

MILWAUKEE AREA TECHNICAL COLLEGE DISTRICT BOARD
Finance, Personnel, and Operations Committee Minutes

ADMINISTRATION	Tony Baez	Rick Kettner
PRESENT:	Theresa Barry	Vicki Martin
	Christy Brown	Craig Piotrowski
	Pablo Cardona	Michael Rosen
	Darnell Cole	Jim Walsh
	Renee Dudley	

GUESTS: Tom Held, Milwaukee Journal Sentinel
David Wierkiewicz, Marsh USA, Inc.

CALL TO ORDER

The regular monthly meeting of the Finance, Personnel, and Operations Committee of the Milwaukee Area Technical College District Board was held in open session on Wednesday, June 16, 2004, and called to order by Chairperson Earle at 12:04 p.m. in the Board Room, Room M210, at the Milwaukee Campus of Milwaukee Area Technical College.

ITEM A. ROLL CALL

Present: Peter Earle, William Hughes, Bobbie Webber
Additional Board Member(s) Present: Lauren Baker and Mark Maierle

ITEM B. COMPLIANCE WITH THE OPEN MEETINGS LAW

The Finance, Personnel, and Operations Committee meeting was noticed in compliance with the Wisconsin Open Meetings Law. Mr. Earle announced changes in the order of agenda items to accommodate guests' schedules.

ITEM C. APPROVAL OF MINUTES – May 19, 2004 – Attachment 1

Motion It was moved by Mr. Webber, seconded by Dr. Hughes, to approve the minutes of the May 19, 2004, committee meeting as submitted.

Action Motion approved.

ITEM D. COMMENTS FROM THE PUBLIC

Numerous individuals spoke regarding recent budget issues, and in support of continuing childcare services at MATC, citing the numerous benefits of this service to MATC and its students.

Chairman Peter Earle suspended the rules that would normally mandate

public comments, so that everyone has an opportunity to speak, and to ensure that the committee is aware of all points of view, and has maximum information to work with.

Details of the public comments is available as an addendum to these minutes.

ITEM E. APPROVAL OF CONSENT AGENDA ITEMS

E-1 Bills – May 2004 – Attachment 2

E-2 Financial Report – May 2004 – Attachment 3

E-3 Human Resources Report – Attachment 4

Mr. Pablo Cardona provided an update on the status of the search for a replacement in the vacant Vice President of Finance position. It is anticipated that a candidate will be chosen and presented to the board for approval at their June 22nd meeting, as an addendum to the Human Resources report.

Mr. Earle inquired as to the composition of the interview committees, and asked that candidate resumes be forwarded to all board members for review.

E-4 Procurement Report – Attachment 5

In light of the current budget constraints, it was determined that item III.1. of the procurement report (Extension of Advertising Agency Services) be removed from the report, and that the option of a formal request for bid be considered.

Motion It was moved by Mr. Webber, seconded by Dr. Hughes, to approve items on the consent agenda with removal of item III.1. from the Procurement Report.

Action Motion approved.

ITEM F. ACTION ITEMS

F-1 Resolution Authorizing the Issuance of \$17,500,000 General Obligation Promissory Notes, Series 2004-05a of Milwaukee Area Technical College District, Wisconsin– Attachment 6

Motion It was moved by Mr. Webber, seconded by Dr. Hughes, to recommend to the full board approval of the Resolution Authorizing the Issuance of \$17,500,000 General Obligation Promissory Notes, Series 2004-2005A of Milwaukee Area Technical College District, Wisconsin.

Action Motion approved.

F-2 Resolution to Approve Districts Mutual Insurance Coverages for Comprehensive General Liability, Auto Liability and Physical Damage, Property, Educator’s Legal Liability, Student Medical Professional, Boiler/Machinery, Worker Compensation and Excess Liability and Via the Wisconsin Technical College Insurance Trust – Crime and Foreign Travel – Attachment 7

Christy Brown noted that these renewals are part of an annual activity requiring board approval for the administration to pay the premiums on the various insurance coverages. However, Ms. Brown noted that the resolution is a bit different this year, as MATC is changing from its previous carrier to the new consortium, Districts Mutual Insurance.

Mr. Steve Stoeger-Moore provided an overview of the various coverage, including a comparison to the previous carrier, to ensure consistent coverage.

Motion It was moved by Dr. Hughes, seconded by Mr. Earle, to recommend to the full board approval of the Resolution to Approve Districts Mutual Insurance Coverage for Comprehensive General Liability, Auto Liability and Physical Damage, Property, Educator’s Legal Liability, Student Medical Professional, Boiler/Machinery, Worker Compensation and Excess Liability and via the Wisconsin Technical College Insurance Trust – Crime and Foreign Travel.

Action Motion approved.

F-3 Resolution to Establish Reserves for Fiscal Year 2004-05 - Attachment 8

- Discussion Refer also to item F4 below; proposal was made to do whatever necessary to maintain the fund balance within \$50,000 of the 10% target range.
- Motion It was moved by Dr. Hughes, seconded by Mr. Webber, to recommend to the full board approval a revised resolution which maintains the fund balance within \$50,000 of the 10% target range.
- Action Motion approved.

NOTE: Chairman Mark Maierle arrived at 1:52pm

F-4 Resolution to Adopt Fiscal Year 2004-05 Activity Plan and Budget – Attachment 9

Mr. Piotrowski provided a brief structural overview of four options suggested by the administration and the President's Budget Council. Upon review of all options, it was noted that option #4 comes within \$50,000 of the 10% target balance in 2004-05; however, it reduces the draw on the fund balance by an additional \$500,000.

The committee agreed to a modification to option #4; the option calls for closure of childcare services 1-1-05; however it was modified to have no change in childcare in year 2004-05 . Also, part of the recommendation includes the formation of a task force mandated to develop alternative funding in FY2005-06 at least to the level of 25% for the non-teaching daycare sites.

This task force would require periodic reports to the appropriate MATC Board committee. This task force should include high level experts from the field, including possibly tapping into the governor's taskforce on early childhood education. (NOTE: Pam Bolton volunteered to serve on the task force.)

It was further recommended that there be some balanced parity between eliminated non-represented and represented 'occupied' positions, as well as the exploration of further cuts in other categories (travel, advertising, etc).

- Motion It was moved by Mr. Webber, seconded by Dr. Hughes, to recommend to the full board approval of a modified option #4, to include continued childcare services through 1-1-05, with some balanced parody between eliminated non-represented and represented 'occupied' positions, as well as the exploration of further cuts in other categories where possible.
- Action Motion approved.

NOTE: Director Baker departed the meeting at 2:25pm
Director Hughes departed the meeting at 2:35pm

F-5 Resolution to Authorize Contingency Payment of Bills and Awarding of Contracts – Attachment 10

It was noted that this is an annual resolution which enables continued operation during the month of July when the board is not scheduled to hold a regular meeting. This is designed to cover normal, ongoing procurement only.

It was suggested and agreed upon to modify the resolution to eliminate the authorization to award contracts.

Motion It was moved by Mr. Webber, seconded by Mr. Earle, to recommend to the full board approval of the Resolution to authorize Contingency Payment of Bills, with the removal of the provision to authorize the Awarding of Contracts.

Action Motion approved.

ITEM G. DISCUSSION ITEMS

G-1 Review of Historical Workforce Reductions – Attachment 11

This item covered as part of item F4.

G-2 Impact of Grant Related Reductions – Attachment 12

This item covered as part of item F4 above.

Additional discussion regarding the impending arrival of Hmong refugees, and what provisions MATC is making to address the issues related to their arrival. Ms. Theresa Barry noted that there have been regular discussions, as well as a partnering with social services agencies, since the announcement, in order to be prepared for the Hmong refugee arrivals. It was noted that there are other Hmong speaking MATC staff members, not solely the two eliminated staff members, as suggested during public comments. Ms. Barry agreed to ensure that there would be a mechanism in place for responding to the needs of these individuals.

G-3 Policy A0114, Tax Incremental Districts (TID) – Joint Review Board Presentation – Attachment 13

Motion It was moved by Mr. Webber, seconded by Mr. Earle, to recommend to the full board approval of the proposed revisions to Policy A0114, Tax Incremental Districts (TID) – Joint Review Board Presentation.

Action Motion approved.

G4 – Administrative Policy Review – Policy A0202-1, Delegation of Authority, and Policy A0202-3, District Administration Personnel & A0111A, Areas of Responsibility of District Board Committees – Attachment 14

Policy A0202-1, Policy A0202-3, and Policy A0111A were reviewed in response to the March 2003 recommendation of the Legislative Audit Bureau. Each of these policies clearly delineates the authority of the Board and its committees, as well as the MATC President with regard to personnel matters. This item will be further discussed at the full board at its June 22, 2004 meeting.

G-5 Athletic Budget/Volleyball Team Expenditures

Mr. Archie Graham provided information on the student activity budget, the funds' structure, governing policies, authority for use, etc.

In light of recent scrutiny of the MATC athletics department expenditures, it was suggested an investigatory audit is appropriate at this time. A determination will need to be made as to whether the audit scope for our existing contract with Virchow Krause can be expanded to include this review, or if additional contracted services are needed, therefore requiring a formal request for proposal. Upon this determination, an audit will be performed, with results of such audit to be reported to the FPO Committee upon completion.

Motion It was moved by Mr. Webber, seconded by Mr. Earle, to recommend that a investigatory audit of the student activity expenditures be conducted.

Action Motion approved.

NOTE: Chairman Mark Maiерle departed the meeting at 4:15pm.

ITEM H. INFORMATION ITEMS

H-1 City of Wauwatosa Tax Incremental District #2 – Attachment 15

H-2 City of Milwaukee Tax Incremental District #54 – Attachment 16

H-3 Remission of Out-of-State Tuition – Attachment 17

H-4 MEC Report – Attachment 18

H-5 Grants Management Report – Attachment 19

ITEM I. MISCELLANEOUS ITEMS

I-1 COMMUNICATIONS AND PETITIONS

I-2 INFORMATION ITEMS

ITEM J. OLD BUSINESS/NEW BUSINESS

Date of Next Meeting: To Be Determined

ADJOURNMENT

The committee adjourned at 4:24 p.m.

Respectfully submitted,

Caryn J. Dohring
Administrative Specialist

PUBLIC COMMENTS FROM JUNE 16, 2004 MEETING OF THE MATC FINANCE, PERSONNEL & OPERATIONS MEETING

Shirley Ellis – Chief of Staff for State Senator Gwendolyn Moore – speaking on her behalf regarding a most important issue, Childcare Services. As you may know, senator Moore has made providing quality childcare one of her highest priorities in the state senate. In fact, for the past 6 years and 3 budgets, she has ensured that childcare has been fully funded under the TANIF program. She has made sure that they have not lifted co-payments, nor created waitlists in that program, and she has been a great proponent of the Teach and Reward programs; programs that help establish quality care for childcare. MATC as well as UWM have provided sterling examples of quality childcare programs. It would be very unfortunate to abandon any commitment that brings such prestige and accolades to this institution. Excuse the pun, but I think it would be very bad to throw the baby out with the bath wash. But alternatives should be found before closing the childcare programs. We know at the state level that we have been cutting back at every level; however, we did preserve childcare in our state budget. We made it our highest priority. Senator Moore led that fight, and negotiated that package. We think that you provide a wonderful service, that you help train others, and by keeping this program, not only are you helping students, but you are providing a worker friendly environment. Families have a very hard time trying to balance work and family, and the service that you provide at MATC cannot be measured in dollars and cents only. Thank you for this opportunity to speak.

Autumn Gehri – Representing the Wisconsin Early Childhood Association, also known as WECA, I am here to speak out in opposition to the proposed closing of MATC child care centers. As a statewide association, WECA holds the BIG picture of child care and early education in our state, but we are ever mindful of the demographics of Wisconsin and the fact that a large percentage of public child care dollars are spent right here in Milwaukee.

For example, one of the programs we administer is the TEACH Scholarship Program. In it, 31% of scholarship recipients statewide attend Milwaukee area institutions, most at MATC. Over the past five years, 432 students at MATC have taken 5,735 credit hours in early childhood and general studies, averaging 14 credits per student with an average GPA of 3.34. The Child Development Associate Degree Program has seen its enrollment steadily increase as a result of this scholarship program.

We remind you of these facts, because the closing of the MATC child care centers has broader implications than simply helping you to balance a budget. We urge you to reconsider this short-sighted action in your budget deliberations and to consider what could be the unintended consequences of your decision.

Consider that these centers provide a necessary service to the whole student body of MATC. The average technical college student is becoming increasingly non-traditional. Students these days are more likely starting a second career, going to school while working, and supporting a family. The availability of affordable, quality child care is inherently necessary for these students to succeed.

Consider that the child care centers are important to the students enrolled in your Child Development Associate Degree Program. These students depend upon and benefit from having a high quality, nationally accredited program as an on-site learning lab. Reputable learning labs are essential in the technical college model of training an emerging workforce. Just as this is true for many other applied service fields, so is this true for those studying Child Development. And, just as other discipline's learning labs are not held to "no deficit" budget standards, so it is inappropriate to expect a "break even" bottom line for MATC Children's Center. As an organization that provides scholarships and counseling for students in the Child Development Program, we can attest to the significance that these centers have in educating the future child care workforce.

Consider that the MATC child care centers understand the proven correlation between high quality child care and the level of pay and benefits teachers receive. The single most important determinant of child care quality is the presence of consistent, sensitive, well-trained and well-compensated caregivers. Staff of the centers exemplify child care professionalism through dedication and skill. They are state leaders; their involvement in TEACH dates back to the beginning of the scholarship program and employees serve as respected contributors on statewide planning committees.

Consider that MATC faculty and staff also benefit from having these centers on-site. Employees who do not have to worry about finding affordable, high quality child care will be able to give more to you, their employer. At a time when on-site child care is being recognized as a "best practice" among employers seeking to recruit and retain the very best faculty and support staff, MATC is held up as a model. Employer sponsored child care is a benefit and should be examined similarly to other employee benefits in the budget process. Workplace child care is a trend on the rise; do not threaten the MATC centers as a quick fix to budget woes.

Consider the children and families in the Milwaukee community who will suffer should these programs close. They will suffer not only because MATC is providing child care for the larger community, but also because you are training the future teachers that will work at child care programs – nurturing and educating children and supporting families – throughout the Milwaukee area. This contribution to the community will eventually pay off. A recent study on the economic impact of child care in Milwaukee concluded that: "Investing in quality child care makes economic sense for Milwaukee County. Like transportation or electric power, child care is an integral component of the 'infrastructure of growth' in the County, permitting parents to pursue employment opportunities across the economic spectrum. As an industry itself, child care generates thousands of jobs and millions of dollars in economic activity in the County."

Consider that in past deliberations you have recognized these benefits; you have invested in these programs for years, upgrading facilities and improving quality. We question the prudence of abandoning those investments when times are tight. It has taken years to build a good thing; it will take years to re-build. The MATC centers were launched with tax dollars after a local referendum was approved to pay for them. The majority of Milwaukee voters supported their development. We wonder whether these same voters would now support throwing that investment to the wayside.

We hope that this Board recognizes that these centers are more than just a budget line. They are a fundamental component of the Child Development Program, a support to your students, a benefit to faculty and other employees, a model program in this institution and in your community, an asset to the children and families of Milwaukee, and a contributing factor to the economic well-being of this area. We ask that this Board reconsider the closing of the MATC Child Care Centers. We also invite you to join us in our advocacy efforts to secure enough state and federal resources to assure that all families, including the students and faculty at MATC, have access to high quality early care and education.

Dr. Pam Boulton –Wisconsin Early Childhood Association Board, and also UWM Childcare Center Director. What I would like to say to you is, what I know to be true in campus childcare ever where in this country; whether we like it or not, when we are on a college campus, we are leaders in our communities. The community looks to us, and they see us showing the way. When we show the way, as you have done here at MATC for many, many years, you have shown the way that it can be possible to have a livable wage for the people who are working in your childcare centers, and at the same time provide an exemplary service and nationally accredited programs. You show the way by making absolutely sure that all four of your centers have people who are student teachers, who are people who are learning from your facilities. You show the way by making sure you are providing for the community that you have, which is MATC, all of MATC, which really includes the whole community of Milwaukee.

I know that on campuses, that whether we choose to take the role of model or not, in our community, we are seen as a model. Your choice to abandon childcare therefore is seen as a model; one in which you would be seen as saying that in fact, the cost of childcare is more important than what it is that it provides in this community. And yet I know that you know that's not true. I know that you know that children are important; that the program you have here at MATC is important; I know that you understand that the largest single scholarship program that you have coming into MATC comes from the TEACH money, and those individuals need these programs in order to have a place to be a laboratory. I know you know these things, and I know that you know about being a model in the community.

What I would urge you to do is to take a look at the economics of childcare, which are difficult, and to advocate for ways to make it so that we can in fact have enough money coming in on a per child basis, so that we can afford to continue to do the things that you have been doing all along, which is providing exemplary care, livable wages, and a model for Milwaukee. I thank you.

Ann Terrell – In my role as the community and childcare partnership coordinator for Milwaukee Public Schools, I implement a program that utilizes private and government resources to create high quality early childhood settings. MATC is one of my partners in that venture. I am also the chair of the MATC early childhood advisory committee, so I speak on behalf of that committee as well.

Establishing quality early childhood settings is the trend in every community throughout this country, including Milwaukee, and MATC has demonstrated in the past, and I hope that you continue to demonstrate now and in the future, leadership in early childhood services before it was on most folk's radar.

Today I appreciate the opportunity to address you and speak about the possibility of closing MATC campus childcare centers. From 1994-1998, I served as the director of Milwaukee campus childcare center. I will speak to you from that perspective today.

During that time period, the center received national accreditation; we moved into the current state-of-the-art childcare facility, and we were re-accredited by the NAEYC, the National Association for the Education of Young Children. Through the efforts of the staff and myself, we became a model for the community. I think that those models are very important. What it said to the community and to the children that we serve, that children not only belong in church basements and refurbished liquor stores, but they belong in high-quality early childhood centers. Because that is the model, if you look around in Milwaukee; we have children being served in every corner, every refurbished or every closed liquor store; childcare is in closed or refurbished grocery stores; and in church, dark, damp church basements. What we have said with the establishment of that program is that children deserve high-quality early childhood settings.

Also during this time, the children's center opened to a wider audience. Prior to that, we served primarily students. By opening the enrollment to the business community, and to this faculty and staff here at MATC, we served not only the children, but we served MATC by making the linkages to the business community that now exist today.

It was very challenging to only serve children of students. It was very challenging to slot those children in; while they are important, and they were the children that we primarily wanted to serve, it was challenging. But we were able to serve those children at a high-quality of service by blending not only children of students, but also enrolling children of the business community and faculty and staff.

This was a good model for diversity because we know that in the world of work, children would need to be exposed to a diverse population, and so by only serving children of students, we weren't presenting a real picture of the true world to those children.

Again, one of the highlights of my time here was the Childcare Forum, hosted by then congressmen Tom Barrett. And the keynote speaker was then first lady, Hillary Rodham Clinton. As I escorted her through the center, I gained a deep respect for her understanding of what gets to high quality childcare. The questions she asked about the staff education, their wages and their benefits, led me to believe that she understood what some of the components were of high quality childcare.

Later on in her keynote speech, as she thanked the college, she indicated that our program was one of the best that she had seen in the country, but it was not because of the facility alone. She complimented the staff, the well-educated, highly-compensated staff, their direction and the services they were providing to the children and families that we served.

I ask you today to explore all of the options for keeping these centers open. Now is not the time for MATC to give up the leadership that you have provided to the early childhood community.

Douglas Vue – I am a faculty member and an instructional chair of the pre-college education division. I am speaking on behalf of the Asian and Hmong community in Milwaukee and as the President of the United Hmong Coalition and the Chief of Hmong 18 Council in Wisconsin.

Thirty years ago, there were no Southeast Asia and Hmong students attending this college, but last semester there were 1,364 Southeast Asian students attending MATC, and roughly 70% of them were and are Hmong students. Last year, MATC roughly generated 4,668 quarterly FTEs head counts. This college has one of the most impacts on the Hmong population in Milwaukee and Wisconsin.

Who are the Southeast Asians and the Hmong? They are our American allied and CIA former soldiers recruited by the United States to fight against the spreading of communism invasion in Southeast Asia during President Eisenhower and Kennedy's presidency in the early 1960's. The Hmong had helped and sacrificed thousands and thousands of soldiers to rescue many countless American pilots during the Vietnam War. At the same time they were also helped to blockade the Ho Chi Minh Trail that carried guns, ammunition, medicine, and food supplies for the Communists from the North to attack our American friends in the South Vietnam and in the border of Laos.

When the American CIA troops withdrew from Vietnam and Laos in 1973, the Americans abandoned thousands and thousands of Hmong soldiers in the jungles which still continue to fight until this day. These former CIA soldiers, their wives, and children had no food, no medicine, no clothing, and no school to attend in the jungle of Laos. They have received no education in the jungle and a very minimal education from the refugee camp in Thailand.

Next week, Monday, June 21, 2004 the first wave of the remaining 15,000 Hmong refugees or former U.S. CIA soldiers and their families will be arriving in the United States. It is estimated that 5,000 Hmong will be coming to Minnesota, another 5,000 will be coming to California, 2,000 will be coming to North Carolina, and 3,000 will be coming to Wisconsin. The rest of the states and counties in Wisconsin have already been prepared and awaiting for these newcomers. Friends and family members of the Hmong and American communities have been volunteering to donate food, clothing and help to these newcomers, and are welcoming them. A local newspaper headlining of the "Our View The Opinion of the Merced Sun-Star in Merced, California reads, "Welcome Hmong as Mercedians". Another local newspaper in Green Bay says, "Hmong influx bringing reunions, challenges". Sara Vang, a daughter of these expecting Hmong refugee arrivals says, "I think I will cry and be very nervous and happy because we can see each other and be together, if they say tomorrow, they are coming at 2 or 3 o'clock, then I won't be able to sleep because I will be excited that they will come here." And the Catholic Charities and Arthur Upham, program developer in Madison said, "Residents have already donated household items and food, so Madison doesn't have a place to store donated goods." Moreover, a Hmong man named Zong Khang Yang and his fellows had already started a marching or walking of 1,000 miles yesterday from St. Paul, Minnesota to Washington D.C. to celebrate and welcome these newcomers and also tribute this walk to our former President Ronald Regan.

Now what about Milwaukee? What have we done so far? Do you want to know the truth? A newspaper published on Monday, Jun 14th read, "State prepares for Hmong refugees amid funding concerns". Quote, "Some social service agencies in Milwaukee worry they might not have enough money to provide medical care, training and other aid to serve the newcomers, Hmong refugees." It certainly shows that Milwaukee is only concerned about its budget deficit and money but not the newcomers.

Americans have always the good hearts and good spirits to help other needy nations, but not its own nation and the newcomers to Milwaukee. What about MATC, and right here, in this room, and at this moment, does MATC aware or reads the newspaper and knows that there will be 3,000 Hmong refugees coming to Wisconsin and only 10% of the adults can speak English and hundreds of them will be attending ELS classes at MATC or MATC/CBO sites?

But why MATC is proposing cut and reduce two of the Southeast Asian educational liaison staffs working hours who serve the needs of our MATC Southeast Asian students. Most of these limited English proficiency and educational disadvantaged Southeast students walk into MATC's doorsteps and immediately, they culturally have the sense of fear, lost direction. They don't know where to go, so these two MATC Southeast Asian liaison staff persons who can speak their native tongues kindly take their hands and walk with them to the registrar's office, financial aid office, counselor's office, and walk with them straight into their classrooms. When I say, "Walk", I mean they help with everything that they can to help for each and every student to learn, get their training, graduate, and receive their diploma, and finally walk out from MATC's stage and go to work in the community. Therefore, my message is to ask the board of MATC to reconsider your decision and to take the initiative to plan and work with the Asian community to help the newcomers and Southeast Asian students at MATC. Thank you very much for allowing me this time to speak.

Linda Siker – I am the Education Coordinator at Grand Avenue Club. Grand Avenue Club was founded in 1991. Its program is based on the "clubhouse" model of psychiatric rehabilitation, and is part of an international clubhouse system. We provide opportunities for housing, recreation, employment, education, and friendship. We need and value each member's talents, interests, and abilities. Our goal is to help people with mental illness achieve their goals and reach their potential, and to help them regain their self esteem, becoming contributing members of the community.

The statistics of mental illness among college students is staggering:

1. 27% of adults between the ages of 18 and 24 have a diagnosable mental illness.
2. The onset of many mental illness, most notable schizophrenia, often occur when someone is between these ages.
3. 1.5 million college students have experienced, mental illness, particularly depression, while on college campuses.
4. According to the American Federation for the Prevention of Suicide, suicide is the third leading cause of death among Americans between the ages of 15 and 24, and it's the second leading cause of death, behind traffic accidents, among college students. The number has tripled since 1950. I know that MATC has been affected by this statistic.

Grand Avenue Club is committed to assisting members with their educational goals. We do Supported Education. This includes individualized planning, help with financial aid, application assistance, academic tutoring and mentoring, and the support of the students through student groups which meet every other week.

Currently we have 47 active students. This included 30 who attend MATC, 11 to earn GED's, and 19 on career paths. They are studying paralegal, office technology, photography, medical secretary, printing and publishing, human services, computer science, electronics, and CNC machines. Why am I here today? Most, if not all of these students utilize the Special Needs services at MATC. Most, if not all, would not be able to attend school without the Special Needs services. That is 47 people who will have a future being a productive part of the community.

According to the Americans with Disabilities Act, enacted in 1990, everyone is entitled to equal opportunity for employment and education, and reasonable and needed accommodations must be made.

Do not reduce the Special Needs services while increasing the Athletics department 100%. Though athletics are an important part of the educational experience, do not reduce the services to the mentally ill, or to any students who are taking risks and positive strides as part of our community.

Jean Wilson – I am the parent of a freshmen at MATC North campus. He is a special needs student, and I just learned about two hours ago that person that provided services to him at the special needs center in Mequon did received a layoff notice. I am very concerned about the support that he will receive next year, this coming semester. Quite frankly, that person that worked with him last year was extremely important to the success that he had at MATC, and I am not sure that he could do it without somebody there. As it was, there was only a person there two days a week, and not full-time on those two days, for the entire two semesters, so it made it very difficult for him to receive the services that he required, and I am afraid that going forward that the hours may be even more restricted, and he might not even be able to attain any support, which means that he might not be able to remain a student at MATC. I know that it is a legal requirement that he receive these services, and I have been very active in supporting his education, and I plan on doing so in the future. I thought I would just come here to this board meeting as a beginning, and let you know that I am I really am very concerned about this, and I am very glad that I followed Linda Siker's comments; I was not even aware that the athletic department budget was being increased so significantly, especially in light of the fact that it appears that there are layoffs in the special needs center, which I believe is a legal requirement for students that need those services. Thank you very much for listening to my comments.

Robin Hix – Would like to speak to the issue of MATC Daycare. I want to obviously thank MATC for allowing the opportunity to have the wonderful daycare facility that you have here. I have three daughters that attend there. My husband is a machinist at Miller, and is in the Machinist Apprenticeship program, and that is how we came to utilize the facility over there. I think that the facility is a wonderful, beautiful, diverse place, both in the employees that work there, as well as the children that attend. My children are biracial, and I feel it is important for them to be in an environment of children that are of different backgrounds, as well as be supported by adults that are from different backgrounds also.

I have actually had the experience of having one of my daughters, who is five years old, have considered having her at the community learning center at the school where she attends, though similar situation, the after school program and the before school program is in the basement, and it is kind of dingy down there. So I do think it is important that the environment that you are in on a daily basis really impacts your life. The people at that facility have really impacted my childrens' life, and I do appreciate every one of them. I do think that our governor is currently undergoing intense scrutiny and evaluation of the money that is provided for funding for daycare. I think there is a wonderful link that could happen between MATC and the state in establishing good, thought-out processes for funding daycare for, obviously low-income people, but I envision early childhood development just being part of education as public education is. I think that, obviously in Washington, in Seattle, they did start that process, but I think that on some levels, we have a tendency to think that the first five years of a persons life are only to be handled by their mothers or their grandparents or whoever is available to take care of them. I think that that is a little limiting in a persons life, and in the experiences that they have at an early stage of their life.

I am troubled that my oldest daughter has been going to MATC for four years, and this is the second time in a three-year period that we have actually been having a conversation like this. I feel it is very reactive. I remember sitting in a large room and just wondering what was going on, and why we were actually considering closing the daycare three years ago with the previous MATC president. I thought that we had solved the problem then. I don't think we did. I think looking back at it, I should have sent an e-mail quarterly to every single person on this board to let them know about the great facility that it is. I just feel as if maybe I didn't do my part in letting you know what a great and wonderful place it is for my children to participate in, and the outstanding impact it will have on their life. They are the future. Thank you very much for your time.

Anneliese Dickman – I am the Senior Researcher for the Public Policy Forum, but am testifying here today as a parent and citizen. My son Zachary will turn three next month, and has been enrolled in MATC's downtown child care center since November 2001 when he was 3 months old.

First, I would like to tell you why my husband and I chose MATC for our son. We knew we wanted a child care center because we wanted all the bells and whistles. We knew we wanted a center with NAEYC accreditation. We knew we wanted a location convenient to our offices. And we knew we wanted our son to be safe, well cared for, and stimulated. MATC was our only choice. We put ourselves on the waiting list for a spot in the infant room when I was five months pregnant. Since then we have been consistently impressed with the facility, the teachers, the care, the education, and even the food.

My impressions of the center are not limited to the 10 or 15 minutes we spend there every morning or evening at drop-off or pick-up. For nearly a year I made daily hour-long visits to breastfeed Zach over my lunch hour. These visits were never treated by the staff as an intrusion. In fact, these visits allowed me to get to know the staff and the policies and procedures of the center in a way that probably few parents do. I witnessed the day-to-day work of these teachers and can assure you that they are professional care givers who deserve great respect and admiration.

Is that reason enough to support MATC child care with the tax levy? I believe it is. Many of the families using the center could not otherwise afford child care of this quality. Their children are benefiting enormously; benefits which can only compound as these low-income children enter kindergarten well-prepared for school.

Tax levy support for the MATC child care centers is legitimate not just because it is the right thing to do for these children, but also because high quality child care is of value to the entire community. MATC's child care centers allow MATC to provide training for Milwaukee's future child care workers and to model child care best practices. In accordance with your mission, the child care centers are tools with which you provide workforce development for a growing industry and contribute to the economic development of the region.

The Milwaukee area employs one-third of the state's child care workers and preschool teachers. These workers and other direct employees of child care providers total more than Milwaukee County's hotel and motel workers, food manufacturing workers, or accounting service workers. They provide care for 21,000 working parents, who earn about \$538.5 million annually. MATC's child development degree program ensures that many of these workers are well trained and earn higher wages, further contributing to the economy.

In addition, the MATC centers are models of best practices. In addition to being NAEYC accredited, they hire college educated staffs with child development backgrounds. They pay good wages and benefits and thus keep turnover low. These are all characteristics of high quality child care centers. Unfortunately, these are characteristics most local day cares do not share. Closing the MATC centers would thus harm the children enrolled in them as well as numerous other children cared for in other, lower quality situations, which would become the community standard.

I believe that the MATC child care centers are an integral part of your mission to support the economic development of the area. They are also a valuable services for your students and staff. But if you are determined to base this decision on costs alone and not on benefits then please consider all the costs.

What have you already invested in the child care facilities? Have those capital costs been paid off? How much would it cost to revamp the facilities for other uses? Where would you provide training for your early childhood development students? What will the costs be of contracting with other child care centers to provide this training? What will it cost to evaluate and monitor the quality of these contractors? What will the costs be in terms of lost enrollment, either in the child development program or in the general student population?

I urge you to please consider these points as you debate this proposal. If you cannot find satisfactory answers to my questions, perhaps you cannot make a fully-informed decision at this time. Keeping the child care centers open for another year would not only give you time to make a fiscally sound decision, but would also be fair to the employees and families of the child care centers. In addition, it would give you time to explore grants, higher tuitions fees, and other revenue possibilities. Please honor your mission and your previous commitment to training high quality child care workers, to positively affecting Milwaukee's future economic development, and to providing convenient, excellent child care to MATC and the community.

Michael Rosen – Local 212 is profoundly disturbed by the administration's current budget balancing proposal which balances the college's budget almost exclusively on the backs of MATC's students, and our front-line employees.

Let me review the facts:

- 1) Approximately 200 part-time faculty will lose their jobs as the number of sections is reduced.
- 2) Seven full-time paraprofessionals, one just recently in special needs, have already received layoff notices.
- 3) The administration has proposed laying-off seven additional full-time 212 members, some with 25 and 30 years of seniority.
- 4) 25 educational assistants and student service specialists, primarily people of color, have had their work year reduced from 12 months to 10 months. Their salary will be cut by 20%! Among these are our only two Hmong speaking specialists and the only Native American specialist.
- 5) Fifteen to eighteen full-time childcare workers will be laid off if the child care centers are eliminated as proposed. Virtually all part-time positions would also be eliminated.
- 6) Class sizes will increase as a result of all of this.

The administration is proposing to either eliminate or significantly reduce the hours of over 270 front-line MATC educators and close child care centers that serve the children of more than 220 students!

Yet, only one administrator would lose their job! That's right! Only one! And no administrators would have their hours reduced.

At the last board meeting, members of the MATC board advised the administration to balance the budget in a fair and balanced way. Can anyone honestly claim that this proposal is fair or balanced?

Local 212 doesn't want anyone to lose their job. Nor do we want to see anyone have their salary cut. But the gross inequity in the administration's approach is startling, when you consider that the administration was proposing to increase the travel budget by over 58%, has increased the athletic spending by almost 100% since 2002, and the marketing budget by more than 100% since 2001.

The administration will argue that it has eliminated 32 jobs over the past four years so eliminating 270 Local 212 employees is fair. We disagree. First, 10 of these positions were eliminated under a previous administration in 2000. Second, many of these positions could be eliminated easily and without undermining the college's ability to serve its students because MATC was top heavy. Eliminating unnecessary positions that did not serve students was the right thing to do. Our students aren't suffering because those positions were eliminated. Third, the vast majority of those positions did not cost employees their jobs. Most of those people were either retiring, thus leaving vacant positions, or found new positions in the college.

Under Dr. Cole's current plan, 270 faculty and staff positions will either be eliminated or reduced. The vast majority are front-line employees and are presently working.

Students will be affected. The mission of the school will be affected. Employees' lives will be dramatically changed for the worse. Even as the administration is eliminating personnel that are directly involved in the recruitment and retention of students, it has plans to fill additional administrative vacancies, positions that are currently vacant, including another position in the marketing department. Is this the best way to serve our students and this community?

Given the entirely one-sided nature of this proposal, I ask this committee why have no administrators had their work year cut? Why are we cutting the hours of tutors, special needs personnel, the multicultural and bilingual center staff, and eliminating child care centers, but not reducing the hours of the administrators who supervise these very areas? How will the closing of childcare centers that serve almost 225 students' children, affect the ability of those students to continue pursuing their education?

This administration claims that its first priority is "teaching and learning." Yet the budget balancing strategies presented balance the budget solely on the backs of front line educators and ultimately the students who this institution is committed to serve. What are this administration's priorities? What is this board's priorities? We urge this committee to critically review these budget balancing proposals. Are they fair? Will they hurt our students? We ask that you scrutinize every position that doesn't directly impact students. We ask you to put a hold on vacant positions such as the one I mentioned in the Marketing Department. If the students and employees mean anything to the mission of this school, then the priorities outlined by this administration need to be changed.

I also want to make this committee aware that members of this union who have exercised their protected rights in speaking out against the administration's budget proposal have been the subject of supervisory retaliation! Vindictive and arbitrary retaliation is unacceptable, particularly in an institution that claims to practice shared governance, and such action is contributing to the rapid and dramatic decline in morale at this college. Local 212 will vigorously protect the rights of the faculty and staff of this college and we hope that the good members of this committee will make it clear that they do not approve or in any way sanction such administrative practice.

On behalf of the many employees who work at MATC, the close to 1700 whom I represent, we are very hopeful that this committee is listening to what we have to say.

Jim Carpenter – I was on the part-time bargaining committee; I have been elected to the full-time bargaining committee. I'd just like to state that my comments today are not representing the committee, but representing myself as an instructor in this fine institution. I know the budget is out of balance, and sacrifices are going to have to be made to put the budget back in balance, but I urge you not to balance budget on the backs of young children, on the backs of parents, or on the backs of childcare workers.

So, who should sacrifice in order to balance the budget? What principles should be used? I suggest that this principle be used: the people who make the greatest salaries; the people who have the greatest benefits; those people should make the greatest sacrifices. And I would be willing to make a financial sacrifice myself if it meant keeping the childcare center open. And again, I am speaking on behalf of myself and not on behalf of the bargaining committee.

Please consider making the sacrifices starting from the top down, rather than from the bottom up. Thank you.

Anthony Smith – As an educator, I know how very important it is when choosing schools for children, especially at the earliest age. Children need a solid foundation so that their outlook of education is one of excitement, curiosity, and development. This is why when our son, Sean, was born, we immediately placed our name on the MATC Children's Center waiting list. We knew other parents who used the center and gave it a glowing recommendation. From the moment we walked into the center, we knew this was the best place for Sean. We still feel the same way about it today.

It upsets us to know that the idea of closing the center is even under consideration. Rather than write pages of detailed explanation as to why the center should remain open (and this would be easy to do), I will list some of the highlights of why the MATC Children's Center should remain open. They are as follows:

- We can go to work each day and not have to worry about our son's safety and experiences.
- Excellent care-givers and center director (loving, caring, concerned)
- Age-appropriate learning and activities
- Supports our values and discipline done in our home
- Nutritious meals and snacks each day
- A variety of ethnic and religious backgrounds of staff and children coming together for the betterment and growth of each child
- Daily reports with personal feedback at pick-up time
- Staff willing to adjust schedules for emergency situations and meetings
- Closely monitored student-teachers which provides more attention for each child
- Acceptable student:staff ratio
- A portfolio system which is current with teaching trends for their future schooling (this provides excellent feedback, especially when coupled with conferences)
- Portraits taken at school (very convenient!)
- Head lice check (even if nursing students are practicing, this is a childhood concern and one less thing to worry about as parents)
- Immediate attention to any and all problems and issues
- A clean, fun, inviting, and child-friendly environment
- Certified and knowledgeable staff with very low turnover rates
- The three R's are infused throughout the day
- Networking opportunities between parents and MATC
- A positive image of MATC (I am always referring to the center and the school in positive ways whenever possible)
- I have an extremely high expectation of what I want for my son regarding his early school experiences, and MATC meets my standards
- Our son loves to go to school everyday

These are just a few of the most important highlights. Our son has been at the center since he was eight months old. He is almost 2½ years old now, and we have no intentions of leaving, and when Sean starts traditional school, we will one day know that he received the best start possible in life. My wife and I are his first primary teachers, but it is comforting to know that MATC Children's Center can continue what we've

begun and enhance his life tremendously. Closing or severely cutting into this program would be a detriment to our future generation. Our children must be a priority.

Christina Ekegren – I have worked at MATC for more than 15 years, all of it on Perkins funding. On Saturday (June 12) I received a letter indicating that, effective July 19, my employment would be cut from 52 weeks to 43 weeks. Approximately 25 of my Perkins coworkers received this letter as well. All of us are front-line workers; that is, we deal directly with students. I am funded under Perkins to work with Limited English speaking students. Other employees who are affected by this reduction work in the Bilingual or Special Needs Office, Multicultural Affairs, or with students in non-traditional occupations, among others. All of us have been hit hard, but the ones who will be hit the hardest are our students.

When our students have issues of concerns, they come to us. How we help them can often mean the difference between their dropping out of school or staying and completing their program. We have wonderful, dedicated instructors at MATC. But many of the populations that we work with under Perkins have language, cultural, or other concerns, including disabilities, that make achieving their education more difficult. We provide advocacy and understanding for them, and a bridge between them and their teachers when concerns arise. I have had several students tell me that they would not have made it through school without my support, and this is true for all of us. Our focus at MATC is supposed to be the students; why are we so willing to cut back on services that directly affect them?

The Perkins employees have been suddenly hit with an approximate 20% reduction in pay, but with the expectation that our supervisors will set our new schedules, assuring that we still get 100% of the work done. Have any administrators been given a reduction in hours or pay? Are they more valuable to student success than we are? Perhaps if every administrator were to give up two weeks pay, we could still achieve a balanced budget without so much cost to the front-line employees. I would suggest to this board that they look for ways to make this reduction more equitable than laying it all on the backs of the Perkins employees.

Rosetta Prowell – I am a single parent, a working mom of four, I work inside the home and outside the home; I am also a student at MATC. This is my sixth semester. I am also a special needs student. One of the reasons, when I decided to come back to school, I chose MATC because I knew of the academic support that I could receive, and I heard yesterday that there were going to be budget cuts, and this would mean there would be less staff to help me and other students who need the help. I have always taken advantage of everything that MATC has to offer, as far as the tutoring center, the special needs center, library, open labs, anything that I can do. I am a serious student, and I am a good student.

The budget cuts to me mean that there would be less staff to help me when I need the help, and I do want to say that the people in the special needs office and in the tutoring center, they always work really hard. I have been here for six semesters, and there never seems to be enough staff there; once I heard about the budget cuts, I don't know how they are going to do it, because they don't have enough staff to help everybody that they need to help in the first place, and now you guys are going to cut them. I don't think that's right.

I am here for the academics, I am not on a sports team, so I think that I need to be accommodated. I chose MATC because I knew that I could get the support in my studies. I am asking you to please not cut the program for me and other students who need the programs. I am going to keep it brief; that's all I have to say. Thank you.

Allison Kurdy - I appreciate the opportunity to speak. I sent a letter to board a picture of my son. Many wonderful things have been said today about the childcare center. That is why I am here. I am here as a parent, and a community member.

My exposure to MATC has consisted entirely of the experience that my son has had through the childcare center at MATC downtown campus. Like many of the parents that have enrolled their children there, I have been amazed and incredibly impressed by everything the center has to offer not just my son, but our family as a whole. The only other point I can make, in addition to all the wonderful things that have been said today, and important details that have been mentioned, is this: there are many daycare centers all over, and many colleges have daycare centers. This is not your average daycare center. This is not a run-of-the-mill, standard, easy to throw away thing. You have a gem here. You have something priceless in terms of everything that it does for the students, everything that it does for their children, and everything that it does for community members who don't have to bring their children here. I could have gone anywhere. I chose to come here. It is so important to me that if the center is closed, I will really feel that one of my only options is to quit my job and stay home. It has been that difficult to find anything comparable. So I plead with you to do whatever you can to make sure that this is supported to the fullest extent possible, and make it a draw. Make it something that brings people like me in, who could go elsewhere, but choose not to. Thank you.

Marietta Love - I speak to this committee because you have the financial oversight. What is happening to our school makes me feel as one might feel who is being raped. My school is being financially raped. The services needed for the students that normally attend our campuses are being used for everything but the students that this school has served since its inception. The current students are subjected to paper shortages, the lack of printer cartridges in order to print the assignments for the courses that they have paid for, and little or no support service is being given to them for the summer. While we at MATC spend money on activities that will not land anyone, or at best a minimal percentage of family wage earning job in the workplace. Our students, who are students who want to train for and move into jobs, are suffering. Thank you.

Liliana Gutierrez – I work for the special needs area. I got my GED here in 1971, got my licensed practical nursing degree in 1986. I have been working here for ten years as staff and part-time instructor. I am today here because two of my colleagues gave up ten hours each of their jobs so I could be working ten hours at the special needs area. Their names are Robert Williams and Mary Neal, and I thank them every day, in my mind and verbally. I think this is despicable. I am appalled as a former student and an employee of MATC. Me worrying about where the money is coming from so individuals or students get the services that legally they should get – it is appalling to me. I hope you think very hard how you are going to balance this incredible budget. By the way, I always think that MATC has a lot of money, ok. I have never thought that MATC is poor. So, thank you very much.