

**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
DECEMBER 2, 2010**

Special meeting of the Board of School Directors called to order by President Bonds at 6:33 PM.

Present—Directors Blewett (6:51 PM), Falk, Miller (6:37 PM), Petersons, Spence, Thompson, Voeltner, Woodward, and President Bonds—9.

Absent—None.

The Director, Office of Board Governance/Board Clerk read the following call of the meeting:

November 24, 2010

Office of Board Governance

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Michael Bonds, a special meeting of the Board of School Directors will be held at 6:30 p.m. on Thursday, December 2, 2010, in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin, for the purpose of considering the following items of business:

1. Action on Ratification of the Contract between the Milwaukee Board of School Directors and the Milwaukee Teachers' Education Association (Teacher Contract) and on the Award of Related Vendor Contracts
2. Action on Proposed Benefit Changes for Cabinet-level, ASC-exempt, and Management-level Employees in the Office of Board Governance
3. Action on Proposed Performance-evaluation Criteria for the Superintendent of Schools

LYNNE A. SOBCHAK  
Board Clerk

(Item 1) Action on Ratification of the Contract between the Milwaukee Board of School Directors and the Milwaukee Teachers' Education Association (Teacher Contract) and on the Award of Related Vendor Contracts

Office of the  
Superintendent of Schools

TO THE BOARD OF SCHOOL DIRECTORS:

Negotiations have been completed between the Milwaukee Board of School Directors and the following bargaining unit:

MTEA (Teachers) —  
Four-year contract (July 1, 2009, through June 30, 2013)

It is the recommendation of the Superintendent that the Board:

1. approve and adopt the above contract as summarized below; and
2. authorize the Administration to enter into contracts with UnitedHealthcare for the administration of the PPO/Indemnity Health Plan and with Medco for the administration of the pharmacy benefit for the EPO Health Plan for a three-year period to commence no sooner than April 1, 2011, as summarized below.

Sincerely,

Gregory E. Thornton Ed.D.  
Superintendent of Schools

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Highlights of Contract Resolution between  
the Milwaukee Board of School Directors and  
the Milwaukee Teachers' Education Association (Teachers)  
July 1, 2009, through June 30, 2013

1. Four-year contract (July 1, 2009, through June 30, 2013)
2. Modification of health insurance plans to include design changes and state-mandated items such as, but not limited to:
  - change in third-party administrator for PPO Indemnity Plan to UnitedHealthcare
  - increase in employees' deductible and co-insurance for out-of-network usage under the PPO plan
  - contribution toward cost of premium
  - establishment of three-tier drug model for both PPO and EPO plans
  - implementation of EPO deductible
  - addition of domestic partners and domestic partners' dependent children to coverage under health plans.
3. Reallocation of use of banking-time days to allow for full-day professional development
4. Modification of incompatibility transfer process, including limit on number of transfers
5. Increase in H&PM incentive payment for employee participation
6. Establishment of a Professional Development Committee to gather and develop recommendations for inservice training
7. Establishment of health labor-management committee
8. Salaries:
 

7/01/09 .....	.00%
7/01/10 .....	3.00% (two lump-sum payments non-base building)
7/01/11 .....	2.50%
7/01/12 .....	3.00%

A complete package, including all tentative agreements, is available upon request.

Director Spence moved to approve the administration's recommendation.

The motion prevailed, the vote being as follows:

Ayes—Directors Blewett, Falk, Miller, Petersons, Spence, Thompson, Voeltner, Woodward and President Bonds—9.

Noes—None.

\* \* \* \* \*

5. Infrastructure repair and maintenance is one of the core competencies of the DFMS. Infrastructure that the DFMS staff is responsible for includes maintenance and/or repair of

- electrical systems;
- elevators;
- food-service equipment;
- grounds;
- HVAC systems;
- pipe insulation;
- locks, as related to safety or code compliance;
- plumbing systems;
- roofs;
- gutters;
- downspouts;
- flashing;
- masonry;
- interior and exterior walls;
- ceilings;
- floors;
- doors;
- stairs;
- railings;
- outside vandalism; and
- flood and storm damage.

Providing an acceptable level of service for this work requires institutional knowledge; multiple-trade flexibility; and the ability to mobilize quickly and to provide an immediate response.

6. The DFMS's core competency is repair and maintenance, not new construction or new installations. Contract labor, which primarily provides services that are outside of the core competencies of the DFMS, is used for three main categories of work:

- educational maintenance funded by school and department budgets;
- new projects funded by schools, the district, or departments; and
- infrastructure repair and maintenance funded by the DFMS.

7. The need for contract labor is somewhat unpredictable and is dependent on the availability of grant funds, on discretionary funding at the school and departmental levels, and on district initiatives implemented with aggressive timelines.

8. During FY10, a total of \$2,662,332 in services was purchased by schools, departments, or programs and performed by contract labor. The project categories and a representative sample of work include:

- a. Educational Maintenance: smart-board installations, toilet partitions, window screens, lockers, floor coverings, additional electrical and data outlets, hand dryers, and computer labs. Electrical work has the highest expenditure, with most of the work associated with the installation of new electrical outlets for installation of new electronic equipment or new computer labs.
- b. New Projects: the reopening of the Juneau and Douglas buildings for educational programming, testing and balancing of heating ventilating and air-conditioning (HVAC) systems, installation of new HVAC equipment, and locker-replacement projects.
- c. Infrastructure Repair: an informal hiring freeze resulted in the need to hire contract labor to provide maintenance and repair in the trade categories of electricians, plumbers, steamfitters, and roofers.

9. The contract labor expenditures break down by trade categories as follows:

Carpenter .....	\$ 60,089
Computer Aided Drafting (CAD).....	0
Construction Laborer .....	43,683
Electrician.....	967,676
Elevator Mechanic.....	0
Heat and Frost Insulator .....	0
Locksmith.....	125,477
Machinery Maintenance Mechanic.....	25,697
Mason .....	66,534
Painter.....	0
Plasterer.....	0
Plumber .....	151,384
Roofer.....	173,193
Sheet Metal Worker.....	877,020
Steamfitter .....	171,579
Tile Setter .....	0
<b>Total.....</b>	<b><u>\$ 2,662,332</u></b>

10. Contract labor is not replacing the DFMS staff; rather, this contracting option allows the DFMS a service-delivery system that provides a cost-effective solution and the ability to respond in a timely manner via a flexible workforce that, with the oversight of the DFMS, can respond quickly to requests for small-scale new installations and minor building modifications.

11. A Request for Proposal (RFP) for contract labor services was released on August 9, 2010, and responses were received on August 31, 2010. A second RFP was released for plasterers on September 14, 2010, with proposals due on September 30, 2010. The responses were evaluated based on the following:

- a. responsiveness of the proposal in clearly stating and understanding of the work to be performed;
- b. the experience and qualifications of the firm submitting proposal;
- c. reference responses;
- d. knowledge of and experience in all state and local codes;
- e. total cost of proposed services;
- f. ability to meet proposal requirements; and
- g. overall responsiveness to the needs outlined in the proposal.

12. The categories of work and respective firms include:

<u>Trade/Technical Area</u>	<u>Recommended Contractor</u>
Carpenter .....	Arteaga Construction, Inc. B & D Contractors, Inc. Sharper Construction, LLC
Computer-Aided Drafting (CAD).....	Argus Technical, Inc. Mared Mechanical Contractors Corp. Zien Service, Inc.
Construction Laborer.....	Arteaga Construction, Inc. B & D Contractors, Inc. Grunau Company, Inc. Sharper Construction, LLC

Electrician.....	Argus Technical, Inc. Grunau Company, Inc. Property Electric Roman Electric Co., Inc.
Elevator Mechanic.....	Argus Technical, Inc.
Heat and Frost Insulator .....	Insulation Industries, Inc. Sprinkmann Sons Corporation
Locksmith.....	AAA Acme Lock Co., Inc. Bonafide Safe & Lock, Inc.
Machinery Maintenance Mechanic.....	Argus Technical, Inc. Zien Service, Inc.
Mason .....	Arteaga Construction, Inc. Masonry Specialists II, LLC
Painter.....	Double T Enterprises, Inc. Thomas A. Mason Co., Inc.
Plasterer.....	JP Phillips, Inc. Jahn & Sons, Inc. John Ranson Construction, Inc. Winghart, Inc.
Plumber .....	Diva Plumbing Company, LLC Grunau Company, Inc. Mared Mechanical Contractors Corp. Zien Service, Inc.
Roofer.....	F.J.A. Christiansen Roofing Co., Inc. Langer Roofing & Sheet Metal, Inc. Midwestern Roofing & Construction, Inc.
Sheet Metal Worker.....	Grunau Company, Inc. Mared Mechanical Contractors Corp. Midwestern Roofing & Construction, Inc. Zien Service, Inc.
Steamfitter .....	Arteaga Construction, Inc. Butters-Fetting Co., Inc. Grunau Company, Inc. Zien Service, Inc.
Tile Setter .....	Hetzel Tile & Marble, Inc. Thomas A. Mason Co., Inc.

13. Based on the recommended list of providers, we anticipate participation by historically underutilized businesses (HUB) to exceed the district's goal of 25% during the contract period: in 10 of the 16 technical areas (carpenter, construction laborer, mason, painter, plasterer, plumber, roofer, sheet metal worker, steamfitter, and tile setter) HUB firms have been recommended for participation. Information relative to actual participation by the HUB firms will be included in the annual HUB report to the Board.

#### Strategic Plan Compatibility Statement

14. The Administration's recommendation supports the MPS *Working Together, Achieving More* (WTAM) Strategic Plan.

Goal 6: The District is accountable for measurable results.

Mason.....	Arteaga Construction, Inc. Masonry Specialists II, LLC
Painter .....	Double T Enterprises, Inc. Thomas A. Mason Co., Inc.
Plasterer.....	JP Phillips, Inc. Jahn & Sons, Inc. John Ranson Construction, Inc. Winghart, Inc.
Plumber .....	Diva Plumbing Company, LLC Grunau Company, Inc. Mared Mechanical Contractors Corp. Zien Service, Inc.
Roofer .....	F.J.A. Christiansen Roofing Co., Inc. Langer Roofing & Sheet Metal, Inc. Midwestern Roofing & Construction, Inc.
Sheet Metal Worker .....	Grunau Company, Inc. Mared Mechanical Contractors Corp. Midwestern Roofing & Construction, Inc. Zien Service, Inc.
Steamfitter .....	Arteaga Construction, Inc. Butters-Fetting Co., Inc. Grunau Company, Inc Zien Service, Inc.
Tile Setter.....	Hetzel Tile & Marble, Inc. Thomas A. Mason Co., Inc.

*Adopted with the roll call vote on the balance of the Committee reports.*

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(Item 10) Report and Action on Initiatives to Reduce Pupil Transportation

Background

At its meeting on September 30, 2010, the Board referred Resolution 1011R-016 by Director Woodward to the Committee on Accountability, Finance, and Personnel:

WHEREAS, Goal 2 of the *Working Together, Achieving More Action Plan for Milwaukee Public Schools* is “School communities work together for improvement in academic achievement”; and

WHEREAS, The Milwaukee Public Schools families and community partners must work together to meet the needs of Milwaukee’s children through fiscally responsible strategies; and

WHEREAS, During the development of the Neighborhood Schools Initiative, parents and citizens repeatedly expressed concerns about busing; and

WHEREAS, Children attending their neighborhood schools decreases district costs for busing and foster parental involvement due to the reduction in cross-town travel needed to participate in school functions; and