



**MILWAUKEE AREA TECHNICAL COLLEGE DISTRICT BOARD
MILWAUKEE, WISCONSIN
JUNE 22, 2004**

CALL TO ORDER

The regular monthly meeting of the Milwaukee Area Technical College District Board was held in open session on Tuesday, June 22, 2004, and called to order by Chairperson Maierle at 5:16 p.m. in the Board Room, Room M210, at the Milwaukee Campus of Milwaukee Area Technical College.

ITEM A. ROLL CALL

Present: Lauren Baker, Jeannette Bell, Peter Earle, Carl (Chuck) Gobel, William Hughes, Mark Maierle, Linda Sowell, Keith Terry, and Bobbie Webber.

ITEM B. COMPLIANCE WITH THE OPEN MEETINGS LAW

Discussion Chairperson Maierle indicated that proper notice of the meeting had been given in compliance with the Wisconsin Open Meetings Law.

ITEM C. APPROVAL OF MINUTES

C-1 Regular Board Meeting: May 25, 2004

Motion It was moved by Mr. Webber, seconded by Ms. Baker, to approve the May 25, 2004, Regular Board Meeting Minutes.

Action Motion approved.

Milwaukee Area Technical College District Board

Minutes of June 22, 2004

Page 2

Motion It was moved by Mr. Gobel, seconded by Mr. Webber, to amend Page 8 of the May 25, 2004, Regular Board Meeting Minutes as follows: Mr. Piotrowski confirmed that \$285,000 of the Channel 10/36 Friends fund balance would be used to balance the college's budget **Public Television's retained earnings would be used to balance the television stations' budget.**

Action Motion approved.

ITEM D. COMMENTS FROM THE PUBLIC

Discussion Chairperson Maierle stated that there would be a limit of three persons who could speak to an issue, and that each speaker would be limited to five minutes speaking time.

Ms. Anneliese Dickman, parent and citizen, urged the board to keep the child care centers open for another year and suggested that higher fees could be charged to users from the community at-large.

Dr. Pam Boulton, Wisconsin Early Childhood Association board member and director of the Children's Center at the University of Wisconsin-Milwaukee, stated that MATC's child care centers were models in the community. She asked the board to make the child care centers a part of the college community.

Ms. Christina Ekegren, bilingual outreach specialist, urged the board to not eliminate front-line workers who serve students.

Ms. Vel Phillips, distinguished professor of law at Marquette University, spoke in support of President Darnell Cole, as well as the child care program.

Dr. Michael Rosen, president of Local 212, stated that he was disturbed by administration's budget balancing proposals, which would adversely affect front-line employees. He requested the board balance the budget in a fair and balanced manner. He opined that union members who have spoken against proposed budget changes have been subjected to supervisory retaliation and that morale has been very low.

Milwaukee Area Technical College District Board

Minutes of June 22, 2004

Page 3

Ms. Sue Ruggles, media designer/photographer, stated that she had been harassed because of her union activism. She urged the board to retain her position.

Ms. Malou Noth, staff representative with District Council 48 AFSCME representing Local 587, opined that morale issues affected represented and nonrepresented employees. She urged the board to limit Dr. Cole's contract to June 2005. Ms. Noth stated that the union had requested a list of names of credit card holders, the dollar limit on the credit cards, and monthly credit card statements from July 2003 to the present.

Attorney John Daniels, Quarles & Brady, stated that continuity of leadership at the college was critical, and that the board and Dr. Cole had created a high level of integrity and confidence in the community.

Mr. Carlos Flores, student senate president, stated that the student activity budget was the students' fund and that the Student Life Committee had authority to direct the use of the fund in accordance with college policy. He noted that a mission of the board was to look out for the best interests of students by being personally involved in student activities. Mr. Flores requested an explanation of the request for an audit of the athletic budget and asked what measures had been taken regarding the violations of students' rights by the disclosure of restricted information to the media.

Mr. Ramon Candelaria, executive director of the Latino Community Center, thanked Dr. Cole for reaching out to the community to work together on issues such as child care and ESL programs. He asked the board to continue the presidency of Dr. Cole.

Ms. Graciela Alcantara, student advisor, expressed concern that her position was being cut to ten months despite the need for her services to students on a twelve-month basis.

Milwaukee Area Technical College District Board

Minutes of June 22, 2004

Page 4

ITEM E. APPROVAL OF CONSENT AGENDA ITEMS

FPO-2 Bills – May 2004

FPO-3 Financial Report – May 2004

FPO-4 Human Resources Report

FPO-5 Procurement Report

Motion It was moved by Mr. Earle, seconded by Mr. Webber, to amend the Consent Agenda passed at the Finance, Personnel and Operations Committee meeting to include Item FPO-5, Procurement Report, III. Contracts for Services, 1. Extension of Advertising Agency Services – MATC, for \$700,000.

Action Motion approved.

Motion It was moved by Mr. Earle, seconded by Mr. Webber, to approve the Consent Agenda.

Action Motion approved.

ITEM F. CHAIRPERSON'S REPORT

Discussion Chairperson Maierle acknowledged that board members had received a petition with 400 signatures regarding the West Allis Child Care Center.

Chairperson Maierle presented Mr. Terry with a Resolution of Appreciation:

“Whereas Mr. Keith B. Terry was appointed to the Milwaukee Area Technical College District Board in May 2003, and

“Whereas Mr. Terry’s support for and commitment to technical higher education and the college was evident through his active board involvement, and

“Whereas Mr. Terry’s involvement included valuable membership on the board’s Education, Services and Institutional Relations committee and Public Television committee, and

Milwaukee Area Technical College District Board

Minutes of June 22, 2004

Page 5

“Whereas under Mr. Terry’s board leadership during the 2003-04 academic year, MATC continued to provide thousands of students with vital skills training and graduated more than 1,700 students, who fulfill the needs of local employers, and

“Whereas, as a private sector entrepreneur, Mr. Terry has worked to help improve Milwaukee neighborhoods and create new opportunities for residents,

“Therefore, be it resolved that the District Board of Milwaukee Area Technical College congratulates, commends, and thanks Mr. Terry for his important service as a board member, and for his dedication to education and the citizens of the district.”

Mr. Terry expressed his appreciation for the opportunity to serve as a volunteer board member.

ITEM G. PRESIDENT’S REPORT

Discussion Dr. Cole shared correspondence from State Senator Gwendolynne Moore regarding MATC Childcare (attached).

ITEM H. STUDENT SENATE REPORT

Discussion Mr. David Kroenke reported on activities regarding:

- Campus Events
- American Student Association of Community Colleges

ITEM I. LEGISLATIVE MATTERS

Discussion Ms. Baker stated that the Taxpayer Bill of Rights debate had been postponed for several months.

ITEM J. AD HOC LEGISLATIVE COMMITTEE REPORT

Discussion No report.

Milwaukee Area Technical College District Board

Minutes of June 22, 2004

Page 6

ITEM K. PUBLIC TELEVISION COMMITTEE REPORT

Discussion Mr. Gobel gave highlights of the Public Television Committee meeting, which are reflected in the June 14, 2004, committee minutes.

Mr. Gobel requested the board reaffirm its commitment to the revised "Milwaukee Public Television Digital Television Business Plan and Forecast FY 1998-2008" at the August board meeting.

Motion It was moved by Mr. Gobel, seconded by Mr. Earle, that the full board affirm the Public Television Committee's thanks and appreciation to Mr. Terry for his service on the PTV Committee.

Action Motion approved.

ITEM L. EDUCATION, SERVICES, AND INSTITUTIONAL RELATIONS COMMITTEE REPORT

Discussion Ms. Bell gave highlights of the Education, Services, and Institutional Relations Committee meeting, which are reflected in the June 15, 2004, committee minutes.

ITEM M. FINANCE, PERSONNEL, AND OPERATIONS COMMITTEE REPORT

Discussion Mr. Earle gave highlights of the Finance, Personnel, and Operations Committee meeting, which are reflected in the June 16, 2004, committee minutes.

FPO-6 Resolution Authorizing the Issuance of \$17,500,000 General Obligation Promissory Notes, Series 2004-05A of Milwaukee Area Technical College District, Wisconsin

Motion It was moved by Mr. Earle, seconded by Mr. Gobel, to approve the Resolution Authorizing the Issuance of \$17,500,000 General Obligation Promissory Notes, Series 2004-05A of Milwaukee Area Technical College District, Wisconsin.

Milwaukee Area Technical College District Board

Minutes of June 22, 2004

Page 7

Action Motion approved, the roll call vote being as follows:

Ayes: Baker, Bell, Earle, Gobel, Hughes, Sowell, Terry, Webber, and Maierle – 9.

Noes: None.

FPO-7 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, Insurance Coverages for Crime and Foreign Travel

Motion It was moved by Mr. Earle, seconded by Ms. Sowell, to approve the 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, Insurance Coverages for Crime and Foreign Travel.

Discussion Chairperson Maierle complimented Mr. Steve Stoeger-Moore for his efforts regarding the Wisconsin Technical College Insurance Trust Program and the Districts Mutual Insurance.

Action Motion approved.

FPO-9 Resolution to Adopt the Fiscal Year 2004-05 Activity Plan and Budget

Discussion Mr. Earle noted the need to scrutinize the FY2004-05 budget in light of past misunderstandings. He stated that the Class I Legal Notice had been published with a built-in deficit, revenues had not been balanced with expenditures, and reserves were lowered to 7.3 percent. Mr. Earle reported that the FPO Committee had directed administration to re-establish the fund balance target.

Dr. Pablo Cardona, Interim Associate Vice President, Human Resources, distributed and explained the "2004 Organizational Restructure Positions Proposed for Elimination Option #2." Attorney Brown distributed and discussed a "General Fund Vacant Positions Savings" report and an updated FPO-11, "2004 Organizational Restructure Positions Proposed for Elimination to FPO." Mr. Gobel expressed concern about eliminating positions in student services and financial aid areas and its impact on students. He suggested that a plan be established to prioritize those positions slated for elimination and those positions recommended to be held open. Attorney Brown stated that a process had been followed by members of the President's Cabinet to determine positions to be eliminated. Mr. Webber reiterated that the FPO Committee did not want to have anyone lose his or her job, but suggested that other budgeted expenses be frozen. Ms. Bell stated that if positions were no longer needed, they should be eliminated. Dr. Cole stated that the need for positions had been studied. Dr. Hughes suggested that budget decisions be determined at a date certain.

Mr. Maierle called for a five-minute break at 7:55 p.m.
The meeting resumed at 8:01 p.m.

Mr. Craig Piotrowski, interim chief financial officer, and Ms. Renee Dudley, controller, distributed and explained the "General Fund Financial Forecast" and "General Fund Financial Forecast Budget Changes." Ms. Bell inquired if structural problems were being addressed. Mr. Terry stated that if raises had not been given, job eliminations would not be an issue; and that monies had been allocated from funds that the college did not have. Chairperson Maierle suggested that budget principles and structural issues be addressed at an in-service or retreat. Mr. Earle stated that revenue sources needed to be addressed.

Motion It was moved by Ms. Bell, seconded by Ms. Sowell, to approve Option 2.

Milwaukee Area Technical College District Board

Minutes of June 22, 2004

Page 9

Motion It was moved by Dr. Hughes, seconded by Mr. Earle, to amend the motion to approve Option 2 by including a date certain – the September FPO Committee meeting date and the September board meeting date – to evaluate the 15 positions to be held open for refilling.

Action Motion approved.

Motion It was moved by Mr. Earle, seconded by Ms. Bell, to amend the motion to approve Option 2 by moving the 11 vacant positions to the category of positions to be held open.

Action Motion approved.

Motion It was moved by Ms. Baker, seconded by Mr. Gobel, to offer a substitute motion for the motion to approve Option 2 by holding open the 17 vacant positions.

Ms. Baker withdrew the motion.

Motion It was moved by Ms. Baker, seconded by Mr. Gobel, to amend the motion to approve Option 2, by freezing all open positions and using vacant positions until a date certain – the September FPO Committee meeting date and the September board meeting date.

Motion It was moved by Mr. Gobel to amend the motion to require administration to present the board with a plan and priority list for filling vacancies as they become available for filling.

Discussion Dr. Cole affirmed that administration would prepare a priority list of vacancies, but stated that the positions would need to remain vacant during the fiscal year.

Chairperson Maierle stated that board policy allowed for only two amendments to a motion and therefore a vote would not be taken on the motion. Mr. Gobel withdrew the motion.

Ms. Bell opined that daycare was an appropriate service when it was directly linked to the college's mission and that it should be part of the instructional structure in order to provide an appropriate lab for students to practice childcare skills. She recommended that daycare be provided for students in order to attend classes. Ms. Bell noted that

Milwaukee Area Technical College District Board

Minutes of June 22, 2004

Page 10

taxpayers were subsidizing private-pay childcare clients at a rate of \$262 per week, which was inappropriate and not part of the college's mission.

Mr. Earle called the question.

Action Motion defeated to approve Option 2, including the amendment to hold open the 11 positions recommended for elimination and the amendment that on a date certain – the September FPO Committee meeting date and the September board meeting date – the 15 positions be filled; the roll call vote being as follows:

Ayes: Bell, Hughes, Sowell, and Maierle – 4.

Noes: Earle, Gobel, Terry, Webber, and Baker – 5.

Motion It was moved by Ms. Baker, seconded by Ms. Sowell, to hold open the vacant positions as explained on the Vacant Positions Savings report, except the vice president of finance position, until a date certain – the September FPO Committee meeting date and the September board meeting date – for analysis and evaluation, with filling of the positions to be done using a priority list developed by the Human Resources Department; and to include additional changes on the General Fund Financial Forecast budget changes report, and modifying the General Fund Financial Forecast-Revenue Over Expenses from \$1,833,698 to \$1.5 million.

Action Motion approved.

Motion It was moved by Mr. Earle, seconded by Ms. Sowell, to modify the Fiscal Year 2004-05 Activity Plan and Budget to reflect the previous motion (to hold open the vacant positions as explained on the Vacant Positions Savings report, except the vice president of finance position, until a date certain – the September FPO Committee meeting date and the September board meeting date – for analysis and evaluation, with filling of the positions to be done using a priority list developed by the Human Resources Department; and to include additional changes on the General Fund Financial Forecast budget changes report, and modifying the General Fund Financial Forecast-Revenue Over Expenses from \$1,833,698 to \$1.5 million).

Milwaukee Area Technical College District Board

Minutes of June 22, 2004

Page 11

Action Motion approved.

Motion It was moved by Mr. Earle, seconded by Mr. Webber, to approve the Resolution to Adopt the Fiscal Year 2004-05 Activity Plan and Budget.

Action Motion approved.

FPO-8 Resolution to Establish Reserves for Fiscal Year 2004-05

Discussion Mr. Piotrowski stated that the designation for operations would be changed to \$14,638,302 to reflect the resolution that was passed to Adopt the Fiscal Year 2004-05 Activity Plan and Budget.

Motion It was moved by Mr. Earle, seconded by Mr. Webber, to approve the Resolution to Establish Reserves for Fiscal Year 2004-05 with the modification to reflect the adoption of the Fiscal Year 2004-05 Activity Plan and Budget.

Action Motion approved.

FPO-10 Resolution to Authorize Contingency Payment of Bills

Motion It was moved by Mr. Earle, seconded by Mr. Webber, to approve the Resolution to Authorize Contingency Payment of Bills.

Action Motion approved.

M-1 Policy B0102-3, Financial Reserves

Motion It was moved by Mr. Earle, seconded by Mr. Webber, to approve Policy B0102-3, Financial Reserves.

Action Motion approved.

FPO-13 Policy A0114, Tax Incremental District (TID) – Joint Review Board Presentation

Mr. Earle noted that the policy would remove the presumption in favor of a tax incremental district as currently worded in the existing policy.

FPO-11 Review of Historical Workforce Reductions

Chairperson Maierle noted that the Review of Historical Workforce Reductions had been discussed.

FPO-12 Impact of Grant-Related Reductions

Mr. Earle requested that the board review the materials on the Impact of Grant-Related Reductions.

FPO-14 Administrative Policy Review: Policy A0202-1, Delegation of Authority; Policy A0202-3, District Administration Personnel; and Policy A0111-A, Areas of Responsibility of District Board Committee

Chairperson Maierle requested that the board review the materials on the Administrative Policy Review: Policy A0202-1, Delegation of Authority; Policy A0202-3, District Administration Personnel; and Policy A0111-A, Areas of Responsibility of District Board Committee.

ITEM N. MISCELLANEOUS ITEMS

1. Communications and Petitions

None.

2. Information Items

Mr. Piotrowski stated that the board had approved, under salaries and fringes in the Fiscal Year 2004-05 Activity Plan and Budget, reducing the educational assistants from 52 to 43 weeks employment.

ITEM O. OLD BUSINESS/NEW BUSINESS

Date of Next Meeting: July 12, 2004, 5:00 p.m.
Organizational Meeting, Board Room (M210).

Closed Session

Motion It was moved by Mr. Webber, seconded by Ms. Baker, to convene into Closed Session pursuant to Sections 19.85(1)(c) and (e) of the Wisconsin Statutes to discuss Item P., Consideration of Employment, Contract, and Compensation for Candidate for Vice President, Finance; and Item Q., President's Evaluation, Contract, Compensation, and Goals, to consider employment, compensation, or performance evaluation data of individuals over whom the MATC District Board has jurisdiction or exercises authority, and to conduct public business which may involve competitive or bargaining issues. The MATC District Board may reconvene into Open Session to take action on matters discussed in Closed Session under Items P. and Q.

Action Motion to convene into Closed Session approved, the roll call vote being as follows:

Ayes: Earle, Gobel, Hughes, Sowell, Terry, Webber, Baker, Bell, Maierle – 9.

Noes: None.

The board convened into Closed Session at 9:44 p.m.

Open Session

The board reconvened into Open Session at 10:39 p.m.

Roll Call

The following members responded to roll call:

Baker, Bell, Earle, Gobel, Hughes, Maierle, Sowell, Terry, and Webber.

Milwaukee Area Technical College District Board

Minutes of June 22, 2004

Page 14

ITEM Q. President's Evaluation, Contract, Compensation, and Goals

Motion It was moved by Mr. Webber, seconded by Ms. Bell, to approve the goals/benchmarks listed below for the president during the 2004-05 fiscal year:

1. Increase FTEs by 2 to 3 percent for the 2004-05 fiscal year.
2. Meet periodically over the next year with the MATC District Board chair and union leaders to address joint governance. Present a joint governance model to the board for approval by the November 2004 board meeting.
3. Provide a regular written summary to the MATC District Board once per month showing progress toward these benchmarks.
4. Revise the budgeting and financial development and reporting process working with the chief financial officer, MATC District Board chair, and Finance, Personnel, and Operations Committee chair so that the financial standing of the college and future projections are clearly presented to the MATC District Board.
5. Develop an MATC District Board calendar that outlines items that the board will need to address.
6. Build/strengthen the management team – with a priority on hiring a CFO with excellent communication skills.
7. Develop a communication plan with each MATC District Board member.

Action Motion approved.

Motion It was moved by Mr. Webber, seconded by Ms. Baker, to approve a salary increase of 2.85 percent for Dr. Darnell E. Cole effective July 1, 2003.

Action Motion approved.

Milwaukee Area Technical College District Board

Minutes of June 22, 2004

Page 15

Motion It was moved by Mr. Webber, seconded by Mr. Terry, to enter into a three-year employment agreement with Dr. Darnell E. Cole to serve as president (district director) of Milwaukee Area Technical College with the following changes to the terms of the present agreement between Dr. Cole and MATC:

1. Length of the agreement is from July 1, 2004, through June 30, 2007, except that by notice given after July 1, 2005, the MATC District Board may limit any further payments due under the agreement to one year.
2. The compensation for the first year of the agreement shall be \$200,000.

Discussion Mr. Gobel opined that it would not be appropriate to extend the president's contract to the length of time stated in the motion. He stated that his negative vote would not reflect his opinion of Dr. Cole as a person.

Ms. Baker stated that she would not support the motion to extend the president's contract by three years because of the challenges faced by the board.

Mr. Earle stated that he agreed with statements made by Mr. Gobel and Ms. Baker, but that he would support the motion in the spirit of consensus and because he considered the benchmarks appropriate in addressing issues at the college.

Chairman Maierle extended his vote of confidence for Dr. Cole and asked the college community to support Dr. Cole in leading the college forward.

Action Motion approved, the roll call vote being as follows:

Ayes: Bell, Earle, Hughes, Sowell, Terry, Webber, and Maierle – 7.

Noes: Baker and Gobel – 2.

Adjournment

The meeting adjourned at 10:46 p.m.

Respectfully submitted,

Bobbie R. Webber
Secretary

Milwaukee Area Technical College District Board
Minutes of June 22, 2004
Page 17



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June 22, 2004

Dr. Darnell Cole
Lauren Baker
Jeannette Bell
Peter Earle
Chuck Gobel
William Hughes
Mark Maierle
Linda Sowell
Bobbie Weber
Lenard Wells

RE: MATC CHILDCARE

Dear MATC Board Members and Dr. Darnell Cole:

As you may be aware, I asked one of my staff to appear on my behalf at the MATC's Finance, Personnel and Operations Committee on Wednesday, June 16, 2004. I wanted to convey my strong support for the institution to maintain funding for the Childcare Centers at all locations.

I was quite pleased to learn that the Committee recommended maintaining the current services and establishing a taskforce to review childcare services within the next year. I hope that the entire Board will endorse the Finance, Personnel and Operations Committee's recommendation.

My commitment to providing childcare has been long unprecedented. As a member of the Joint Finance Committee, I have served as chief negotiator of the TANF budget for the past 3 biennial budgets. I have managed to maintain childcare services under TANF, without raising copayments or establishing wait lists for participants. This has been quite phenomenal, in light of the State of Wisconsin's past \$3.2 billion deficit. Therefore, I am aware of your fiduciary responsibilities and the severe budget issues you face.

I would hope that MATC would continue to look for alternatives prior to eliminating childcare services. MATC and UWM are viewed as model programs, both providing a needed service to students and employees, but also training future childcare workers in an exemplary manner. Your childcare program brings you accolades and praise from many quarters.

Milwaukee Area Technical College District Board

Minutes of June 22, 2004

Page 18

It is so difficult for families to balance the rigors of work and family; the service MATC provides allows parents to feel secure when leaving their children. It also provides your employees with a family friendly work environment, while serving as a training lab for your students. This is truly a win-win situation for all.

I ask that you enter this testimony into your official minutes. Thank you for allowing me to share my views on this important matter.

Sincerely,

A handwritten signature in cursive script, reading "Gwendolynne S. Moore". The signature is written in black ink and is positioned above the typed name.

Gwendolynne S. Moore
Senator, 4th District