the Board referred a communication from Margene Woida to Instruction and Community Relations Committee. The communication requests an opportunity to provide the district with Earth Day curriculum projects and a framed photo of the planet. It also requests that the Board adopt the following resolution:

Whereas, Earth, the third planet in the Solar System, is home to each of us, together with air, water, soil, plants, insects, birds, fish, animals, literature, music, dance, art and life in all its diversity; and

Whereas, Earth, the third planet in the Solar System, has become an endangered planet due to international conflicts, soil, air, and water pollution; and

Whereas, The idea of a National Earth Day celebration was conceived in the progressive State of Wisconsin twenty years ago by former Governor/Senator Gaylord Nelson; and

Whereas, The twentieth celebration of Earth Day, April 22, 1990 is an opportunity for educators and students to reexamine their commitments to our home planet; now, therefore, be it

Resolved, That the Milwaukee Public Schools shall encourage its educators and students to explore ways in which schools can enter into the National Earth Day celebration; and be it

Further Resolved, That the Milwaukee Public Schools explore beyond the celebration of Earth Day 1990, actions this school system can take to increase its environmental responsibility to our common home - Earth.

Your Committee gave hearing to Margene Woida and other interested parties.

Your Committee recommends that:

1. At the May meeting, the administration reported to the Board ways in which school children can be involved in the Earth Day programs and how continuity can be given to Earth Day activities.

2. The resolution be adopted.

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(ITEM 2) The Superintendent advised your Committee that:

1. The report of the committee to review the textbook adoption process, in order to assure a selection of materials matched to the philosophy and approaches taken in our programs, was submitted to the Board of School Directors in January 1990.

2. The responses of the administration to the recommendations of the committee to review the textbook adoption process are as follows:

3. In relation to the textbook adoption timeline, the committee recommended that the textbook adoption cycle be correlated to a curriculum review and development cycle; that the adoption cycle be adjusted for completion in early spring; and that the budget for new elementary/middle school texts be aligned with the evaluation year instead of the year following.

   The administration concurs with these recommendations. The textbook adoption cycle is currently a seven-year cycle. The development of a K-12 curriculum for Milwaukee Public Schools will include a process for correlating the adoption cycle with the development and review of curriculum. The administration is currently exploring the feasibility of implementing the recommendation to align the budget for new elementary/middle school texts with the year in which they are evaluated as part of the 1990-1991 budget.

4. In relation to choices, the committee to review the textbook adoption process recommended allowing for choices to accommodate different teaching approaches. 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. The committee also recommended retaining the current procedure of allowing for deviations from the adopted texts through written correspondence with the Deputy Superintendent.

   The administration concurs with these recommendations.

5. In relation to the structure of the textbook evaluation committees, the committee to review the textbook adoption process believes that the textbook adoption process is a professional activity that should be conducted primarily by teachers. They recommended that the evaluation committees be composed mainly of teachers but also include representation from the SDA's, central office, and appropriate community/ parent resources. The make-up should reflect the diversity of our schools. They recommended that a member of the City-Wide Learning Council (CWLC) be appointed to serve as liaison with textbook evaluation committees. The committee recommended that options beyond inservice credit be offered to members of textbook evaluation committees. These options, which would need to be negotiated with the MTEA, could include some combination of payment, release time, and voluntary time.

   The administration concurs with these recommendations and will work with the CWLC to assure coordination of the textbook evaluation/adoption process with curriculum review and development. The additional options, beyond inservice credit, for serving on a textbook evaluation committee, will need to be negotiated with the MTEA.

Your Committee recommends that the Board accept the responses of the administration to the recommendations of the committee to review the textbook adoption process.

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(ITEM 3) 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 1990-1991 school year.

Your Committee recommends that in accordance with the Textbook Adoptions Rules (2.07), it is recommended that the subject areas listed below be opened for textbook adoption:

BUSINESS EDUCATION
- Typewriting

FAMILY AND CONSUMER EDUCATION
- Pre-HERO
- Introduction to HERO
- Introduction to Child Services
- Introduction to Family & Community Services
- Introduction to Food Services
- Introduction to Clothing Services

FOREIGN LANGUAGE
- Spanish
- Spanish - Middle School

MATHEMATICS
Mathematics K-8
Advanced Math 1
Applied Math 3 (carry-over)

READING
Reading - Grades 9-12

SCIENCE
Physics

SOCIAL STUDIES
Social Studies - Grade 7
Economics
Sociology
Urban Citizenship

TRADE AND TECHNOLOGY EDUCATION
Metals Technology
Woods Technology
Graphic Arts
Manufacturing
Communications

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(ITEM 4) The Superintendent advised your Committee that:

1. At the August, 1989 meeting of the Instruction and Community Relations Committee, approval was given to form a committee to study the integration of a regular education program with the existing special education program at Pleasant View Alternative High School.

2. In September, 1989 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, was organized and commenced a series of regularly scheduled meetings**.**

3. During its deliberations, the planning committee studied several key issues, including:

   - a modification of the original Board committee charge.
   - its relationship with the Urban Youth Task Force.
   - its role relative to the Board-mandated Task Force to Review Service Delivery to Exceptional Education Students.
   - the existing Pleasant View Alternative High School program.
   - the philosophy of regular/exceptional education program integration.
   - district-wide needs.
   - integrated program models.
   - collaboration with higher education, the business sector, governmental agencies, the community and parents.
   - potential for replication in all Milwaukee Public Schools high schools.
   - incorporation of Riverside University High School's Education and Human Services specialty program
   - Phase-in/phase-out strategies for continuing Pleasant View students.

4. The planning committee concluded its deliberations with the development of the attached Career Advancement Program (CAP) proposal. Aspects of the proposal critical to its successful implementation include the:

   - development of a memorandum of understanding to be negotiated between the Board of School Directors and the Milwaukee Teachers' Education Association relative to staffing.

   - establishing of a year of planning to develop curriculum, instructional strategies and assessment practices.

   - identification and development of viable, working partnerships .

   - planning and conducting of appropriate professional development activities.

   Your Committee reports having given hearing to interested parties.

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(ITEM 5) 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 1987-1988 school year (Year I of three year phase-in plan). Teachers provided feedback on units and 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 1988-1989 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 1989-1990 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 1989-1990 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 and 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 considered fluid and 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.

Your Committee reports having given hearing to interested parties and recommends that the administration present its recommendations to the Instruction and Community Relations Committee at the April meeting.

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(ITEM 6) The Superintendent advised your Committee that:

At its meeting on February 28, 1990 (Proc., p. 504), the Board referred a communication from Greenfield and MacDowell Montessori Schools to the Instruction and Community Relations Committee. The communication requests that the Board consider the establishment of a third Montessori School.

Your Committee reports having given hearing to representatives of Greenfield and MacDowell Montessori Schools and other interested parties.

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(ITEM 7) The Superintendent advised your Committee that:

1. The charge to the Committee, given in June 1989, by Dr. Deborah McGriff, was to develop a plan to accomplish three goals over a period of three to five years. The three goals were to provide qualified library media professionals in all Milwaukee Public Schools, to provide an effective library skills curriculum, and to restructure the procedures and funding for opening libraries in new schools.

2. The charge to the Committee is consistent with the goals of the Milwaukee Public Schools as stated in the 1989 Five-Year Plan For Improvement of The Milwaukee Public Schools. Goal 1, Increasing Student Achievement/Learning Opportunities, and Goal 3, Improving Staff and Curriculum Development, are most directly related to the rationale for improving Milwaukee Public Schools library media centers.

3. In response to the charge, the Committee developed Standards for Milwaukee Public Schools library media centers which are designed to ensure that every student has access to information and the skills to use it more effectively. In order to implement these Standards, the community, Board of School Directors, administration, teachers and the sixty-two school library media professionals must begin to think and respond from a different perspective.

Your Committee reports having given hearing to interested parties and recommends that the administration respond to the report at the April meeting of the Instruction and Community Relations Committee.

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(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 February 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 Planning Efforts With MATC Regarding Vocational Education

C. Informational Report on the Milwaukee Public Schools Five Year Follow-up Study of EEN Students

D. Informational Item Regarding Report of the Exceptional Education Task Force

E. Report on the MPS/DHSS Family Preservation Program

F. Progress Report on the Integrated Pupil Supportive Services Task Force

G. Report on the Fair Discipline Pilot Project

H. Report on Submission of a Proposal Under ESEA, Title VII

I. Informational Report from the Critical Health Problems Curriculum Advisory Committee (CHPCAC) Regarding Proposed Pilot Drug and Alcohol Program

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Separate consideration having been requested of Item 1 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 Cullen—8.

Noes—None.

Item 1 of the report, relating to resolution regarding student involvement in Earth Day programs, having been set aside for separate consideration, Director Stacy moved to adopt and amend to correct the typing error in record number 1 to read "have been."

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

Ayes—8; Noes—0.

COMMITTEE ON FINANCE AND FACILITIES

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

March 28, 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:

U. S. GRANT SCHOOL - 2920 West Grant Street
BLOHM BROS., INC.; Chimney Demolition and Replacement, as per base bid .....$ 48,000

STORY SCHOOL - 3815 West Kilbourn Avenue
SIMMONS BUILDING PRODUCTS, INC.; Window Replacement Work, as per base bid 147,560

BROWN STREET SCHOOL (Site Development) - 2029 North 20th Street

Division
1. GERBER LEISURE PRODUCTS, INC.; Playground Equipment, as per base bid 39,950
2. DONOVAN FLOORS, INC.; Playground Resurfacing, as per base bid 32,064
15. BADGER PLUMBING; Irrigation Work, as per base bid 12,400

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(ITEM 2) Your Committee also 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:

INGERSOLL-RAND CO.; 1 Vibratory Compactor Roller .....$ 22,935.00

RANK & SON BUICK-GMC; 1 Delivery Van 15,461.00

VYTECH IND., INC.; 5,340 Yards Shade Cloth 11,890.50

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(ITEM 3) Your Committee recommends a sole source purchase from:

RIVERSIDE PUBLISHING COMPANY; Student Test Materials .....$ 18,483.12

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(ITEM 4) 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 School Site #76:

John and Jean Shaffer-Site Address: 2019 North 26th Street
Moving expenses.....$ 750
Down payment Assistance 6,960
Closing Costs.....492
Total $8,202

Your Committee recommends that the claim be paid.

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(ITEM 5) The Superintendent and the Secretary-Business Manager advised your Committee that:

1. 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 was subsequently declared surplus by the Board at its 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.

2. A communication has been received from the Landvest Development Group, Inc. offering to purchase the site for use as a housing development. The terms of the offer are as follows:

   a. Sale price of $500,000.

   b. Option Fees (over and above purchase price) of:
      l) $l for first 60 days
      2) $5,000 for next 60 days
      3) $10,000 for next 180 days

   c. Other considerations of:
      l) 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 percent of the cost and the Milwaukee School Board is to pay $75 up to a maximum of $2,500.

3. The property has been appraised and the purchase price is within an acceptable range of the appraisal. The offer has been reviewed by the staff and City Real Estate agent and is recommended for approval.

Your Committee recommends that:

1. The offer from the Landvest Development Group, Inc. to purchase Site #15 located at South 86th Street and West Howard Avenue be accepted based upon the agreed upon conditions contained in the offer.

2. The City Real Estate Agent be authorized to take the appropriate action to execute the sale upon exercising of the option.

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

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	EST VAL:AMT	GIFT
A.E. Doerfler	Doerfler P.T.O.	$3,030	Three televisions, software
	Doerfler P.T.O.	500.	Typewriter
Bay View	Bay View Athletic Booster Club	1,000.	Camcorder/supplies
Burbank	Burbank P.T.O.	400.	VCR
Clemens	General School Fund	2,700.	Toward the purchase of copier/lnstructional Supplies
Custer	General School Fund	2,200.	Furniture
		950.	Two typewriters
		200.	Microwave

Daniel Webster	General School Fund	750.	Floor mat
Eighty-eighth	Bradley Corporation	50.	Student Exchange Program
	CH & E Manufacturing Co.	100.	
	Dumman World Trade Company	5.	
	Gimbel, Reilly, Guerin & Brown Law Firm	80.	
	Great Lakes Biochemical	100.	
	Kelch Corporation	20.	
	Marquette Electronics	100.	
	Milprint, Inc.	50.	
	Mr. & Mrs. Trice	15.	
	Mr. Wordingham	100.	
	Peters Engineering	100.	
	Spancrete	200.	
	Stearns	25.	
	The Buner Company	50.	
	Thomas Fifield	100.	
	Warshafsky Law Firm	100.	
Fairview	Carol Bamberg	314.	Books
Garfield	Crystal Clear Communications	1,000.	Computer
Grandview	Grandview P.T.O.	375.	Binder/Tripod
Grantosa	AT & T	100.	Donation
Granville	Granville P.T.O.	150.	Stereo
		341.	Teaching Kit
		500.	Donation/Carnival
		325.	Binder
		150.	Donation/Puppet Stage
		400.	Two mats
		200.	Donation/film supplies
Happy Hill	Happy Hill P.T.O..	1,500.	Risers
Industrial Education	Alpine Plywood corp.	21,837.	Flakeboard, Fiberboard, Low Pressure Melamine, and miscellaneous items
	T. J. Hale Company	575.	Drawer Slides
Lancaster	Lancaster PTA	100.	Donation
Lee	Jean Tibbs Geilfuss	200.	Donation-Incentive prog.
MacDowell	MacDowell Montessori P.T.A.	1,245 .	Computer software
		80.	Weed trimmer
		300.	Donation/Field trips
		600.	Donation/Books
Madison	General School Fund	3,450.	Risograph machine
		2,944.	Handie Talkies (5)
Maryland	Maryland Ave. P.T.A.	269.	VCR
Milwaukee Tech	General School Fund	3,900.	Laser Printer
Morse	Morse P.T.O.	2,838.	Washington, DC Activities
		1,488.	Scholarship, Books, Fld. Trip Costs
		120.	Tools
		1,370.	Athletic clothes, Chess sets
		640.	Science supplies
		625.	P.T.O. Incentives
		1,900.	Computer
		1,000.	Drama Dept.
		612.	Transportation
North	A. A. Hindin	25.	Carnegie Hall Choir Trip
	A. Martin	50.	
	Alice A. Kunda	25.	
	Ann Hornak	75.	
	Anne & Fred Stratton	100.	

Arnold Ode 10.

Attorney Tom Bailey	50.
Atty. Leonard L. Loeb	36.
Audrey Check Lohr	20.
B.V. Law	250.
Barbara P. Horton	25.
Bernice K. Rose	250.
Bette J. Gillespie	25.
Brian J. Tuttle	200.
C. E. Laube	250.
C. S. Janiszewski	250.
Candace Eastern-Walz	300.
Carl and Jane Street	25.
Carl Weigell	$250.
Chaplain, Ethan Allen School	75.
Charles 8 Nancy Cooney	100.
Cindy & Bob Barczak	100.
Connie Hollinger	130.
Daniel J. & Mary Burt	15.
Debora A. Hightower	43.
Denise Monroe	1,010.
Dennis J. & Sandra S. Kuester	100.
Dennis Purtell	100.
Dennis W. Bersch	250.
Dolores K. Solovy	250.
Dolores Kohl	250.
Donald Baumgartner	250.
Donald J. Glatz	10.
Dorothy K. Dean	30.
Dorothy Ring	25.
Doss & Pandora Bender	20.
Dr. & Ms. Burton Zimmermann	40.
Dr. Kathy Bloom	25.
E. E. M. Mishefski	25.
E. G. Ulrich	250.
Eaton Corporation	200.
Edward J. Lennon, M.D.	250.
Edward S. Napoleon	25.
Elmer L. Hodge	25.
Ethel Staples	100.
Ettore Bartatelli, Sr.	250.
Eugene P. Gilmartin	100.
Eugene W. Sedli	100.
F & H Mutz	5.
Fay Bluvas	15.
First Banks	200.
First Interstate Corporation	100.
Forrest S. Embry	50.
Fr. Tom Suriano	75.
Frank E. Zigowski	5.
Frank J. Pelisek	200.
Fred Luber/Roger Pierce	250.
Frederick P. Stratton, Jr.	100.
Gary Grunau	250.
Ginny Balestreri	100
Greg Schauer	500.
Gwendolyn Colbert	10.
H. C. Kiljanczyk	10.

H. D. Oxman, MD 200.

H. Roddy	100.
Harley Davidson, Inc.	600.
Harold A. Schwartz	100.
Harriet D. Ryan	10.
Harriet Fischl	5.
Hedwig Hasimoto	25.
Henderson Taylor	100.
Hortense Bouchard	150.
Howard Schnoll	250.
Irving Charne	20.
Irving School	70.
J. D. Anello	40.
J. Gochenauer	25.
J. Nolan	25.
Jack M. Blank	250.
James B. Wigdale	250.
James C. Donnelly	600.
James K. Williams, Jr.	17.
James W. Rose	5.
Jean Rumschlag	30.
Jeremiah Missionary Babtist Church	92.
Joan Doyle	20.
John Anello	40.
John D. St. John	$25.
John H. Campbell	$ 600.
John Joseph & Joanne Williams	25.
John Ogden	50.
John R. Pankrak	150.
Johnny Moutry	500.
Joseph Peckerman	5.
Joseph Talsky	100.
Judith B. Bluestone	250.
Julius Pieper	500.
Kelley Company, Inc.	20.
L. Ferk	25.
L. Jean Cottrell	10.
L.F. Smith	10
Leonard Campbell, Jr.	250.
Lolita M. Bevenue	20.
Lucile S. Schmidt	100.
Lurie Glass-Lurie Panel	100
Lyle Schultz	10.
M. E. McAndrews	25.
M. Robnett	5.
Mackie G. Westbrook	25.
Margaret Hawkins	100.
Margaret J. Spreng	15.
Marion Bailey	50.
Mark E. Bruckman	250.
Mark E. Ryan	20.
Mary E. Meleane	10.
Michael W. Rodee	25.
Michelle H. Williams	1,000.
Milwaukee & Southeast Wisc. Distr. Council of Carpenters	200.
Milwaukee Symphony Orchestra	100.
Moore's Barber Shop	10.

Mr. & Mrs. R. F. Mathies 15.

Mr. & Ms. Erv Chudnow	25.
Mr. & Ms. John Leary	25.
Mr. Charles B. Davis	20.
Mr. David Cohen	50.
Mr. Foster	50.
Mr. Henry H. Moore	10.
Mr. J. Adams	25.
Mr. James C. Donnelly	600.
Mr. Jim Venne	600.
Mr. R. J. Schiefelbein	20.
Mr. Ted Hutton	250.
Mrs. Clare Frami	10.
Mrs. Dolores Ligocki	10.
Mrs. E. F. Boeck	10.
Mrs. Lorraine Phyles	20.
Ms. Barbara Brandel Weiss	1,000.
Ms. Dolores W. Eschenbacher	650.
Ms. G.V. Merrill	10.
Ms. Judith L. Hauser	10.
Ms. K. E. Hiltner	25.
Ms. Katherine Miller	10.
Ms. Kay Augustine	100.
Ms. Lorraine Phyles	20.
Ms. Oprah Winfrey	5,000.
Ms. Paula Philips-Bell	50.
Ms. Pauline W. Speed	25.
Ms. Ralph Von Brieseen	25.
Nancy Phelps	45.
North Division Benefactor	15.
Pastor James L. Wilch	300.
Patrick Media Group	100.
Paul S. Counsell	250.
Pearl & Norman Balkansky	15.
PEhBY	50.
Progressive Managers Association	200.
Quentin R. Meracle	734.
R. Potter	5.
Ralph & Jean Nelson	20.
Ralph A. Hawkins	50.
Ralph H. Delforge	100.
Richard J. Fridl	50.
Richard P. Ross	250.
Rick & Joyce Bezier	10.
Robert W. Zigman	50.
Roger J. Fitzsimmons	250.
FSSS	50.
Rudy Kane Plumbing Co.	10.
Ruth Babbitz	5.
Ruth S. Wampler	100.
Ruth Thomas	25.
Samuel J. Yarger & Sally Mertens	10.
Sande Robinson	300.
Senator Herb Kohl	100.
Sight Center	100.
Snow Mitchell, Jr.	100
SRS. Betty & Jonella	40.
Stephen	250.

Ted Warshafsky 500.

	Terri A. Mattiacci	250.	
	Thelma A. Sias	40.	
	Thomas J. McCollow	100.	
	Thomas P. Windsor	35.	
	Tully/Dierks	100.	
	V. Baker	15.	
	Vera M. Trice	20.	
	Warren Kueunen	100.	
	William J. Steinhauser	20.	
	William L. Randall	50.	
	Youth Foundation, Inc.	2,500.	
	Private Industry Council	340.	Installation of telephone
Parkman	General School Fund	188.	Microwave
		188.	Microwave
	McNair P.T.A.	53.	Button Maker
Roosevelt	General School Fund	487.	Apple Imagewriter 11
		287.	Computer Equipment
Rufus King	Karl Dvornik	1,050.	Weight Set
Sixty-Fifth	Sixty-Fifth Street P.T.A.	334.	Badge-a-Matic
Story	1st Wisconsin Bank	100.	Donation/Teacher Mtg. Banquet
	Wisconsin Bell	634.	Field Trip Donation
Thirty-eighty	Master Lock Company	100.	Donation/Magazine
U.S. Grant	U.S. Grant Booster Club	1,000.	Donation/Reading Resource
		2,000.	Computer
Vincent	General School Fund	109.	Display board
		799.	Display board
		269.	VCR
		655.	Telex Terminal/Keyboard
		1,030.	2-way Radios (2)
		904.	Display Cases
Walker	Musicland	75.	Awards supplies
Wisconsin	Wisconsin Ave. P.T.O.	250.	Television, Trimmer
	TOTAL	$107,047.	

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

1. At its meeting of June 28, 1989 (Proc., pp. 126-27;131), the Board authorized the sale of the former Clairmont Trucking Company property currently utilized for the Pulaski Transportation Specialty for vehicle storage and driving range activities.

2. Since that time, discussions have occurred with the City of Milwaukee and Fire Department relative to purchasing a portion of the site for construction of new fire station to replace obsolete facilities located at 16th and Oklahoma and 28th and Forest Home. In addition, the City Real Estate agent is exploring the possible sale of the remaining area to the adjacent owner.

3. On January, 5, 1990, a communication was received from the Department of City Development (DCD) containing a offer to purchase a portion of the former Clairmont site (A copy is attached.). The conditions set forth in the letter would have the City be responsible for the demolition of the existing building and MPS would be responsible for removal of any underground tanks. In addition, the sale price would be $45,000. The property was independently appraised and the purchase price is

reasonable

when demolition costs are included. The Administration has reviewed the proposal and recommends that the offer be accepted.

4. The remainder of the property would still be able to be utilized and access to the parcel to the rear of the proposed station is guaranteed by the City. In addition, it has been estimated by our real estate persons that the overall value of remaining land will increase as a result of the sale.

5. Representatives of the City and staff will be available to answer any questions.

Your Committee reviewed the item requesting that authorization be given to the City Real Estate Agent to negotiate the sale of a 210' x 200' parcel located at the former Clairmont truck terminal site to the City of Milwaukee Fire Department for $45,000 with other conditions to be mutually agreed upon prior to closing. This item is being forwarded out of Committee to the Board without a recommendation.

* * * * * *

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

1. At its meeting of September 27, 1989, the Board requested that a new purchasing and construction policy guide be developed and implemented to replace portions of state statute which have been repealed with the passage of Senate - 328.

2. A draft of the policy was presented to the Finance Committee for review as an informational item in November, 1989.

3. The repeal of State Statute 119.52 is effective July 1, 1990.

4. The proposed Board policy would provide for the following:

   - Eliminate several archaic impediments to efficient purchasing and contracting procedures.

   - Streamline the bidding and contracting process.

   - Maintain a system of Board approval over large dollar purchases and contracts.

   - Enable minority, women's, and disadvantaged businesses to more effectively compete for Milwaukee Public School contracts.

5. This Board policy for purchasing and construction contracting along with the proposed policy statement regarding Milwaukee Public Schools Minority, Women's, and Disadvantaged Business Enterprise Program are the two integral components of a unified comprehensive plan 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.

Your Committee recommends that the Secretary-Business Manager's office seek an additional legal opinion regarding the Purchasing and Construction Policy Guide.

* * * * * *

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

1. Past reports to the School Board revealed a need to perform an assessment of current technology within MPS and to solicit recommendations for a multi-year strategic planning model encompassing

administrative and academic areas. A contract was awarded on June 28, 1989, by the School Board and Kerry Consulting Group provided the final report to the Board in December 1989.

2. Management of technology is a critical need in MPS. The priorities of the Superintendent and Secretary-Business Manager in this area

   a) Alleviation of the paperwork burden currently carried by principals, including computerization of information, elimination of multiple requests for the same information and control of requests for information;

   b) Increasing initiatives in the area of instructional technology, including as a first step the filling of the position of instructional technology manager with a person with the technical skill and ability to take leadership in the area of classroom use of new and emerging technological innovations; and

   c) Developing a system master plan for technology, including the development of the ability of the Division of Information Services to support the needs of the district and of individual staff members in the area of technology, including expansion of the division's ability to provide training and what might be called in general terms, "customer service".

3. The report of the Kerry Consulting Group was sent to the Board members under separate cover, and an executive summary is attached. It is recommended that the Board take the following six steps in order to manage technology.

   a) Direction for Technology - Direct MPS' Executive Management to develop a statement of Strategic Direction for Technology for all of MPS.

   b) Report Management - Direct MPS' Executive Management to establish a function outside of ISD for controlling the proliferation of forms and reports required to meet local, state and federal reporting requirements.

   c) Master Plan for Technology - Direct MPS' Executive Management to develop and implement a Master Plan for Technology to define ISD's new roles and expanded responsibilities for instructional and administrative technologies.

   d) The position description of the Manager, Instructional Technology should be altered per the new role described in the Final Report and the position should be funded and filled. The training considerations should also be included in the scope of the redefined ISD Customer Support and Training Unit.

   e) Executive Technology Review Committee - Direct MPS' Executive Management to collaboratively establish an Executive Technology Review Committee as an integral part of MPS management.

   f) Positioning ISD - Direct MPS' Executive Management to position the Information Systems Division to support the new MPS Statement of Strategic Direction for Technology by providing for:

      - a mission
      - a new name
      - adequate facilities

4. The December 14, 1989, Finance and Facilities Meeting gave a hearing to the Kerry Consulting Group Strategic Planning Report. In addition to the Kerry Consulting Group presentation representation of the high school principals, elementary school principals along with representation from curriculum and administration responded to the report. Support for the plan was provided by the school principals, office staff and curriculum specialists with a request that special emphasis to be placed on these areas;

a) The high school principals endorsed the KCG Report and requested an annual assessment of the KCG strategic plan implementation for the next 3 years

b) The elementary principals requested specific relief from the 'report' burden as a result of this plan by implementing report management. Any new automation initiative in the elementary school office should include additional office assistants and a staffing review.

c) The curriculum specialist requested that a percentage of MPS budget be allocated to instructional computing, in addition to funding of replacement or obsolete equipment.

d) All representation endorsed the filling of the manager of instructional technology position to provide instructional leadership into the 90's.

5. The Information Systems Division positions will be addressed through the Business Department reorganization.

6. Recommendations having financial impact including the manager instructional technology and elementary school positions will be dealt with in the budget process

	1990-91	1991-92
a) The additional space necessary to accommodate school training inservice needs and provide adequate work area has an expected movement cost of $20,000. (2.3.2)	$ 20,000	
b) Colocation of computer operations, communi-cations, printing, and mail activities (2.2.4)	$ 80,000	$ 30,000
c) The equipment necessary to implement a training area would be about $2,000 per seat or $40,000 for a 20 person classroom.	$ 40,000	$ 10,000
d) The additional staff consist of: Manager, Instructional Technology (2.5.2)	$ 55,000	$ 57,200
e) Training for ISD staff to accommodate new modern software tools and realign roles.	$ 40,000	$ 20,000
f) Project management and job accounting software. (2.4.1)	$ 35,000	$ 4,000
g) Procure a relational data base manager and fourth generation language software tools. (2.4.3)	$ 250,000	$ 60,000
TOTAL	$ 520,000	$181,200

h) Information Systems Division 1989-90 budget is $4,377,614.

PLEASE NOTE:
Expected computing usage and growth into stronger more flexible software may necessitate upgrading hardware.

Your Committee recommends that the following five non-monetary, of the eighteen Kerry Consulting Group strategic items, be adopted:

a) Direction for Technology - Direct MPS' Executive Management to develop a statement of Strategic Direction for Technology for all of MPS.

b) Report Management—Direct MPS' Executive Management to establish a function outside of ISD for controlling the proliferation of forms and reports required to meet local, state and federal reporting requirements.

c) Master Plan for Technology— Direct MPS' Executive Management to develop and implement a Master Plan for Technology.

d) Executive Technology Review Committee - Direct MPS' Executive Management to collaboratively establish an Executive Technology. Review Committee as an integral part of MPS management.

e) Positioning ISD - Direct MPS' Executive Management to position the Information Systems Division to support the new MPS Statement of Strategic Direction for Technology.

* * * * * *

(ITEM 10) The Superintendent advised your Committee that:

1. At its meeting of March 22, 1989 (Proc., pp. 850-853), the Board approved a building program for the years 1989-1993 in the amount of $43 million. Contained in this program were funds to provide for the expansion of the language immersion programs at 82nd Street and 55th Street Schools. Funds to finance these programs were ultimately authorized by the legislature.

2. In order to provide for an orderly occupancy of the new facility, funds will be required to permit the staff to remain after the completion of the 1989-1990 school year to box all of the existing materials for storage over the summer. The estimated cost for this activity is $11,000. Funds do not exist in the 1989-90 budget to pay for this expense.

3. The program at both schools require that the staff be bilingual in the particular language that is being taught. As with other bilingual or English as a Second Language (ESL) programs, it is difficult to find qualified persons without extensive recruiting efforts. Since the recruiting must be accomplished in the spring, efforts must begin now to ensure that appropriate staff is available for September. Funds to cover this activity do not currently exist in the 1989-1990 budget. It is estimated that an additional $4,000/School will be required to provide for this activity. This activity would also provide for additional recruiting efforts for all of the language bilingual and ESL programs.

Your Committee recommends that $19,000 be transferred from the Contingent Fund to the appropriate accounts to cover the costs of closing and recruiting activities at 82nd Street and 55th Street Schools.

* * * * * *

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

1. The Audit Manager - Systems position was funded for the 1989-1990 school year.

2. The Audit Department has been unable to recruit for the position's incumbent. It was underfilled in the Accounting Division from July 1, 1989 through January 1, 1990.

3. To accommodate audit special project service requests, the audit department has a need to engage consultants to assist and perform certain duties and responsibilities normally performed internally.

Your Committee recommends that $13,000 be transferred from the Internal Audit salary account to the Internal Audit contract service line.

* * * * * *

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

1. In the 1989-1990 budget for the Accounting Division, monies were included for various salaries. Several positions have been vacant for numerous months. These vacancies have resulted in surplus in the division's salary accounts.

2. In each of the budgets for 1990, 1989, and 1988, no monies have been included for the purchase of new or replacement furniture and equipment. As a result of the lack of funding much of the needed replacement furniture and equipment has not been acquired.

3. In order to assure the continuing efficient operations of the department, furniture and equipment is needed.

Your Committee recommends that $20,000 be transferred from the salary accounts in the Division of Accounting to the equipment accounts in the Division of Accounting to purchase the following items: IBM/PC P.S. 552 with internal modem, Irma board, appleconnect, extra 5-1/2" drive @ $8,000, 8 replacement chairs and floor mats @ $200 each, copier with autofeed and collator @ $5,000, and panel workstations @ $5,000.

* * * * * *

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

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

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

3. Last summer, the Milwaukee Public Schools participated in this program for the first time by providing meal service at 13 sites on a pilot basis. On average, 2,000 children a day participated.

4. Due to the success of the pilot program last year and the significant nutritional needs that the program met for participating children, the Food Services Division is interested in offering this program on an expanded basis this summer to a total of 5,000 children.

5. Reimbursement rates for the program are designed to cover cost of the preparation and delivery of the meals, as well as administration of the program.

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

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

Allen-Field	Green Bay	Lincoln Ave.	37th St.
Auer	Hopkins	Longfellow	21st St.
Brown	Kilbourn	Mitchell	27th St.
Franklin	LaFollette	Palmer	
Garden Homes	Lee	Pierce	

In addition, there will be two exceptional education sites:

Gaenslen	Pleasant View

8. The anticipated expenditures for this expanded program as indicated in the proposed 1990-1991 budget are:

Salaries	$85,720
Benefits	$ 9,284
Purchased Services	$ 3,778
Supplies	$132,981
Capital Outlay	$ 9,204
TOTAL	$240,967

The anticipated revenues as indicated in the proposed 1990-1991 budget are: $240,967.

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

* * * * * *

(ITEM 14) Your Committee reports having received informational reports from the Superintendent and the Secretary-Business Manager on the following matters; these reports have been made a part of the minutes of your Committee's meeting of March 15, 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) Presentation of the Design Development Drawings for Elm and Project Pluto

B. Statement of Operating Revenues

The Secretary-Business Manager submitted the following Statement of Operating Revenues for the month ending February, 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 Operation	$ 472,668,315	$ 1,380,959	$ 474,049,274	$ 308,715,135	$ 165,334,139	65.1%
Categorically Aided	22,430,383	16,478,285	38,908,668	14,289,631	24,619,037	36.7%
Food Services	18,625,869	350,000	18,975,869	10,050,785	8,925,084	53.0%
Construction	34,400,000	217,195	34,617,195	12,802,883	21,814,312	37.0%
Extension	9,002,821	64,000	9,066,821	8,822,833	243,988	97.3%

C. Statement of Expenses

The Secretary-Business Manager submitted the following Statement of Expenses as of February 28, 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	$ 269,756,331	$ 204,292,943	56.9%
Categorically Aided	22,430,383	16,478,285	38,908,668	18,560,193	20,348,475	47.7%
Food Services	18,625,869	350,000	18,975,869	11,203,884	7,771,985	59.0%
Construction	34,400,000	217,195	34,617,195	10,711,182	23,906,013	30.9%
Extension	9,002,821	64,000	9,066,821	5,214,458	3,852,363	57.5%

(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 February 28, 1990 and payrolls through February 16, 1990.

D. Monthly Report on Expenditure Controls

* * * * * *

Separate consideration having been requested for items 7, 8, and 10 the remainder of the report was adopted, the votes being the same as that preceding.

Ayes—8; Noes—0.

Item 7 of the report, relating to an offer to purchase a portion of the former Clairmont Site, having been set aside for separate consideration, Director Pajewski moved for adoption of the report.

Director Stacy moved a substitute to hold all sales of the Clairmont property until MPS understands the State and City and other Federal initiatives in the area of vocational and technical education.

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

Ayes—8; Noes—0.

Item 8 of the report, relating to Purchasing and Construction Policy Guide, having been set aside for separate consideration, Director Mallory moved for adoption of the report.

Director Johnson moved a substitute to refer the item back to Committee.

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

Ayes—8; Noes—0.

Item 10 of the report, relating to Contingent Fund transfer to cover the costs of closing and recruiting activities at 82nd Street and 55th Street Schools, having been set aside for separate consideration, Director O'Connell moved for adoption of the report.

The motion prevailed the vote being as follows:

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

Noes—None.

Temporarily Absent—Director Mallory—1.

SPECIAL COMMITTEES

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

Director O'Connell moved to accept the reports of the Independent Hearing Panel of January 16, 1990, at 1:00 PM, 3:00 PM, and 4:00 PM; February 26, 1990; February 27, 1990; February 28, 1990; March 6, 1990; March 12, 1990; March 13, 1990; and March 21, 1990.

The motion prevailed, the vote being as follows:

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

Noes—None.

COMMUNICATIONS AND PETITIONS

The Secretary-Business Manager presented the following communications:

A communication from University of Wisconsin-Madison requesting the use of a school stadium for a fundraising event.

Director Pajewski moved suspension of Board Rules and adoption of the request.

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

Ayes—8; Noes—0.

A communication from Iglesie de Dios Pentecostal Church request the use of South Division High School for a fundraising event.

Referred to the Committee on Finance and Facilities.

RESOLUTIONS

By Director Bills

WHEREAS, The Milwaukee Board of School Directors continually strives for effective methods of involving parents in the decision-making process at the local school level; and

WHEREAS, The Board has made a commitment to increase parental involvement in all Milwaukee Public Schools; and

WHEREAS, Dr. James Comer has found that positive interaction between parents and school personnel is key to academic development; and

WHEREAS, There are a number of models available both systemwide and nationwide to effectuate meaningful parent involvement in schools; therefore, be it

RESOLVED, That the administration examine and provide to schools an array of models to be used to provide meaningful parent involvement in the governance and management of schools; and be it

FURTHER RESOLVED, That each school will choose and implement such a model during the 1990-1991 school year to promote effective parent involvement.

Referred to the Committee on Instruction and Community Relations.

By Directors Stacy and Johnson

WHEREAS, Milwaukee business and industry has had a long history of cooperating and assisting the Milwaukee Public Schools; and

WHEREAS, Milwaukee Public Schools has a critical shortage of elementary classroom space, while Milwaukee office buildings have unused, leaseable space; and

WHEREAS, The Board has been approached with requests to replicate programs such as the Montessori school program; and

WHEREAS, Other urban school districts have established with businesses small satellite elementary schools in city office buildings; and

WHEREAS, The Dade County School systems are funded with financial assistance from host companies for small satellite elementary school sites in city office buildings; therefore, be it

RESOLVED, That the administration meet with the Greater Milwaukee Committee and/or the Milwaukee Metropolitan Association of Commerce to consider the feasibility of establishing a network of elementary classroom schools in city office buildings; and be it

FURTHER RESOLVED, That the administration report back to the Board with the results of these meetings at the May Board meeting.

Referred to the Committee on Finance and Facilities.

By Director Johnson

WHEREAS, The increased volume of students changing residence/schools during the school year; and

WHEREAS, The increased number of students being reassigned to other schools for disciplinary reasons; and

WHEREAS, Student mobility causes a disruption in the continuity of education for all children; therefore, be it

RESOLVED, That the Superintendent present a plan to the Board to reduce student mobility.

Referred to the Committee on Personnel and Negotiations.

By Director Bills

WHEREAS, The many problems confronting youth in our society is of concern to the Board of School Directors; and

WHEREAS, The youth of today need an opportunity for meaningful input and dialogue regarding the issues which concern them; and

WHEREAS, Many youth are not represented on various student councils and other representative bodies; therefore, be it

RESOLVED, That the administration develop a plan, for implementation in September of 1990, for active student participation and involvement in various educational planning activities and that these student representatives be a cross-section of all populations served in MPS; and be it

FURTHER RESOLVED, That a procedure be established for students to be heard at the SDA level and that students be involved in discussion regarding serious issues and concerns.

Referred to the Committee on Instruction and Community Relations.

By Director Stacy

WHEREAS, The activities of the Office of Public Affairs and Communications reflects the image of the Milwaukee Public Schools to the school and the community at large; and

WHEREAS, The services of the Office of Public Affairs and Communications deems to be an area of public information that is highly scrutinized; and

WHEREAS, It is timely that this specific office of operation be reviewed; therefore, be it

RESOLVED, That a committee be developed to review the current operations and position functions; and be it

FURTHER RESOLVED, That this committee be represented by members of the MTEA, ASC, and Milwaukee Press Club; and be it

FURTHER RESOLVED, That the appointed committee report back to the Board with its report and recommendation by the regularly scheduled June Board meeting.

Referred to the Committee on Personnel and Negotiations.

By Director Johnson

WHEREAS, Recent information indicates disparity of student achievement levels in Service Delivery Area 3; and

WHEREAS, Various indicators highlight the effect of school climate on the success level of schools; therefore, be it

RESOLVED, That the superintendent present a plan to the Board for implementation in September, 1990, to improve student achievement and school climate at all schools in SDA 3, with procedures for expanding the plan to all schools system-wide.

Referred to the Committee on Instruction and Community Relations.

By Director Mallory

WHEREAS, Recent events involving a Milwaukee public high school and WIAA rules have led to legal action regarding rule interpretation; and

WHEREAS, MPS high schools have been responsible for monitoring their own compliance with WIAA rules; and

WHEREAS, The MPS Commissioner of Athletics has acted as a resource person to the schools in matters of rule interpretations; and

WHEREAS, No single individual has been responsible for the monitoring of high school and district level compliance with WIAA rules; therefore, be it

RESOLVED, That the Superintendent review current athletic policies and programs and that a system of accountability be developed whereby a specific administrator is accountable for the monitoring of high school and district level compliance with WIAA rules.

Referred to the Committee on Instruction and Community Relations.

By Director Johnson

WHEREAS, Seventy schools have all-day five-year-old Kindergarten (12 state funded, 9 specialty, and 49 attendance area), which results in a total of 123 classes; and

WHEREAS, Thirty-six elementary schools have no all-day five-year-old Kindergarten, and the 49 attendance area schools have only one all-day five-year-old Kindergarten; and

WHEREAS, All-day five-year-old Kindergarten is valuable for all children; therefore, be it

RESOLVED, That the Administration reevaluate space in elementary schools; and be it

FURTHER RESOLVED, That the Administration develop a facility plan to phase in all-day five-year old Kindergarten for all five-year-old Milwaukee Public School students; and be it

FURTHER RESOLVED, That a budget be provided for the evaluation and phasing in of the all-day five-year-old Kindergarten.

Referred to the Committee on Instruction and Community Relations.

The Board adjourned at 9:50 PM.

JOHN J. PETERBURS
Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of March 30, 1990

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	307	349		8	545	9	41	45	8		656
K3	95	102		2	109	7	11	63	5		197
PK	690	320		7	609	11	55	312	16		1010
K4	1567	1574		20	1469	112	294	1212	34		3141
K5	4339	3973		103	4432	289	765	2637	86		8312
01	4860	4501		100	5362	344	868	2580	107		9361
02	4209	4093		95	4627	283	811	2385	101		8302
03	4068	3851		97	4493	264	731	2252	82		7919
04	4118	3906		98	4643	238	741	2209	95		8024
05	3707	3630		89	4241	209	695	2025	78		7337
06	3451	3207		89	3839	171	635	1859	65		6658
07	3245	3139		82	3696	144	575	1821	66		6384
08	2933	21964		62	3293	211	555	1713	63		5897
09	3985	3663		99	4191	210	746	2321	81		7648
10	3369	3340		82	3587	168	525	2285	62		6709
11	2692	2847		61	2796	176	412	2034	60		5539
12	1911	2230		41	2060	139	263	1603	35		4141
13	3	1			1			3			4
Invalid	5	3			5			3			8
TOTAL	49554	47693		1135	53998	2985	8723	29362	1044		97247

Total Active Detached..... 68 (Included above) Total Suburban Transfers—4911

Total Inactive..... 709 (Not included above)

Brown Deer	164	Greendale	274	New Berlin	67	St. Francis	110
Cudahy	184	Greenfield	275	Nicolet	181	Wauwatosa	711
Elmbrook	139	Hamilton	6	Oak Creek	278	West Allis	437
Fox Point	136	Maple Dale-Indian Hills	81	Shorewood	273	Whitefish Bay	310
Franklin	230	Menomonee Falls	242	South Milwaukee	270	Whitnall	275
Glendale-River Hills	128	Mequon-Thiensville	140				

School	Enrollment	% of Atten	Author Staff	Adm Team	School	Enrollment	% of Atten	Author Staff	Adm Team
HIGH SCHOOLS									
Bay View	1716	77.9	119.0	5.0	North Division	1233	80.7	106.0	6.0
Custer	1138	79.0	87.0	5.0	Pulaski	1740	75.6	115.0	5.0
Hamilton	1744	79.9	113.0	5.0	Riverside	1602	82.7	113.0	5.0
Juneau	846	80.3	65.0	4.0	South Division	1807	80.4	139.0	5.0
King	1177	93.0	72.0	3.0	Vincent	1603	79.3	110.0	5.0
Madison	1783	75.0	113.0	5.0	Washington	1543	80.4	119.0	5.0
Marshall	1216	81.9	92.0	4.0	HS of the Arts	385	89.2	55.0	3.0
Milwaukee Tech	1842	91.6	124.0	4.0	TOTAL	21675	81.3	1542.0	69.0

MIDDLE SCHOOLS

Audubon	971	89.1	66.0	3.0	Parkman	584	84.5	45.0	3.0
Bell	925	88.2	63.0	3.0	Robinson	482	93.4	38.0	2.0
Burroughs	900	89.9	59.0	3.0	Roosevelt	619	93.4	42.0	2.0
Edison	840	90.4	64.0	3.0	Sholes	831	83.6	58.0	3.0
Eighth St.	335	91.7	27.0	2.0	Steuben	900	92.4	59.0	3.0
Fritsche	969	88.3	67.5	3.0	Walker	856	85.9	57.0	3.0
Fulton	674	81.9	53.0	3.0	Webster	971	90.8	62.0	3.0
Kosciuszko	742	84.9	62.0	3.0	Wright	792	89.5	56.0	4.0
Morse	1004	94.4	65.0	3.0					
Muir	936	86.2	64.5	3.0	TOTAL	14331	88.8	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	94.3	17.2	1.0	Hopkins	765	91.5	45.5	2.0
Allen Field	1031	92.8	50.0	2.0	Humboldt Park	551	92.5	26.6	1.5
Auer	631	94.3	34.8	1.5	Irving	715	95.8	36.0	2.0
Barton	578	94.0	27.0	1.0	Kagel	447	93.5	23.0	1.0
Berger	536	91.0	31.6	1.5	Keefe Av.	641	92.2	39.2	1.5
Brown St.	563	92.9	35.0	2.0	Kilbourn	390	91.4	20.5	1.0
Browning	433	92.7	21.3	1.0	Kluge	574	92.9	30.1	1.5
Bruce	571	92.6	27.1	1.5	LaFollette	676	93.0	39.8	2.0
Bryant	576	91.8	29.0	1.5	Lancaster	563	94.4	29.0	1.0
Burbank	564	92.5	22.8	1.0	Lee	652	93.6	36.8	1.5
Burdick	498	89.2	29.6	1.5	Lincoln Av.	646	91.6	30.5	1.5
Carleton	511	94.2	24.1	1.0	Lloyd St.	572	94.7	28.0	1.0
Cass	594	92.7	35.6	2.0	Longfellow	635	93.0	28.8	1.5
Clarke	498	93.1	30.3	1.0	Lowell	291	92.9	12.9	1.0
Clemens	413	92.7	20.2	1.0	MacDowell	551	93.5	26.0	1.0
Clement	478	93.0	21.0	1.0	Manitoba	373	94.9	32.5	2.0
Congress	496	92.5	23.9	1.0	Maple Tree	522	93.9	23.0	1.0
Cooper	409	92.2	21.5	1.0	Maryland Av.	327	93.3	19.2	1.0
Curtain	348	92.8	16.7	1.0	Mitchell	762	92.8	33.5	1.5
Doerfler	679	93.5	30.0	1.5	Morgandale	594	93.7	25.8	1.5
Douglass	305	95.3	15.7	1.0	Neeskara	433	91.8	27.5	1.0
Dover	636	92.8	26.1	1.5	Ninety-fifth	349	93.5	17.1	1.0
Eighty-eighth	363	94.4	17.9	1.0	Palmer	591	93.3	39.8	2.0
Eighty-first	477	94.0	19.8	1.0	Parkview	378	93.1	18.5	1.0
Eighty-second	410	95.6	17.2	1.0	Phillip	323	94.2	17.7	1.0
Elm	376	96.1	20.0	1.0	Pierce	606	93.0	30.0	1.5
Emerson	304	93.5	16.9	1.0	Riley	607	91.2	29.6	1.5
Engleburg	490	93.1	26.6	1.0	Seventy-eighth	556	91.4	29.0	1.0
Fairview	455	92.8	27.5	1.0	Sherman	590	95.0	27.7	1.5
Fernwood	506	90.0	27.0	1.0	Siefert	595	91.2	34.0	1.5
Fifth-fifth	368	95.9	14.9	1.0	Silver Spring	368	93.6	18.7	1.0
Fifty-third	396	95.7	18.4	1.0	Sixty-fifth	369	92.4	20.5	1.0
Forest Home	852	93.4	38.5	2.0	Sixty-seventh	336	92.9	15.7	1.0
Franklin	603	94.1	40.6	1.5	Story	547	95.5	30.5	1.5
Fratney	329	93.3	18.7	1.0	Stuart	339	94.1	16.0	1.0
Gaenslen	614	89.3	56.0	2.0	Thirty-eighth	563	95.6	26.9	1.5
Garden Homes	523	93.3	29.1	1.5	Thirty-fifth	346	93.8	14.9	1.0
Garfield	446	94.7	28.0	1.0	Thirty-first	541	93.0	29.1	1.0
Garland	375	91.5	14.9	1.0	Thirty-seventh	674	91.0	30.1	1.5
Golda Meir	256	96.0	12.8	1.0	Thoreau	698	94.0	31.0	1.5
Goodrich	450	93.7	23.0	1.0	Tippecanoe	235	92.2	12.5	1.0
Grandview	347	93.2	17.5	1.0	Townsend	498	96.2	20.5	1.0
Grant	579	91.7	26.2	1.0	Trowbridge	342	90.9	17.4	1.0
Grantosa	628	93.8	30.5	1.5	Twentieth	662	90.9	36.3	1.5
Granville	455	94.1	21.5	1.0	Twenty-first	624	94.7	34.5	1.5
Green Bay Av.	594	93.8	30.6	1.5	Twenty-fourth	346	95.9	21.0	1.0
Greenfield	406	96.1	17.0	1.0	Twenty-seventh	688	93.8	38.0	2.0
Hampton	620	93.7	27.0	1.5	Victory	561	91.9	27.0	1.5
Happy Hill	534	92.3	23.3	1.5	Vieau	678	94.1	35.1	2.0
Hartford	613	94.5	32.2	1.5	Whitman	449	90.8	22.5	1.0
Hawley	310	94.7	14.4	1.0	Whittier	213	95.2	8.9	1.0
Hawthorne	398	93.6	18.0	1.0	Wisconsin Av.	695	93.3	28.8	2.0
Hi-Mount	489	94.8	24.3	1.0	Zablocki	685	91.6	31.0	1.5
Holmes	715	91.0	45.6	2.0	TOTAL	54780		2812.0	138.0

OTHER SCHOOLS

Craig	76	65.0	11.0	1.0	Lincoln Alt. HS	86	72.5	7.5	1.0
Demmer	26	72.2	2.0	1.0	Lincoln Voc.Lab.	69	76.4	18.0	1.0
Hayes	75	76.9	12.0	1.0	Manitoba Ortho.	114	90.4	0.0	0.0
Kilmer	182	81.3	17.5	1.0	Pleasant View	123	90.2	23.0	1.0
Lady Pitts	197	50.0	16.0	1.0	Sixty-eighth	158	68.0	10.0	1.0
Lapham Park	106	70.7	10.0	1.0	Commun. Based	771		9.0	1.0
					TOTAL	1983	73.3	136.0	11.0
					MPS TOTAL	92769	89.3	5498.0	270.0

SUPERINTENDENT'S MONTHLY REPORT as of March 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.	42	0	1705	14	14	0	272	1	884	14	22	0	2939	29	2968
Emotion. Dist.	18	0	1172	28	2	0	102	2	529	24	29	1	1852	55	1907
Autistic	0	0	64	6	3	0	4	0	45	1	1	0	117	7	124
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	2	1	35	31	2	0	4	3	19	34	0	1	62	70	132
Physically Hdcp.	5	2	212	112	9	6	43	10	184	142	9	6	462	278	740
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	2	0	68	22	12	0	14	1	94	16	11	0	201	39	240
Mentally Ret.	12	3	1132	176	12	3	112	22	382	110	9	6	1659	320	1979
Speech/Languag	37	17	1585	1086	42	22	206	172	1049	673	35	32	2954	2002	4956
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par. Disability Total	118	23	5973	1475	96	31	757	211	3186	1014	116	46	10246	2800	13046
Ethnic Totals	141		7448		127		968		4200		162		13046		

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 19, 1990

Special meeting of the Board of School Directors called to order by President Cullen at 6:50 PM.

Present—Directors Bills, O'Connell, Pajewski, Stacy, and President Cullen—5.

Absent and excused—Directors Johnson, Mallory, Mitchell, and O'Neil—4.

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

April 6, 1990

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President David Cullen, a special meeting of the Board of School Directors will be held at 6:45 PM., Thursday, April 19, 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 a special work session of the Board of School Directors at 7:15 PM and the regular meeting of the Board at 8:00 PM this same evening.

JOHN J. PETERBURS
Secretary-Business Manager

The Board retired to executive session at 6:50 PM.

The Board adjourned from executive session at 7:17PM.

JOHN J. PETERBURS
Secretary-Business Manager

BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 19, 1990

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

Present—Directors Bills, Johnson (8:16 PM), Mitchell (9:10 PM), O'Connell, Pajewski, Stacy, and President Cullen—7.

Absent and Excused—Directors Mallory and O'Neil—2.

APPROVAL OF MINUTES

The minutes of the special Board meetings of December 15, 1988, and January 4, 1989, and the regular Board meeting of January 4, 1989, were approved as printed.

COMMUNICATIONS FROM CITY-COUNTY DEPARTMENTS

Communication regarding the acceptance of an offer to purchase Board owned property known as Site Number 15 located on 86th Street and West Howard Avenue.

Ordered held at Board level.

Communication from Mr. Richard Diaz, Commissioner of the Department of City Development, requesting the Board accept the option to purchase Site 15 based on the Board recommending that Landvest Development Group insure that a percentage of the new residential units be made available to low income families.

Ordered held at Board level.

ALLOWANCE OF ACCOUNTS

Your Committee on Finance and Facilities recommends that the schedule of payrolls and accounts for the period of March 2, 1990, through March 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. 20592 to 24097, inc.

Payrolls (net withholdings).....	$23,133,969.83
Accounts.....	41,508,773.13

$64,642,742.96

CONSTRUCTION FUND

Accounts, Voucher nos. 758 to 859, inc. $ 1,361,445.06

EXTENSION FUND

Payrolls and Accounts, Voucher nos. 1644 to 1904, inc.

Payrolls (net withholdings)	$ 501,772.08	
Accounts	539,331.53	
		$ 1,041,103.61
TOTAL		$ 67,045,291.63

Respectfully submitted,

JOHN PETERBURS
Secretary- Business Manager

The accounts were allowed the vote being as follows:

Ayes—Directors Bills, Johnson, O'Connell, Pajewski, Stacy and President Cullen—6.

Noes—None.

COMMITTEE ON PERSONNEL AND NEGOTIATIONS

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

April 19, 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, changes in status, and a return from leave, effective as of the dates indicated:

APPOINTMENTS

Name and Assignment	Date	Position and Salary	Increment Date
Lillie Eichelberger Brown	02-27-90	School Secretary I $16,424.00/yr. (Replacement for resignation)	07-01
Constance Gilbert Fulton	03-12-90	School Secretary I $15,824.00/yr.	03-12

(Replacement for transfer)

Stephen Gonzalez Warehouse	03-26-90	Material Handler I $22,400.82/yr. (Replacement for leave)	03-26
Jerry Jisko Internal Audit	03-14-90	Audit Manager-Systems $34,618.00/yr. (Replacement for promotion)	03-14
Ann Runnells Madison	04-02-90	School Bookkeeper $22,100.00/yr. (Replacement for retirement)	04-02
Paul Stawicki Accounting	04-02-90	Senior Adm. Asst. I $34,300.00/yr. (Replacement for retirement)	04-02

PROMOTIONS

H. Laura Brien SDA III	03-26-90	School Secretary III $22,175.66/yr.	10-24
Audrey Kerzman Student Services	03-21-90	School Secretary II $20,552.48/yr.	03-21

CHANGES IN STATUS

Mary Cardosa* Kilbourn	03-09-90	School Secretary I $14,212.60/yr.	11-14
Marsha Dzioba ¢ King	03-26-90	School Secretary I $19,799.50/yr.	07-01
Laura Nolloway # Palmer	03-20-90	Clerk Typist I $11,486.22/yr.	03-20
Janet Moeller % Accounting	01-31-90	Account Clerk I $20,552.48/yr.	01-31
Shirley Netterville ¢ North Division	03-12-90	School Secretary I $19,779.50/yr.	01-11
Shelia Reese ¢ C & I	03-12-90	School Secretary I $17,124.38/yr.	12-07

* From 12 month to 10 month
¢ From a 10 month to a 12 month position
From substitute to regular appointment
% Position reclassified

RETURN FROM LEAVE

Yvonne Lenter	03-12-90	School Secretary I	01-18

Ex. Ed. & Supp. Serv.	$19,045.52/yr.

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

	Years of Experience Teachers - Schedule I	Division	Salary	Credit	Increment Date
Effective between February 12, 1990, and February 23, 1990, inclusive, under suspension of Section 3.12(4) of the Board's rules:					
(nr)	Janel A. Bucci Mentally Retarded	B	$22,012	0	February, 1991
(r)	Nina E. Kraus English	B	$20,964	0	February, 1991
(nr)	Yvonne M. Palacio Spanish	B	$25,680	5	February, 1991
(nr)	Jeanine M. Sherman Spanish	B	$22,012	1	February, 1991
Effective between February 26, 1990, and March 8, 1990, inclusive:					
(r)	Chris N. Her Bilingual Elementary	B	$20,964	0	February, 1991
(r)	Jill B. Meyer Elementary	B	$20,964	0	February, 1991
Effective between March 9, 1990, and March 21, 1990, inclusive:					
(r)	Amy L. Fleming Speech Pathology	B	$20,964	0	February, 1991
(r)	Lisa A. Kasim Spanish	B	$20,964	0	February, 1991
(nr)	Gayle E. Kerznar Upper Elementary	B	$20,964	0	February, 1991
(r)	Jane E. Konkel English	B	$20,964	0	February, 1991
(nr)	Kelly A. Ryan Reading	B	$20,964	0	February, 1991

Effective September, 1990 payroll:

(nr)	Kaye Allen Elementary	B	$20,964	0	September, 1991
	School Social Work - Schedule 02				
(r)	Amy N. Klemp		$31,544	1	February, 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 and/or appointed to the classifications indicated, effective upon assignment, following approval of the Board of School Directors:

ADMINISTRATIVE PROMOTION

(r)	Marybeth Sandvig	Exceptional Education Program Supervisor	Schedule III, Range 8a $38,166

LIAISON, PARENT INFORMATION CENTER APPOINTMENT

(r)	Maria Castro	Liaison, Parent Information Center (SDA V)	Schedule IV, Range D $18,000

(r) resident

* * * * * *

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

LEAVES OF ABSENCE

		Beginning
Illness leave, to June, 1991:		
Chizuko Hallows	City Wide	January 30, 1990
Maternity leave, to June, 1991:		
Michelle Liebzeit	Hawthorne	April 23, 1990
Personal leave, to June, 1991:		
Cynthia Lowenstein-Kane	SDA II & SDA VI	August, 1990
Scott Rome	Madison	April 3, 1990

Sabbatical leave, to June, 1991:

Joanne M. Costigan	Roosevelt	September, 1990
Cherryl A. Erlandsson	20th/Parkman	September, 1990
Diane Girsh	North	September, 1990
Dani Marino Graf	Steuben	September, 1990
Marian F. Graeven	Garfield	September, 1990
Nana Ollenburg	Bruce	September, 1990
Mary L. Roepke	Wisconsin	September, 1990
Edna W. Taylor	Madison	September, 1990
Sandra L. Winkels	South	September, 1990

Sabbatical leave, to January, 1991:

Stephanie E. Carter	Madison	January, 1990

Extension of leave for maternity, to June, 1991:

Susan Ellman	On leave	August, 1989

Extension of leave for study, to June, 1991:

Maureen Patterson	On leave	September, 1990

* * * * * *

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

RESIGNATIONS

Bernardine M. Balistreri	Congress	June 18, 1990
Donald J. Barczak	On leave	March 7, 1990
Gene A. Berman	Dover	August 19, 1990
Milton Bond	Fulton	June 18, 1990
Louis C. Briska	Custer	June 18, 1990
Rita Buszkiewicz	Mitchell	June 18, 1990
Eva Carrasco	Zablocki	June 18, 1990
Peter J. Cucinello	Muir	June 18, 1990
Stuart L. Dexter	Madison	June 18, 1990
Thomas H. Draws	Sholes	June 19, 1990
Paul E. Effinger	South	June 18, 1990
James W. Engelland	Garden Hm	June 19, 1990
Lawrence C. Fields	Forest Hm Reg Ofc	June 30, 1990
Janice C. Fox	Whitman	June 18, 1990
James A. Friedel	Hawley	June 19, 1990
Gerald C. Gosenheimer	Lincoln Av	June 19, 1990
Josephine L. Gross	78th	June 18, 1990
Maureen A. Grzanna	Grant	February 22, 1990
Teresa J. Hansen	Wright	February 20, 1990
Don A. Harris	Webster	March 2, 1990

Robert P. Hentges	Custer	June 18, 1990
Maggie J. Jackson	Bryant	June 30, 1990
Grace I. Jensen	Hawley	July 1, 1990
Verner T. Kappes	Audubon	June 18, 1990
Mary E. Kebisek	Hampton	June 18, 1990
Richard V. Knapik	Edison	June 20, 1990
Jeanette E. Knuth	Forest Hm	June 18, 1990
Harry Koroghlanian	Fairview	June 18, 1990
Joan M. Kutter	Engleburg	June 18, 1990
Clarence E. Laube	North	June 22, 1990
Richard R. Maher	Bell	June 18, 1990
Harvey E. Marks	LaFollette	June 18, 1990
Wilma D. McLandau	Browning	June 18, 1990
Edward W. Meyer	Muni Rec	June 30, 1990
Lawrence D. Michalak	68th	June 20, 1990
Lois J. Mitchell	Hamilton	June 18, 1990
George S. Olks	Pulaski	June 18, 1990
Monique Paroz-Anderson	88th	March 15, 1990
Sharon L. Pearlman	On leave	February 27, 1990
Billy M. Provine	Muir	June 18, 1990
Peggy S. Pushkash	Burbank	February 27, 1990
Lorley A. Roberts	Gaenslen	March 12, 1990
Arlene L. Rogan	Whittier	July 1, 1990
Anida L. Rose	Grantosa	June 18, 1990
Norman M. Rose	Elem & SecEd	June 30, 1990
Max P. Scharmach	Bell	June 18, 1990
Harriet J. Shore	Lancaster	June 18, 1990
Albert G. Siemsen	Custer	June 18, 1990
Dorothy Soholt	Silver Spr	June 18, 1990
Marilyn A. Spicuzza	On leave	September 21, 1989
Mary Ann Starich	53rd	June 18, 1990
Carol A. Sullivan	Bryant	June 18, 1990
Donald J. Swetzig	Budget	June 29, 1990
Joseph V. Velk	Madison	June 18, 1990
Doloris I. Welbes	Keefe	June 18, 1990
Milton W. Wille	Vincent	June 18, 1990
Lana M. Woodside	On leave	March 23, 1990
Gerald A. Zaborske	Madison	June 18, 1990

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(ITEM 6) The Superintendent advised your Committee that:

1. The resolution from Director Mitchell concerning leadership training of August 30, 1989, and the ASC Professionalization Task Force have resulted in a proposed restructuring of the Department of Staff Development into the Professional Development and Leadership Training Academy.

2. This proposed academy includes six constituency centers which will be phased in over several years. The Principals' Center has formed the focus of the Professionalization Task Force efforts.

3. The report, Proposal for Professional Development and Leadership Training Academy, describes the restructuring in its entirety.

Your Committee recommends that the Board approve the proposal for the professional development and training academy. Funds needed to implement the program will be requested through the budget process.

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(ITEM 7) The Superintendent advised your Committee that:

1. Each school board is required by 1989 Wisconsin Act 121 to adopt rules prohibiting a student from using or possessing an electronic paging or two-way communication device while on school premises owned or rented by or under the control of a public school.

2. The rules may allow for the use or possession of such a device by a student if the school board or its designee determines that the device is used or possessed for a medical, school, educational, vocational or other legitimate purpose.

3. Annually, each student enrolled in the school district must be provided with a copy of the rules adopted by the school board. A copy of the rules must also be submitted to the State Superintendent when they are first adopted and whenever they are amended.

4. The Parent/Student Handbook on Rights, Responsibilities and Discipline, revised 1989, has a rule under Appropriate Learning Environment which indicates that inappropriate personal property is a conduct violation. The definition of the conduct violation specifically states: "Possession of personal property prohibited by school rules and otherwise disruptive to the teaching and learning of others such as food, beverages and electronic equipment".

5. The Parent/Student Handbook on Rights, Responsibilities and Discipline is shared with students, staff and parents annually.

Your Committee recommends that:

1. The Board of School Directors adopt the rule that prohibits students from using or possessing an electronic pager or two-way communication device while on school premises owned or rented by or under the control of a public school.

2. A student may be allowed to use or possess such a device if the administration determines that the device is used or possessed for a medical, school, educational, vocational, or other legitimate purpose.

3. This rule be included in the information bulletin that is mailed to each student's home during the summer, and that each school be directed to include this rule in its individual student handbook.

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(ITEM 8) The Superintendent advised your Committee that:

1. At its meeting of April 19, 1983 (Proc., pp. 835-838, 840-841), the Board adopted the report entitled "Administrative Reorganization Plan for the Mid-1980's." Contained in this report were recommendations relative to the elimination of the Department of Facilities Planning and Administrative Research and the creation of a position of Facilities Planner within the office of the Assistant Superintendent of Planning and Long Range Development.

Prior to the adoption of the report the department had been reduced through attrition and from four (4) professional positions, (l) clerical, and one (l) drafter to two (2) professional, one (l) clerical, and one (l) part-time drafter positions.

2. As a result of the 1983 study, the responsibilities of the new position of Facilities Planner remained basically unchanged from the former duties of the department except for the removal of some demographic functions which were assigned to the Department of Research and Program Assessment. This situation has caused important facilities functions such as post occupancy evaluations to be postponed indefinitely. It has also resulted in a decreased response time to the schools because of a lack of personnel to adequately investigate and recommend appropriate courses of action regarding concerns or requests by the schools. In addition, the increase in enrollment and subsequent needs for planning have placed an undue burden on the incumbent to maintain the rigid schedule required to meet the district's needs.

3. Given the new decentralized organizational structure and the inherent increased service demands as well as to provide for timely planning for facilities to meet the enrollment increases, authorization is being sought for a position for Facilities Planning Analyst to assist the Facilities Planner. This person would function in a manner similar to that of the Budget Analyst, also contained in the Department of Planning, Budget, Research, and Evaluation. (A job description is attached.)

4. Funds in the amount of $13,000 exist in the department budget as a result of salary savings due to the departure of one of the Research Specialists in the Office of Research and Program Assessment in September. (This position will be filled in the near future.) It is anticipated that approximately $7,000 will be required to fund the position for the remainder of the fiscal year once it is filled in the spring.

Your Committee recommends that authorization be given to establish a position of Facilities Planning Analyst within the Department of Planning, Budget, Research, and Evaluation at a level to be determined by the Compensation Review Committee with funds for the position to be provided by reallocation from existing salary accounts in the department.

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(ITEM 9) The Superintendent advised your Committee that:

1. Because of the early retirement opportunities provided this year by the state retirement fund, it is anticipated that a number of vacancies will occur in various administrative and supervisory positions in addition to the principal and teacher vacancies expected to occur.

2. It is already known that the following positions will be vacant at the end of the 1989-90 school year due to resignations or retirements:
   - Coordinator, Chapter I
   - Curriculum Specialist, English Language Arts
   - Curriculum Specialist, Science
   - Director, Department of Municipal Recreation and Community Education

   In addition, the following positions in the Department of Exceptional Education and Supportive Services are currently being underfilled:
   - Director
   - Coordinator, Psychological Services
   - Coordinator, School Social Work Services

3. All of the above are key positions in the district. It is essential that they be filled in a timely manner to enable the district to plan and implement the opening of school in September, 1990.

4. Current Board policy requires permission to advertise and fill any central office position above level 9. However, because the early retirements will occur statewide, we think there will be a shortage of

available administrators. We would like, therefore, to begin developing a pool of qualified candidates

for the various positions that will become vacant, without precluding the opportunity to review these positions and possibly modify their functions.

Your Committee recommends that authorization be granted to advertise central office positions above level 9 as they become vacant, with the understanding that the Board would have the opportunity to review the need for the positions before any specific appointment is submitted to the Board.

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(ITEM 10) The Superintendent advised your Committee that:

1. At its meeting on March 28, 1990 (Proc., p. 547-548), the Board referred the following resolution, which was introduced by Director Stacy, to the Personnel and Negotiations Committee:

   WHEREAS, The activities of the Office of Public Affairs and Communications reflects the image of the Milwaukee Public Schools to the schools and the community at large; and

   WHEREAS, The services of the Office of Public Affairs and Communications deems to be an area of public information that is highly scrutinized; and

   WHEREAS, It is timely that this specific office of operation be reviewed; therefore, be it

   RESOLVED, That a committee be developed to review the current operations and position functions; and be it

   FURTHER RESOLVED, That this committee be represented by members of the MTEA, ASC and Milwaukee Press Club; and be it

   FURTHER RESOLVED, That the appointed committee report back to the Board with its report and recommendations by the regularly scheduled June Board Meeting.

2. Evaluation of departmental operations and the performance and function of staff members is the responsibility of the Superintendent. It is the Superintendent's position that assignment of this duty to other individuals or groups outside the administration would be inappropriate.

Your Committee reports that this item is being forwarded out of Committee to the Board without a recommendation.

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(ITEM 11) The Superintendent advised your Committee that:

1. At its meeting on March 28, 1990 (Proc., p. 547), the Board referred the following resolution, which was introduced by Director Johnson to the Personnel and Negotiations Committee:

   WHEREAS, The increased volume of students changing residences/schools during the school year; and

   WHEREAS, The increased number of students being reassigned to other schools for disciplinary reasons; and

   WHEREAS, Student mobility causes a disruption in the continuity of education for all children; therefore, be it

   RESOLVED, That the Superintendent present a plan to the Board to reduce student mobility.

2. Adoption of this resolution will entail a study of considerable magnitude. Reduction of student mobility would involve transportation and assignment modifications, program modification and development and a significant expense. It would also involve a significant commitment of staff time.

Your Committee recommends that the Superintendent present, as a part of the Student Assignment Plan, a provision to deal with student mobility.

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(ITEM 12) Your Committee reports having received informational reports from the Superintendent on the following matters; these reports have been made a part of the minutes of your Committee's meeting of April 9, 1990:

A. Staff Recognition - Kohl Scholarship Program

B. Report on Affirmative Action Personnel Transactions for the Month of March, 1990

C. Item Relative to the Administrative Policy for Filling Assistant Principal Vacancies

D. Monthly Report on Vacancies and Plans to Support New Teachers Next Year

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Separate consideration having been requested of Items 2, 3, 5, 6, 10 and 11, the remainder of the report was adopted the vote being as follows:

Ayes—Directors Bills, Johnson, O'Connell, Pajewski, Stacy, and President Cullen—6.

Noes—None.

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

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

Ayes—6; Noes—0.

Item 3 of the report, relating to Administrative promotion and parent information center appointment, 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, Mitchell, O'Connell, Pajewski, Stacy, and President Cullen—7.

Noes—None.

Item 5 of the report, relating to resignations, 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—7; Noes—0.

Item 6 of the report, relating to approval of the proposal for the professional development and training academy, having been set aside for separate consideration, Director Bills moved to adopt the recommendation.

Director Johnson moved a substitute that the item be referred to the Budget Committee and approved with the budget cycle.

Director Bills moved an amendment to approve the proposal in principle and then refer it to the Budget Committee.

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

Ayes—7; Noes—0.

Item 10 of the report, relating to the operations and position functions of the Office of Public Affairs, having been set aside for separate consideration, Director Stacy moved for adoption of the report.

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

Ayes—Directors Johnson, O'Connell, and Stacy—3.

Noes—Directors Bills, Pajewski, and President Cullen—3.

The Board recessed 9:51 PM.

The Board reconvened 10:05 PM.

Item 11 of the report, relating to student mobility, 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, Johnson, Mitchell, O'Connell, Pajewski, Stacy, and President Cullen—7.

Noes—None.

COMMITTEE ON INSTRUCTION AND COMMUNITY RELATIONS

Director Bills presented the following report of the Committee on Instruction and Community Relations:

April 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. 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 in the evaluation process.

4. The report/recommendations regarding textbook adoptions is submitted with the understanding that the recommendations are to be effective as of September, 1990, and that the adoptions are subject to the usual contractual requirements applying to the purchase of textbooks for the duration of the adoption period.

Your Committee recommends that approval be given to the recommendations for textbook adoptions.

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(ITEM 2) The Superintendent advised your Committee that:

1. In February 1989, the Board of School Directors approved the Superintendent's recommendation that established the composition of the CAC, a process for the election and general guidelines that would affect the overall functioning of members of the councils. The 1989-1990 election of CAC members was completed in May, 1989, and training/orientation was conducted on June 24, 1989

   The councils were established to: a) advise the Community Superintendent on appropriate matters relating to school and community needs and interests; b) participate in planning regional programs and services; c) assist the region in its efforts to keep the parents and community informed of regional activities; and d) help plan strategies to increase the involvement and collaboration of community groups and resources with the schools

2. On January 11, 1990, a CAC Election Process Planning Committee, composed of the six Community Superintendents, the CAC Chairpersons or Co-Chairpersons, and representatives from the Administrators and Supervisors' Council (ASC) and the Milwaukee Teachers Education Association (MTEA) was established to review the existing composition of the CAC, operational guidelines and the election process, focusing on changes that were needed to improve the functioning of the Councils. The planning committee met on six occasions during the past four months and employed a consensus-seeking process in the development of recommendations for review by each of the six (6) Councils. Following this review process, the revised draft was returned to the planning committee for further review and consideration.

   The Superintendent has reviewed the report of the planning committee and the recommended changes are attached.

Your Committee recommends that:

1. The Board of School Directors approve revisions to the composition of the Community Advisory Council, the process for the election of CAC members and operational guidelines.

2. The Board of School Directors acknowledge the contribution of the charter members of the Community Advisory Councils.

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(ITEM 3) The Superintendent advised your Committee that:

1. At its meeting on March 28, 1990, the Board requested a report on what schools were doing to improve school climate and discipline.

2. Every Milwaukee Public School was directed by the Superintendent to formulate and implement school climate/school discipline plans during the 1989-1990 school year. Although each plan varies in approach and complexity, most incorporated the following themes:

    l) Clearly stated behavioral expectations and school rules developed by each school that are communicated to parents, students and staff.
    2) Staff development in discipline and classroom management techniques.
    3) Development of programs that serve as alternatives to out-of-school suspension.
    4) School wide programs that foster or enhance multi-cultural relations and understanding.
    5) Use of programs that address the needs of at-risk students or students demonstrating behavioral problems.
    6) School wide efforts that recognize and award students for positive behavior.
    7) Student involvement in drafting disciplinary guidelines and mediating student disputes.
    8) Efforts directed at greater communication with parents that result in additional support for students experiencing behavioral difficulties.

3. During the past week, principals have been surveyed to obtain more information regarding their plans. Over forty different approaches are being utilized. The following programs are the most significant:

    l) Peer mediation
    2) In-school suspension programs
    3) Violence reduction that includes anger-coping groups, fighting fair curriculum, and peace making
    4) Drug abuse resistance education program
    5) Assertive discipline training for staff
    6) Conflict management committees with monthly meetings and initiatives
    7) Human relations committees and clubs
    8) Crisis prevention intervention training for staff
    9) Advisor-Advisee Programs

4. The administration will present a listing of the schools using the above programs at the time of the Committee meeting.

Your Committee recommends that this report be accepted by the Board.

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(ITEM 4) The Superintendent advised your Committee that:

1. The report of the School Library Media Center Committee, which was developed in part as a response to Wisconsin Educational Standard (h), School Media Services, was submitted to the Instruction and Community Relations Committee in March, 1990. The responses of the administration to the recommendations of the School Library Media Center Committee are as follows:

2. In relation to administrative support, the report recommends that the Board adopt the proposed School Library Media Standards; that various means be employed to improve awareness of Library Media Center services; and that a plan be developed by the administration to upgrade Library Media Center staff and facilities.

The administration concurs with these recommendations and proposes approval in concept of the School Library Media Center Standards, which are as follows:

Proposed School Library Media Standards

- *The library media program is fully integrated into the curriculum, serving the school's educational goals and objectives by providing access to information and ideas.*

- *All students, teachers, and administrators in each school building at all grade levels have access to a library media program provided by one or more certified library media specialists working full-time in the school's library media center.*

- *Both students and teachers are entitled to collections that provide access to current, representative, and appropriate resources and information that will satisfy their educational needs and interests and match their individual learning styles, equipment necessary to utilize resources within the media center and access information outside the center is included in the standard.*

- *Facilities for the library media center provide space for the materials, equipment, and services needed to achieve the mission, goals and objectives of the library media program, reflecting the curriculum and particular instructional requirements of the teachers and students in each school.*

The Department of Staff Development and the Office of Radio, Television and School Media staffs will develop an in-service program that includes presentations, workshops, and conferences for the Board, key administrators, and Library Media Center professional staff to improve awareness of Library Media Center services. The standards for library media facilities will be considered in the planning for new construction and in the remodeling of existing buildings. As part of the budget process, the Coordinator of Radio, Television and School Media and staff will submit a recommendation for staffing for 1990-1991 and will suggest a timeline for compliance with these standards.

3. In relation to training and networking opportunities for Library Media Center staff and regular teaching staff, the report recommends that an inservice program to upgrade skills of current professional staff be developed; that media professionals be included on all curriculum development committees; and that teaching staff have greater participation in the Library Media Center planning process.

   The administration concurs with these recommendations. The Coordinator of Radio, Television and School Media will develop and implement an on-going inservice program to upgrade skills of present Library Media Center professionals. Library Media Center professionals will be included on all curriculum development committees. Community Superintendents and principals will increase teaching staff participation in the Library Media Center planning process under the leadership of the Library Media Center professional.

4. The report recommends that a long range plan for Library Media Center program and curriculum be developed by Library Media professionals and the administration and approved by the Board.

   The administration concurs with the committee recommendation.

5. The report recommends that plans be developed to utilize technology to process information and increase the efficiency of Library Media Center operation.

   The administration recommends that the broadly Based Library Automation Committee, in cooperation with the Information Systems Division, the Purchasing Services Department, and the Department of Curriculum and Funded Programs, implement two pilot library automation programs in the fall of 1990. In concert with the Master Plan for Technology, further technology will be explored and a timeline will be developed for implementation.

Your Committee recommends that the Board accept the responses of the administration to the recommendations of the School Library Media Committee report.

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(ITEM 5) The Superintendent advised your Committee that:

1. As reported at last month's meeting, MPS and MATC have initiated discussions to determine whether the vocational curriculums within the two districts could be merged into a single vocational system.

The major premise upon which these discussions are based is that critical issues in the area of vocational education demand a new vocational curriculum and a new level of programmatic cooperation between MATC and MPS.

2. A copy of a document prepared by Conta and Associates was given to the Committee last month for review. The administration emphasized that this was a draft document and was being presented only for reaction.

3. Considerable additional work and negotiations need to take place before the administrations of both MATC and MPS are ready to present recommendations to their respective boards for action. Continuation of the discussions would not involve any budgetary commitment at this time.

Your Committee recommends that the Administration continue to pursue this matter with MATC.

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(ITEM 6) The Superintendent advised your Committee that:

1. During the 1989-1990 school year, 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, met on a regular basis to study the feasibility of integrating a regular education program with the existing special education program at Pleasant View Alternative High School.

2. The planning committee considered many issues, including:

   - the existing Pleasant View program.
   - the philosophy of regular/exceptional education integration.
   - integrated program models.
   - district wide needs.
   - relationship to the Urban Youth Task Force and the Exceptional Education Task Force.
   - collaboration with higher education, the business sector, governmental agencies, the community and parents.
   - incorporation of Riverside University High School's Education and Human Services specialty program.
   - Phase-in, phase-out strategies for continuing Pleasant View students.

3. The planning committee concluded its deliberations with the development of the attached Career Advancement Program (CAP) proposal, which was presented to the Instruction and Community Relations Committee at its March 14, 1990, meeting for hearing by interested parties.

4. In addition to the hearing on March 14, 1990, two parent meetings were held at Pleasant View School during the week of March 26-30. One meeting was held during the school day and one meeting was held in the evening in order to accommodate parents' schedules.

5. Gaenslen Elementary School is in the first year of an integrated regular/exceptional education program. The program is evolving, and continues to improve. Positive attitudes have developed between regular and exceptional education students.

6. The Career Advancement Program (CAP) program will provide a unique educational opportunity for high school students in an ungraded, individualized setting. The program will include cooperative learning, peer tutoring and peer support groups, team teaching, and teacher assistance teams.

7. This program will result in utilization of available classrooms at a time when the district is experiencing a shortage of classroom space. Board action is requested at this time in order to enroll students appropriately during stage 3 of the enrollment process.

Your Committee recommends that the Board approve the Career Advancement Program proposal. Funds needed to implement the program will be requested through the budget process.

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(ITEM 7) The Superintendent advised your Committee that:

1. At its meeting on March 28, 1990, (Proc., p. 548) the Board referred the following resolution by Director Mallory to the Instruction and Community Relations Committee:

   WHEREAS, Recent events involving a Milwaukee public high school and WIAA rules have led to legal action regarding rule interpretations and

   WHEREAS, the MPS Commissioner of Athletics has acted as a resource person to the schools in matters of rule interpretation; and

   WHEREAS, No single individual has been responsible for the monitoring of high school and district level compliance with WIAA rules; therefore, be it

   RESOLVED, That the Superintendent review current athletic policies and programs and that a system of accountability be developed whereby a specific administrator is accountable for the monitoring of high school and district level compliance with WIAA rules.

2. The entire area of interscholastic athletics is being studied. In addition, the Superintendent has initiated an investigation into the concerns specifically related to the monitoring of compliance with WIAA rules by coaches.

Your Committee recommends that the resolution be adopted, and the administration respond to the Board in May, 1990.

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(ITEM 8) The Superintendent advised your Committee that:

1. At its meeting on March 28, 1990 (Proc., p. 548-549), the Board referred the following resolution, which was introduced by Director Johnson, to the Instruction and Community Relations Committee:

   WHEREAS, Seventy Schools have all-day five-year-old Kindergarten (12 state funded, 9 specialty, and 49 attendance area), which results in a total of 124 classes; and

   WHEREAS, Thirty-six elementary schools have no all-day five-year-old Kindergarten, and the 49 attendance area schools have only one all day five-year-old Kindergarten; and

   WHEREAS, All-day five-year-old Kindergarten is valuable for all children; therefore, be it

   RESOLVED, That the Administration reevaluate space in elementary schools; and be it

   FURTHER RESOLVED, That the Administration develop a facility plan to phase in all-day five-year-old Kindergarten for all five-year old Milwaukee Public School students; and be it

   FURTHER RESOLVED, That a budget be provided for the evaluation and phasing in of the all-day five-year-old Kindergarten.

   Your Committee reports that:

The administration reevaluate space in elementary schools and further reports that the portion of the resolution dealing with the Administration developing a facility plan to phase in all-day five-year-old kindergarten for all five-year old Milwaukee Public School students, and providing a budget for the evaluation and phasing in of the all-day five-year-old kindergarten be forwarded out of Committee to the Board without a recommendation.

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(ITEM 9) The Superintendent advised your Committee that:

1. At its meeting on March 28, 1990, (Proc., p. 548), the Board referred the following resolution by Director Johnson to the Instruction and Community Relations Committee:

   WHEREAS, Recent information indicates disparity of student achievement levels in Service Delivery Area 3; and

   WHEREAS, Various indicators highlight the effect of school climate on the success level of schools; therefore, be

   RESOLVED, That the Superintendent present a plan to the Board for implementation in September, 1990, to improve student achievement and school climate at all schools in SDA 3, with procedures for expanding the

2. Work is currently underway to refine the school effectiveness planning process, with special focus on the development by local schools of cognitive goals (student achievement) and affective goals (school climate) which will improve the success level of schools.

Your Committee recommends that the resolution be adopted, and the administration respond to the Board in May, 1990.

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(ITEM 10) The Superintendent advised your Committee that:

1. At its meeting on March 28, 1990 (Proc., p. 547), the Board referred the following resolution, which was introduced by Director Bills to the Instruction and Community Relations Committee:

   WHEREAS, The many problems confronting youth in our society is of concern to the Board of School Directors; and

   WHEREAS, The youth of today need an opportunity for meaningful input and dialogue regarding the issues which concern them; and

   WHEREAS, Many youth are not represented on various student councils and other representative bodies; therefore, be it

   RESOLVED, That the administration develop a plan, for implementation in September of 1990, for active student participation and involvement in various educational planning activities and that these student representatives be a cross-section of all populations served in MPS; and be it

   FURTHER RESOLVED, That a procedure be established for students to be heard at the SDA level and that students be involved in discussion regarding serious issues and concerns.

Your Committee recommends that the resolution be adopted based on the following amendments:

1. The September 1990 date in the body of the resolution be changed to December, 1990.

2. The words "and Board level" be added after the words "SDA" in the final resolved.

3. A survey be made to determine ways in which students in our schools are presently involved in meaningful ways and activities.

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(ITEM 11) The Superintendent advised your Committee that:

1. At its meeting on March 28, 1990 (Proc., p. 546), the Board referred the following resolution, which was introduced by Director Bills to the Instruction and Community Relations Committee:

   WHEREAS, The Milwaukee Public School Board of Directors continually strives for effective methods of involving parents in the decision making process at the local school level; and

   WHEREAS, The Board has made a commitment to increase parental involvement in all Milwaukee Public Schools; and

   WHEREAS, There are a number of models available both system wide and nationwide to effectuate meaningful parent involvement in schools; therefore, be it

   RESOLVED, That the administration examine and provide to schools an array of models to be used to provide meaningful parent involvement in the governance and management of schools; and be it

   FURTHER RESOLVED, That each school will choose and implement such a model during the 1990-91 school year to promote effective parent involvement.

Your Committee recommends that the resolution be adopted.

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(ITEM 12) The Superintendent advised your Committee that:

1. A series of circumstances, including increased district and state graduation requirements and competency remediation, have had dramatic impact on the student participation in Art and Music programs in the Milwaukee Public High Schools. Enrollment in art and music classes is at a 30 year low point. Students have 50% less opportunity to engage in art or music in 1990 than they had in 1975. (e.g. In 1975, Pulaski had 10 full time art teachers and 6 full time music teachers. In 1990, there are only 2 art teachers and 1 music teacher. There was approximately a 20% drop in total enrollment, but an 80% decline in arts participation.)

2. Schools in the district and around the country which either require participation in the arts or place a high emphasis upon them tend to have better attendance, less vandalism, greater student achievement, and a healthier, more respectful climate. There is a significant positive correlation between participation in arts programs and school success indicators.

3. The Association for Supervision and Curriculum Development adopted the following statement in support of the arts:

"ASCD supports the concept that arts education is essential in a balanced curriculum and urges educators to include the visual and performing arts at all appropriate levels of education."

4. The State Superintendent's Commission on Arts Education issued a series of recommendations regarding the arts including the following:

   "Two credits in fine arts (dance, drama/theatre, music, and visual arts) should be required for high school graduation."

5. The National Association of Secondary School Principals has adopted a joint statement regarding Graduation Requirements in the Fine Arts as follows:

   "The performing and visual arts, generally referred to as the fine arts, are unique and important in the school curriculum."

   "For purposes of developing this curricular area, we define the fine arts as consisting of the visual arts, dance, music, and theatre."

6. The College Board has included study in the arts as an essential component in "Academic Preparation for College."

7. The report to Congress entitled "Toward Civilization" recommends that study in the arts be an essential component of a high school education.

8. The following national reports and studies identify the arts as basic to the education of high school students.

   The Nation at Risk - The National Commission on Excellence in Education.

   Plan to Improve the American High School - The Carnegie Foundation for the Advancement of Teaching.

   A Study of Schooling - John Goodlad The Paideia Proposal: An Educational Manifesto - Mortimer J. Adler

   The Essentials of Education: Rethinking the Curriculum for the 80's - U.S. Department of Education - Basic Skills Improvement Program.

9. The Wisconsin Department of Public Instruction publication Wisconsin Educational Standards: A Blueprint for Excellence section 121.02 (1) indicates that each school shall: 3. In grades 9 to 12, provide access to an educational program that enables pupils each year to study English, social studies, mathematics, science, vocational education, foreign language, physical education, art and music.

Your Committee reports having given hearing to interested parties.

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(ITEM 13) 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 11, 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 Efforts to Improve Discipline in the Schools

C. Informational Report on 94-142 Discretionary Program For Very Special Arts (VSA)

D. Informational Item on Transfer of Audio Visual Center

* * * * * *

Separate consideration having been requested of Item 2, 5, 6, 8, and 9 the remainder of the report was adopted, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Connell, Pajewski, Stacy, and President Cullen—6.

Noes—None.

Item 2 of the report, relating to the Community Advisory Councils, having been set aside for separate consideration, Director Pajewski moved to adopt the report with the inclusion of one student representative member on each of the Community Advisory Councils.

Director Stacy requested separate consideration of sections 1 and 2.

Item 1 prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mitchell, O'Connell, Pajewski, and President Cullen—6.

Noes—Director Stacy—1.

Item 2 prevailed, the vote being as follows:

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

Noes—None.

Item 5 of the report, relating to merging the MPS and MATC vocational programs, having been set aside for separate consideration, Director Bills moved for adoption of the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mitchell, O'Connell, Pajewski, and President Cullen—6.

Noes—None.

Voting "Present"—Director Stacy—1.

Item 6 of the report, relating to approval of the Career Advancement Program proposal, having been set aside for separate consideration, Director Stacy moved to adopt the report.

Director Johnson moved a substitute to approve the item in concept and refer the financial aspect to Budget Committee.

The substitute motion prevailed, the vote being as follows:

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

Noes—None.

Item 8 of the report, relating to a resolution for all day five-year old kindergarten, having been set aside for separate consideration, Director Bills moved for adoption of the report.

Director Stacy requested separate consideration on the first resolve and the last two resolves.

The first resolve prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Connell, Pajewski, Stacy, and President Cullen—6.

Noes—None.

The remaining two resolves failed, the vote being as follows:

Ayes—Directors Bills, Johnson, and O'Connell—3.

Noes—Directors Pajewski, Stacy, and President Cullen—3.

Item 9 of the report, relating to a resolution on school climate, 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, Johnson, O'Connell, Pajewski, Stacy, and President Cullen—6.

Noes—None.

COMMITTEE ON FINANCE AND FACILITIES

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

April 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:

GRANTOSA DRIVE SCHOOL - 4850 North 82nd Street

STARK ASPHALT SERVICE INC.; Bituminous Paving Work - Resurface Playground, as per base bid ..... $ 47,480

GRANDVIEW SCHOOL - 12021 West Florist Avenue

STARK ASPHALT SERVICE INC.; Bituminous Paving Work - Resurface Playground, as per base bid 28,435

FULTON MIDDLE SCHOOL - 2760 North First Street

STARK ASPHALT SERVICE INC.; Bituminous Paving Work - Install Parking Lot, as per base bid 2 35,830

LLOYD STREET SCHOOL - 1228 West Lloyd Street

STARK ASPHALT SERVICE INC.; Bituminous Paving Work - Install Parking Lot, as per base bid 19,660

LaFOLLETTE SCHOOL - 3239 North 9th Street

MUNSON, INC.; Bituminous Paving Work - Install Parking Lot, as per base bid 13,864

TWENTIETH STREET SCHOOL - 2442 North 20th Street

STARK ASPHALT SERVICE INC.; Bituminous Paving Work - Install Parking Lot, as per base bid 54,740

CLARKE STREET SCHOOL - 2816 West Clarke Street

MUNSON, INC.; Bituminous Paving Work - Install Parking Lot, as per base bid 9,055

MILWAUKEE TECHNICAL HIGH SCHOOL - 319 West Virginia Street

VALLEY SCHOOL SUPPLIERS, INC.; Replace Auditorium Seating, as per base bid..... 20,578

HAMILTON HIGH SCHOOL - 6215 West Warnimont Avenue

SELECT SOUND SERVICE, INC.; Communications Work - Replacement of Tele-communications System, as per sole bidder, negotiated bid 50,974

WRIGHT MIDDLE SCHOOL - 8400 West Burleigh Street

SELECT SOUND SERVICE, INC.; Communications Work - Replacement of Tele-communications System, as per sole bidder, negotiated bid 46,460

SARAH A. SCOTT MIDDLE SCHOOL

HENRY R. MAROHL, INC.; Excavation, as per base bid $120,205

SIESEL CONSTRUCTION CO.; Footings, as per base bid 122,447

* * * * * *

(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:

ZELLERBACH; 52,400 reams Copier Paper $111,072.00
less 2% cash discount - 10th prox.

WISCONSIN PAPER CO., 8,400 reams Mimeograph Paper 20,004.00
less 2% cash discount - 10 days

* * * * * *

(ITEM 3) Your Committee also recommends a sole source purchase from:

JOSTENS LEARNING CORPORATION; Networked Computer System - Fulton Middle School ..... $ 35,000.00

* * * * * *

(ITEM 4) The Superintendent and the Secretary-Business Manager advised your Committee that pursuant to action taken by the Board of School Directors and the Common Council (Proc., 8-4-70, pp. 54-55; 4-5-71, pp. 791-792; 6-30-71, pp. 945-946), the Department of City Development reviews all relocation claims filed against the Board by persons who were displaced from premises acquired for school sites and makes recommendations to the Board concerning payment.

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. Chris Willich, Scott A. Burback, and Michael D. Rutkowski-Site Address: 1032 North 13th Street #2

Moving expenses ..... $ 650
Rent Differential. 3,600
Total. $4,250

b. Shawn Moore, Peter A. Lindblad, Dennis S. Nativadad, and Vincent W. Johnson-Site Address: 1028 North 13th Street

Moving expenses ..... $ 750
Rent Differential 5,760
Total. $6,510

c. David A. Felder, Daniel Masoras, and Todd C. Brinkman-site Address: 1030 North 13th Street

Moving expenses ..... .$ 650
Rent Differential 3,120
Total. $3,770

d. Clifford Boucher-Site Address**:** 1028 North 13th Street (Trailer)

Moving expenses .....$ 650
Total .....$ 650

e. Jeff W. Apkarian-Site Address: 1024 North 13th Street

Moving expenses .....$ 650
Rent Differential. 6,000
Total. $6,650

f. Russell P. Christiansen, Tamora Burzynski, and Jay Meyer-Site Address: 1032 North 13th Street, #l

Moving expenses .....$ 650
Rent Differential 3,600
Total. $4,250

Your Committee recommends that the claims be paid.

* * * * * *

(ITEM 5) The Superintendent and the Secretary-Business Manager advised your Committee that:

1. At its meeting of March 22, 1989, (Proc., pp 850-853) 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:

Scott Tomter, Tax Roll Key Nos. 390-0506, 290-0507; (1028-30 North 13th Street, and 1032 North 13th Street); for $70,000

Robert Flippin, Tax Roll Rey No. 391-0233 (1039 North 12th Street); for. $21,000

Mount Sinai Hospital, Tax Roll Key No. 391-0236 (1019-21 North 12th Street); for $55,000

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

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

SCHOOL OPERATIONS FUND

SCHOOL	DONOR	EST.VAL/AMT	GIFT
Alcott	School fund	$370.	Television/VCR
Bryant	Bryant PTO	1,795.	Books,Supplies,Awards
		163.	Tape recorder/Harp
Cass Street	Memorial Fund	825.	School library
Community Relations	Milwaukee County	1,000.	Participating Parents for Progress
Eighth	Eighth St. PTO	660.	School Use
Eighty-second	82nd St. PTA	1,550.	Computer equipment
Elm	Elm PTO	1,550.	Printing/music equip.
		3,060.	Refrigerator/saw/supplies
Fairview	Habush, Habush & Davis	300.	Computer equipment
Goodrich	Goodrich PTA	150.	Tree
Grant	Grant PTO	1,690.	Computer equipment
Grantosa	Milw. Jaycees	250.	Field trip/zoo
Hawthorne	School fund	1,300.	Laminator/supplies
		111.	Parachute
Hawthorne	PTO	2,967.	Copy machine
Humboldt Park	PTA	300.	Classroom use
	Mr. & Mrs. Thomas Spirewka	3,000.	Computer
Dr. Bisesi		300.	Copy machine
Irving	Irving PTC	1,290.	Laminating machine/supplies
Lee	LeeSchool PTO	200.	School use
Longfellow	Longfellow PTA	2,035.	Computer equipment
Milw. Tech	Allen-Bradley	1,200.	Music equip.
Mitchell	Mitchell PTA	3,060.	Computer
		150.	Computer software
		1,800.	Copy machine
		80.	Electric stapler
Morse	Morse PTO	535.	Debate expenses
Muir	Marian Franciscan Home	250.	Wheel chair
Parkman	School fund	264.	Carts (2)
Riverside	School fund	240.	Safety shield
Robinson	School fund	3,400.	Computer, television, supplies
Roosevelt	Roosevelt PTO	4,425.	Computers (3)
Rufus King	G. Wilson Family	500.	Scholarship
Story	Wisconsin Bell	148.	Scholarship/Program
		1,053.	School activities
Stuart	PTC	775.	Carpet Main Office
Tippecanoe	Tippecanoe PTA	1,600.	Computer Equipment
		175.	Rug
Townsend	Townsend Friends	2,400.	Books,Awards,Field Trips
		500.	Musical instruments
Vincent	School fund	4,550.	Data terminals,badge readers
Walker	School fund	675.	Furniture
Washington	Time Insurance Co.	5,000.	School use
Wisconsin	School fund	500.	Refrigerator
	TOTAL	**$58,496.**	

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

* * * * * *

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

1. On March 28, 1990 (Proc., p. 546), the Board received a communication from Reverend Gilberto Lopez, on behalf of Iglesia de Dios Pentecostal, M. I. The communication requests rental of auditorium facilities at South Division High School for use on Saturday, June 2, 1990, for a Christian Concert to raise funds for their church.

2. Reverend Lopez stated that there would be no admittance fee charged at the door. However, a free will offering will be accepted by those attending the event.

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 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.

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

1. The Milwaukee Public Schools Board of Directors has expressed a commitment to exhibit to the community its determination to utilize minority-owned businesses in all aspects of construction contracting and purchases of goods and services.

2. On both April 7, 1989, and March 9, l990, the City Attorney issued an opinion against continuing or establishing race-based policies without meeting Criteria specified in the Croson decision.

3. The primary method of adhering to the "strict scrutiny" requirement of the Croson decision is to conduct a disparity study to determine the extent of past or present discrimination in contracting for goods or services in the various targeted areas.

4. The City of Milwaukee has developed specifications to solicit proposals to contract with a consulting firm to conduct such a disparity study. The City has invited Milwaukee County and Milwaukee Public Schools to join them in sponsoring the study with each agency sharing equally in all areas of responsibility for the study, including financial and decision making.

Your Committee reviewed the item requesting that Milwaukee Public Schools participate with the City and County of Milwaukee in the funding and managerial oversight of a joint disparity study and that funding in the amount of $100,000 be included in the 1990-1991 budget to accomplish this task.

This item is being forwarded out of Committee to the Board without a recommendation due to a tie vote.

* * * * * *

(ITEM 9) The Superintendent advised your Committee that:

1. The Board of School Directors asked the administration to solicit proposals for a public opinion survey to establish baseline data about public attitudes towards the Milwaukee Public Schools.

2. Six research firms responded to the request for proposal: The Gallup Organization, Inc.; Zigman Joseph Stephenson; Hyco, Inc.; the Urban Research Bureau of UWM; Gordon S. Slack Corp.; and Dieringer Research Associates.

3. A five-member review panel, chaired by Dr. Gary Peterson, Coordinator of Educational Research and Program Assessment, found four of the firms equal in their ability to conduct the survey. The four firms and their bids were: Gallup $45,000; Urban Research Bureau $39,000; Zigman Joseph Stephenson, $29,000; and Hyco, Inc. of Milwaukee, $21,000.

Your Committee reviewed the item requesting that the Board award the contract to Hyco, Inc. of Milwaukee as the lowest qualified bidder for the project, and recommended that $21,000 be transferred from the Superintendent's program account to the Board of School Directors' budget to underwrite the cost of the public opinion survey.

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

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

1. On March 22, 1989 (Proc., pp. 850-853), the Board approved a building program in the amount of $43 million for the years 1989-1993. Included in this program was $15.5 million for the replacement of 8th Street School (now known as Sarah A. Scott Middle School). Work will commence shortly on the new facility.

2. As part of the planning for the new facility, a site was identified located in an area bounded by 12th Street, 14th Street, State Street, and Highland Avenue. This site became the focus of extended discussions with the Mayor's office and upon conclusion resulted in a six-month delay for site acquisition. Additionally estimates received from the City of Milwaukee underestimated the costs, thus resulting in an overall project cost increase.

3. In the past, the Board has authorized the borrowing of funds from the State Trust Fund of the Board of Commissioners of Public Lands. It is proposed that authorization be given to borrow $750,000 from this fund to aid in financing the site acquisition for this project. Terms for the loan would be at 6.25 percent for a period of ten years.

Your Committee recommends that authorization be given to the administration to borrow $750,000 from the State Trust Fund of the Board of Commissioners of Public Lands for the purpose of site acquisition at Sarah A. Scott Middle School.

* * * * *

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

1. The Board previously requested that a new purchasing and construction policy guide be developed and implemented to replace portions of state statute which have been repealed with the passage of Senate Bill S328.

2. A draft of the policy was presented to the Finance Committee for review as an informational item in November, 1989.

3. The repeal of State Statute 119.52 is effective July 1, 1990.

4. The proposed Board policy would provide for the following:

   - Eliminate several archaic impediments to efficient purchasing and contracting procedures.
   - Streamline the bidding and contracting process.
   - Maintain a system of Board approval over large dollar purchases and contracts.
   - Enable minority, women's, and disadvantaged businesses to more effectively compete for Milwaukee Public School contracts.

5. This Board policy for purchasing and construction contracting alone with the proposed policy statement regarding Milwaukee Public Schools Minority, Women's, and Disadvantaged Business Enterprise Program are the two integral Components of a unified comprehensive plan 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.

Your Committee recommends that the administration bring back to the Board the Purchasing and Construction Policy Guide with stronger policy statements.

* * * * * *

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

1. The Board previously 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. A draft of the policy guide was presented to the Finance and Facilities Committee of the Board in February of 1990 for a public hearing. At the same time a copy was sent to the City Attorney for a legal review.

3. Under Wisconsin Statute 119.12 (6) the City Attorney is the "legal advisor of and attorney for the board." The Board may retain another attorney to review a matter:

   - "if the board determines that it requires specialized legal expertise not possessed by the city attorney,
   - the city attorney does not have sufficient staff to adequately represent the interests of the board,
   - a conflict of interest exists."

   "The Board shall provide the city attorney with reasonable notice of any Board meeting at which the Board will consider retention of an attorney."

4. The City Attorney expressed an opinion that "portions of the proposed policy guide relating to M/WBE's could be implemented only after supported findings of identified discrimination against each

minority group category have been made . . . " The City Attorney further suggested that the policy guide be made race-neutral in order to comply with the Croson decision.

5. Should the Board wish to obtain a second opinion with regard to the proposed policy guide, it will be necessary to identify under which of the aforementioned statutory criteria such a request is being made.

6. The cost of obtaining a second legal opinion has been estimated at between $2,500 and $5,000.

Your Committee reports that a motion was made to seek a second opinion on the MPS M/W/DBE Policy Guide based upon the conflict of interest criteria. This item is being reported out of Committee to the Board having failed of adoption.

Your Committee requested that this information be forwarded to the full Board.

* * * * * *

(ITEM 13) The Superintendent advised your Committee that:

1. At its meeting on March 28, 1990 (Proc., pp. 546-547), the Board referred the following resolution, which was introduced by Directors Stacy and Johnson, to the Finance and Facilities Committee:

   WHEREAS, Milwaukee Business and industry has had a long history of cooperating and assisting the Milwaukee Public Schools; and

   WHEREAS, Milwaukee Public Schools has a critical shortage of elementary classroom space, while Milwaukee office buildings have unused, leaseable space; and

   WHEREAS, The Board has been approached with requests to replicate programs such as the Montessori school program; and

   WHEREAS, Other urban school districts have established with businesses small satellite elementary schools in city office buildings; and

   WHEREAS, The Dade County School systems are funded with financial assistance from host companies for small satellite elementary school sites in city office buildings; therefore, be it

   RESOLVED, That the administration meet with the Greater Milwaukee Committee and/or the Milwaukee Metropolitan Association of Commerce to consider the feasibility of establishing a network of elementary classroom schools in city office buildings; and be it

   FURTHER RESOLVED, That the administration report back to the Board with the results of these meetings at the May Board meeting.

2. The administration will meet with the groups indicated as soon as the resolution is adopted, but it may not be possible to complete a report for May.

Your Committee recommends that the resolution be adopted and that MPS coordinate with other community groups in their efforts to gather information.

* * * * * *

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

1. More minor repair work is being completed by in-house forces requiring more materials and supplies.

2. A building maintenance fund has been over expended. An internal fund transfer is required to balance this account.

3. Excess funding is available to allow this reallocation of funding to budget accounts because of expediency required to finish major projects with in-house work forces in lieu of contracted work forces.

4. Further excess funding is available from employee turnover and cost savings in other accounts.

Your Committee recommends that authorization be given to transfer $87,800 to Building Maintenance and $250,000 to Supplies & Material from various accounts.

* * * * * *

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

1. Each school within the district collects monies from students and deposits them in a local bank. Total school deposits are approximately $3.5 million for each school year.

2. In each of the elementary and middle schools, deposits are prepared by school staff and transferred to the bank by principals. Considerable staff time is expended each week in the travel to and from the bank. Considerable risk exists for staff involved in the handling of money.

3. An armored car service would reduce risks to staff, reduce the amount of staff time away from schools, and save funds in the travel allowance account.

4. Bids were solicited and received from local providers of armored car service. Two proposals were received and subsequently evaluated by staff from the Purchasing Division and the Accounting Division. Brinks Armored Car Services is the vendor which can provide the service to schools at the lowest cost. The annual cost to the district would be approximately $70,000 for the 1990-1991 school year. Current costs for school staff to deposit monies at banks is approximately $40,000. The additional costs to the school district would be $30,000 annually.

5. Use of an armored car service would require the administration to designate a limited number of depositories for school funds. Currently most schools bank at First Wisconsin Bank, M&I Bank, First Interstate Bank, or North Milwaukee State Bank. With an armored car service, the district could use up three depositories without increasing the overall cost.

Your Committee recommends:

1. The approval of the proposal by Brink's Armored Service to provide service to schools beginning July, 1990. Funding to be provided in the 1990-1991 budget with a corresponding reduction in the travel allowance account.

2. Directing elementary and middle schools to bank at either First Wisconsin Bank or North Milwaukee Bank. The bank chosen for each school would depend upon the geographic proximity of the school to the bank.

* * * * * *

(ITEM 16) The Superintendent advised your Committee that:

1. Each year, as the Department of Exceptional Education and Supportive Services responds to referrals of students suspected of having exceptional education needs, additional students are identified and, by law, require appropriate program placements within federally mandated timelines.

2. The increase in the number of enrollments of students with exceptional education needs (EEN) during the 1989-1990 school year has been dramatic. Factors contributing to the increase include:

• Poor prenatal care, low birthweight and prematurity

- New federal legislation aimed at earlier identification of students with EEN increased public awareness, with a resultant increase in the early childhood EEN population.

- The severity of identified handicaps within the EEN population is increasing, e.g. increasing numbers of physically/multiply handicapped and students with serious emotional disturbance.

- Depressed economic conditions, societal factors such as poverty and drug and alcohol abuse, and increasing numbers of dysfunctional families contribute to the referral and identification of increased numbers of students with EEN.

- Decreased funding in Community Social Services has resulted in increased numbers of students with exceptional educational needs being referred or returned to the public schools for services.

- Increased medical advances has resulted in large numbers of students with multiple medical, physical and psychological needs entering the school system.

- EEN students are entitled to educational services through age 21. The number of students who are involved in five and six year high school programs and who thus remain in high school through the 21st birthday has increased.

- Lack of competitive employment opportunities and inability to access community social agencies prior to age 21 are contributing factors to EEN students remaining in school until age 21 and, thereby, requiring additional classes.

- As the population of Milwaukee Public Schools increases, the number of students with exceptional education needs also increases.

3. Due to the increased number of EEN students requiring services, monies previously allocated by the Board of School Directors to support anticipated expansions have proven to be inadequate to support he needed program growth.

4. Additional classes need to be authorized and staffed immediately to allow for placement of currently identified EEN students, in order that Milwaukee Public Schools not fall out of compliance with state and federal mandates related to the referral, diagnosis and programming of students with exceptional education needs.

Your Committee recommends that funds be transferred from the accounts as indicated on the fiscal note attached to the minutes of your Committee's meeting of April 12, 1990.

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(ITEM 17) The Superintendent advised your Committee that:

1. The Department of Human Resource Management was allocated $10,000 for supplies for the 1989-1990 school year. This allocation represents a $4,377 cut from the previous year's budget. The supply allocation for the school year has been depleted due to increased departmental responsibilities and a steady volume of positions to be advertised and filled.

2. 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.

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. Funds are allocated in the 1989-1990 budget to cover the costs of the assistant principal examination. Since the assistant principal examination will not be given this year, these funds could be used for other purposes.

Your Committee recommends that:

1. $2,000 be transferred from the department's General Services account to the Supply Account to cover the cost of supplies through June 30, 1990.

2. The administration seek an alternative method of obtaining a copier for the Classified Staffing Services Unit.

* * * * * *

(ITEM 18) The Superintendent advised your Committee that:

1. The Department of Student Services has been assigned the task of processing student assignments.

2. Chapter 220 is responsible for testing kindergarten pupils and $4,000 was allocated for this task and placed in the 1989-1990 budget.

3. The Chapter 220 kindergarten test cost will be handled by the Department of Curriculum and Instruction for the 1989-1990 school year.

Your Committee recommends that $4,000 be transferred from the Chapter 220 kindergarten test budget to the part-time clerical account for the processing of Stage I and Stage II assignments.

* * * * * *

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

1. The Department of Municipal Recreation and Community Education is no longer authorized to use registration receipts for supply needs due to a change in accounting procedure which treats all receipts as revenue.

2. Added program demands and supply requests, i.e., extended summer school recreation programs, youth tennis program, as well as increased youth participation in programs have placed additional strain on the supply budget.

3. Inflation has increased costs of supplies.

Your Committee recommends that $30,000 be transferred from the Department Director's salary account to the supply budget for playgrounds and recreation centers to accommodate continued supply purchases.

* * * * * *

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

1. On March 28, 1990, the Board received a communication from the Community Relations-Social Development Commission regarding the first quarter billing of $34,730 and the expenditure report for the quarter ending December 31, 1989.

2. As of the month ending February 28, 1990, the Milwaukee Public Schools have no outstanding claims with the Community Relations-Social Development Commission.

Your Committee recommends that the first quarter billing, 1990, of $34,730 be paid to the Community Relations-Social Development Commission.

* * * * * *

(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 April 12, 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 March, 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	$313,768,054	$160,281,220	66.2%
Categorically Aided	22,430,383	16,621,017	39,051,400	19,028,078	20,023,322	48.7%
Food Services	18,625,869	350,000	18,975,869	12,081,865	6,894,004	63.7%
Construction	34,400,000	217,195	34,617,195	12,802,853	21,814,342	37.0%
Extension	9,002,821	64,000	9,066,821	8,848,503	218,318	97.6%

C. Statement of Expenses

The Secretary-Business Manager submitted the following Statement of Expenses as of March 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)	Enexpended Balance	Percent Expended
School Operations	$472,668,315	$ 1,380,959	$474,049,274	$326,600,861	$147,448,413	68.9%
Categorically Aided	22,430,383	16,621,017	39,051,400	23,529,214	15,522,186	60.3%
Food Services	18,625,869	350,000	18,975,869	13,660,985	5,314,884	72.0%
Construction	34,400,000	217,195	34,617,195	11,468,990	23,148,205	33.1%
Extension	9,002,821	64,000	9,066,821	6,206,443	2,860,378	68.5%

(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 March 31,1990 and payrolls through March 30,1990.

D. Monthly Report on Expenditure Controls

Separate consideration having been requested for items 8, 9, 11, 12, 15 and 16 the remainder of the report was adopted, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Connell, Pajewski, Stacy, and President Cullen—6.

Noes—None.

Item 8 of the report, relating to procedures of utilizing minority owned businesses for construction, contracting, purchases and services, having been set aside for separate consideration, Director Johnson moved for adoption of the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Johnson, O'Connell, Stacy, and President Cullen—4.

Noes—Directors Bills and Pajewski—2.

Item 9 of the report, relating to awarding of a contract for a public opinion survey, having been set aside for separate consideration, Director O'Connell moved to hold the item at Board level.

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

Ayes—Directors Bills, Johnson, and O'Connell—3.

Noes—Directors Mitchell, Pajewski, Stacy, and President Cullen—4.

Director Stacy moved to adopt the report.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, Mitchell, Pajewski, Stacy, and President Cullen—6.

Noes—Director O'Connell—1.

Item 11 of the report, relating to the Purchasing and Construction Policy Guide, 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, Mitchell, O'Connell, Pajewski, Stacy, and President Cullen—7.

Noes—None.

Item 12 of the report, relating to a motion seeking a second opinion on the MPS M/W/DBS Policy Guide having been set aside for separate consideration, Director Bills moved for adoption of the report.

Director Johnson moved a substitute, to seek a second legal opinion.

After discussion, Director Johnson withdrew his motion.

The original motion prevailed, the vote being as follows:

Ayes—Directors Bills, Johnson, O'Connell, and Stacy—4.

Noes—Directors Mitchell, Pajewski, and President Cullen—3.

Item 15 of the report, relating to armored car service for school bank deposits, 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, Mitchell, O'Connell, Pajewski, and Stacy—5.

Noes—Director Bills and President Cullen—2.

Item 16 of the report, relating to Contingent Fund transfer to cover a portion of the costs involved in placement of currently identified EEN students, 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, Mitchell, O'Connell, Pajewski, Stacy, and President Cullen—7.

Noes—None.

SPECIAL COMMITTEES

The Secretary-Business Manager presented two reports of the Independent Hearing Panel of the Board of School Directors.

Director Bills moved to accept the reports of the Independent Hearing Panel of April 4, 1990, and April 6, 1990.

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

Ayes—7; Noes—0.

UNFINISHED BUSINESS

The Secretary-Business Manager presented Director Bills' notification to the Board of her intention to move to rescind Item 7 of the report of the Committee of Finance and Facilities pertaining to a recommendation regarding an offer to purchase a portion of the former Clairmont site transmitted to and acted upon by the Board of School Directors at its meeting of March 28, 1990.

Director Bills moved to rescind the action taken by the Board of the Clairmont site on March 28, 1990.

The motion prevailed, the vote being as follows:

Ayes—Directors Bills, Mitchell, Pajewski, and President Cullen—4.

Noes—Directors Johnson, O'Connell, and Stacy—3.

Director Bills moved to adopt the Administration's original recommendation.

Director O'Connell moved a substitute motion that one-quarter of the truck terminal site be sold to the City for a fire station, but that it be the quarter of the site that now contains the truck terminal rather than the storage building.

The substitute motion failed, the vote being as follows:

Ayes—Director O'Connell—1.

Noes—Directors Bills, Johnson, Mitchell, Pajewski, Stacy, and President Cullen—6.

The motion to adopt the original recommendation of the Administration prevailed, the vote being as follows:

Ayes—Directors Bills, Mitchell, Pajewski, and President Cullen—4.

Noes—Directors Johnson, O'Connell, and Stacey—3.

The Board adjourned at 11:02 PM.

JOHN J. PETERBURS
Secretary-Business Manager

SUPERINTENDENT'S MONTHLY REPORT as of April 30, 1990

ENROLLMENT SUMMARY

Grade	Male	Female	Unk	American Indian	Black	Asian	Spanish Surname	White	Other	Unk	Grade Total
HS	307	352		8	548	9	41	45	8		659
K3	93	102		2	107	7	11	63	5		195
PK	691	325		7	616	11	55	310	17		1016
K4	1562	1565		19	1465	112	291	1206	34		3127
K5	4334	3967		101	4441	288	763	2622	86		8301
01	4857	4509		100	5364	343	874	2577	4108		9366
02	4196	4087		96	4623	282	806	2375	101		8283
03	4069	3847		96	4488	264	732	2254	82		7916
04	4110	3906		97	4647	238	739	2200	95		8016
05	3717	3628		90	4244	209	698	2025	79		7345
06	3438	3201		89	3830	171	632	1852	65		6639
07	3254	3140		79	3699	145	579	1826	66		6394
08	2939	2956		62	3299	213	554	1704	63		5895
09	3967	3646		97	4171	209	742	2313	81		7613
10	3334	3309		81	3551	168	512	2271	60		6643
11	2653	2827		59	2762	174	402	2026	574		5480
12	1899	2206		41	2044	138	266	1581	35		4105
13	3	1			1			3			4
Invalid	5	3			5			3			8
TOTAL	49428	47577		1124	53905	2981	8697	29256	1042		97005

Total Active Detached..... 68 (Included above) Total Suburban Transfers—4875

Total Inactive709(Not included above)

Brown Deer	164	Greendale	273	New Berlin	66	St. Francis	108
Cudahy	184	Greenfield	274	Nicolet	177	Wauwatosa	711
Elmbrook	138	Hamilton	6	Oak Creek	275	West Allis	431
Fox Point	136	Maple Dale-Indian Hills	81	Shorewood	269	Whitefish Bay	307
Franklin	227	Menomonee Falls	242	South Milwaukee	267	Whitnall	269
Glendale-River Hills	129	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	72.9	119.0	5.0	North Division	1233	68.7	106.0	6.0
Custer	1138	77.9	87.0	5.0	Pulaski	1740	71.1	115.0	5.0
Hamilton	1744	80.8	113.0	5.0	Riverside	1602	82.2	113.0	5.0
Juneau	846	78.2	65.0	4.0	South Division	1807	82.0	139.0	5.0
King	1177	91.6	72.0	3.0	Vincent	1603	78.6	110.0	5.0
Madison	1783	62.7	113.0	5.0	Washington	1543	77.6	119.0	5.0
Marshall	1216	75.6	92.0	4.0	HS of the Arts	385	87.5	55.0	3.0
Milwaukee Tech	1842	90.1	124.0	4.0	TOTAL	21675	78.2	1542.0	69.0
MIDDLE SCHOOLS									

Audubon	971	87.1	66.0	3.0	Parkman	584	83.5	45.0	3.0
Bell	925	86.3	63.0	3.0	Robinson	482	93.0	38.0	2.0
Burroughs	900	86.7	59.0	3.0	Roosevelt	619	92.8	42.0	2.0
Edison	840	89.7	64.0	3.0	Sholes	831	81.6	58.0	3.0
Eighth St.	335	89.6	27.0	2.0	Steuben	900	89.5	59.0	3.0
Fritsche	969	87.7	67.5	3.0	Walker	856	84.3	57.0	3.0
Fulton	674	78.5	53.0	3.0	Webster	971	89.5	62.0	3.0
Kosciuszko	742	82.3	62.0	3.0	Wright	792	88.7	56.0	4.0
Morse	1004	92.8	65.0	3.0					
Muir	936	85.3	64.5	3.0	TOTAL	14331	87.1	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	94.6	17.2	1.0	Hopkins	765	90.5	45.5	2.0
Allen Field	1031	90.8	50.0	2.0	Humboldt Park	551	92.1	26.6	1.5
Auer	631	92.2	34.8	1.5	Irving	715	94.6	36.0	2.0
Barton	578	91.5	27.0	1.0	Kagel	447	92.2	23.0	1.0
Berger	536	90.5	31.6	1.5	Keefe Av.	641	90.7	39.2	1.5
Brown St.	563	92.2	35.0	2.0	Kilbourn	390	88.5	20.5	1.0
Browning	433	90.6	21.3	1.0	Kluge	574	92.6	30.1	1.5
Bruce	571	91.5	27.1	1.5	LaFollette	676	92.6	39.8	2.0
Bryant	576	90.6	29.0	1.5	Lancaster	563	93.5	29.0	1.0
Burbank	564	90.9	22.8	1.0	Lee	652	92.1	36.8	1.5
Burdick	498	85.3	29.6	1.5	Lincoln Av.	646	91.0	30.5	1.5
Carleton	511	93.1	24.1	1.0	Lloyd St.	572	93.2	28.0	1.0
Cass	594	91.8	35.6	2.0	Longfellow	635	92.6	28.8	1.5
Clarke	498	92.0	30.3	1.0	Lowell	291	93.1	12.9	1.0
Clemens	413	90.6	20.2	1.0	MacDowell	551	92.6	26.0	1.0
Clement	478	92.5	21.0	1.0	Manitoba	373	94.6	32.5	2.0
Congress	496	97.4	23.9	1.0	Maple Tree	522	92.3	23.0	1.0
Cooper	409	90.9	21.5	1.0	Maryland Av.	327	91.7	19.2	1.0
Curtain	348	91.4	16.7	1.0	Mitchell	762	91.7	33.5	1.5
Doerfler	679	91.6	30.0	1.5	Morgandale	594	91.9	25.8	1.5
Douglass	305	95.1	15.7	1.0	Neeskara	433	93.8	27.5	1.0
Dover	636	90.9	26.1	1.5	Ninety-fifth	349	92.6	17.1	1.0
Eighty-eighth	363	91.8	17.9	1.0	Palmer	591	90.4	39.8	2.0
Eighty-first	477	92.9	19.8	1.0	Parkview	378	91.9	18.5	1.0
Eighty-second	410	95.1	17.2	1.0	Phillip	323	92.6	17.7	1.0
Elm	376	94.6	20.0	1.0	Pierce	606	90.9	30.0	1.5
Emerson	304	93.4	16.9	1.0	Riley	607	92.5	29.6	1.5
Engleburg	490	92.8	26.6	1.0	Seventy-eighth	556	89.4	29.0	1.0
Fairview	455	95.7	27.5	1.0	Sherman	590	93.4	27.7	1.5
Fernwood	506	89.9	27.0	1.0	Siefert	595	91.0	34.0	1.5
Fifth-fifth	368	93.8	14.9	1.0	Silver Spring	368	91.6	18.7	1.0
Fifty-third	396	93.9	18.4	1.0	Sixty-fifth	369	92.3	20.5	1.0
Forest Home	852	93.1	38.5	2.0	Sixty-seventh	336	92.3	15.7	1.0
Franklin	603	92.5	40.6	1.5	Story	547	94.5	30.5	1.5
Fratney	329	90.6	18.7	1.0	Stuart	339	94.1	16.0	1.0
Gaenslen	614	88.1	56.0	2.0	Thirty-eighth	563	94.4	26.9	1.5
Garden Homes	523	92.1	29.1	1.5	Thirty-fifth	346	93.8	14.9	1.0
Garfield	446	93.7	28.0	1.0	Thirty-first	541	94.4	29.1	1.0
Garland	375	88.7	14.9	1.0	Thirty-seventh	674	90.9	30.1	1.5
Golda Meir	256	95.3	12.8	1.0	Thoreau	698	92.4	31.0	1.5
Goodrich	450	91.7	23.0	1.0	Tippecanoe	235	92.3	12.5	1.0
Grandview	347	91.0	17.5	1.0	Townsend	498	95.5	20.5	1.0
Grant	579	92.1	26.2	1.0	Trowbridge	342	89.4	17.4	1.0
Grantosa	628	90.9	30.5	1.5	Twentieth	662	89.0	36.3	1.5
Granville	455	91.1	21.5	1.0	Twenty-first	624	93.3	34.5	1.5
Green Bay Av.	594	93.6	30.6	1.5	Twenty-fourth	346	92.9	21.0	1.0
Greenfield	406	94.3	17.0	1.0	Twenty-seventh	688	92.4	38.0	2.0
Hampton	620	91.8	27.0	1.5	Victory	561	89.5	27.0	1.5
Happy Hill	534	90.4	23.3	1.5	Vieau	678	93.0	35.1	2.0
Hartford	613	93.4	32.2	1.5	Whitman	449	90.3	22.5	1.0
Hawley	310	93.6	14.4	1.0	Whittier	213	94.6	8.9	1.0
Hawthorne	398	92.0	18.0	1.0	Wisconsin Av.	695	91.7	28.8	2.0
Hi-Mount	489	92.8	24.3	1.0	Zablocki	685	91.8	31.0	1.5
Holmes	715	90.2	45.6	2.0	TOTAL	54780	92.2	2812.0	138.0

OTHER SCHOOLS

Craig	76	72.0	11.0	1.0	Lincoln Alt. HS	86	63.3	7.5	1.0
Demmer	26	70.2	2.0	1.0	Lincoln Voc.Lab.	69	78.0	18.0	1.0
Hayes	75	75.0	12.0	1.0	Manitoba Ortho.	114	89.2	0.0	0.0
Kilmer	182	81.0	17.5	1.0	Pleasant View	123	91.5	23.0	1.0
Lady Pitts	197	50.3	16.0	1.0	Sixty-eighth	158	71.9	10.0	1.0
Lapham Park	106	70.5	10.0	1.0	Commun. Based	771		9.0	1.0
					TOTAL	1983	73.3	136.0	11.0
					MPS TOTAL	92769	87.8	5498.0	270.0

SUPERINTENDENT'S MONTHLY REPORT as of April 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.	42	0	1704	14	14	0	272	1	893	14	23	0	2948	29	2977
Emotion. Dist.	17	0	1186	29	2	0	105	2	530	25	28	2	1868	58	1926
Autistic	0	0	65	6	3	0	4	0	46	1	1	0	119	7	126
Generic Presch.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visually Hdcp.	2	1	35	34	2	0	4	3	19	32	0	1	62	71	133
Physically Hdcp.	5	2	217	112	9	4	43	10	183	143	9	6	466	277	743
Home & Hosp.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deaf/Hard of H.	2	0	73	20	12	0	15	1	93	16	11	0	206	37	243
Mentally Ret.	12	2	1143	181	12	3	115	22	385	109	9	6	1676	323	1999
Speech/Languag	36	18	1594	1090	41	23	201	173	1045	670	36	33	2953	2007	4960
e	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
School Age Par. Disability Total	116	23	6017	1486	95	30	759	212	3194	1010	117	48	10298	2809	13107
Ethnic Totals	139		7503		125		971		4204		165		13107		