

Concerns and recommendations of Schools and Communities United related to the Charter School Review Committee to be placed in the file of 141415 of the Steering and Rules held on 1-15-2015. This is an updated version of the concerns filed by Schools and Communities at the 1-15-2015 meeting.

OVERSIGHT PROCESS:

- It took Women Informed and SCU to get the committee out of near complete secrecy. There is every reason to be skeptical as it moves forward.
- Get a meeting to determine the process to redesign the CRSC process with people outside the system and inside the system.
- The make-up of the committee (CRSC) should have a wider set of voices.
- The CSRC school assessment should be expanded beyond a narrow regime of whether schools meet the testing and financial criteria. It should conduct fraud audits of all schools, but especially those that are part of national chains.
- Schools should annually require disclosure of staff, administrative salaries and limit principal and leadership salaries to those with similar positions at the top of the MPS scale (compare school charter leaders with principals). Moreover, staff salaries should be reviewed for any sorts of discrimination in salaries. Finally, no tax dollars should pay those serving on the schools' Board of Directors as currently is allowed and practiced.
- If a paid charter school consulting group is to be hired by the City, the normal system of bids must be followed. All provisions that involve lobbying and advocacy should not be part of any contract.
- Any person or persons connected to the administration of the charter system should not be associated with any of the schools in the system as currently allowed.
- No school should be considered new if it changes its name if it maintains the same building leadership, staff and Board of Directors as currently allowed.

SCHOOL ACCOUNTABILITY:

- Standardized tests are the main tool for evaluating WI public schools and public school. So that is how charter and voucher schools and teachers must be evaluated.
- The rubric for scoring schools must include points for the existence and quality of real music, theater, art, and physical education programs.
- No school may have their charter renewed if their score has been in the probationary range or the unsatisfactory range for two years in a row.
- All schools in the system must have a student body that demographically is "like" the public school system (MPS). Thus all schools must affirmatively work to reach a 19-23% special education student body and have 80 to 100% students receiving free and reduced lunch. Schools should be given two years to comply.
- Charter schools were originally begun to be an innovation lab for public education. The question then: "Is there anything innovative about a school?" Certainly any new schools or expanded contracts must demonstrate that they are innovative.
- For those charter schools successes, there should be a way and desire for them to share their successes with MPS?
- Skimming: How are students recruited, retained (or not) should be more closely monitored. Each student that leaves their charter school before graduation should be followed up to find out what school they ended up in.

- FINANCE:
- City's oversight of financial condition is currently both skimpy and late.
- Each school's budget, including the average pay per teacher and per administrator and contracts should be published annually.
- Financial details of the parent organization shall be noted in the budget such that it be made clear if the national organization or the local board hires the administrative staff of the school. When money is given to the national chain and they pay the school administrator that should be considered control by the national chain.
- Schools should be required to inform the Council annually about any legal proceedings either it or its parent company is involved with.
- There should be clear conflict-of-interest requirements for school administrators and board.
- All current IRS 990s should be thoroughly reviewed by the CRC for significant information.

FACILITIES:

- The City should make sure that its charter schools are not exempt from any zoning or code standards or procedures that apply to regular public schools.
- Inspect charter schools before they open and again well before the end of their five-year contracts. Any school leaving the system must work with the CRSC or its representative to assure that all assets stay within the city schools.
- Set standards for per-student space for playgrounds, lunchrooms/cafeterias, gyms, child-size restrooms.
- Disclosure on real estate contracts, non-educational and educational services and ownership. Ensure that all internal contracts let by charter schools for amounts over \$10,000 are bid and shared publicly. Within the bidding process exclude anyone who is a relative, business partner or otherwise has a direct relationship to anyone on the Board (including national board) or administrative leadership of the school.
- Implement strong conflict-of-interest requirements.

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former** directors or trustees that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(1) Precious Washington Member	4.00 0.00							0	0	0
(2) Lois Fletcher Member	4.00 0.00							0	0	0
(3) BISHOP DARRELL L HINES CHAIR	4.00 0.00	X						86,900	0	0
(4) PASTOR PAMELA HINES VICE CHAIR	4.00 0.00	X						0	0	0
(5) PASTOR EMILE H BANKS JR Secretary	4.00 0.00	X						0	0	0
(6) PASTOR CATHY L BANKS Treasurer	4.00 0.00	X						0	0	0
(7) CYNTHIA HOOD MEMBER	4.00 0.00	X						0	0	0
(8) GERALDINE FOWLKES MEMBER	4.00 4.00	X						0	0	0
(9) WILBUR LANE MEMBER	4.00 0.00	X						0	0	0
(10) WRYE OLIVER MEMBER	4.00 0.00	X						60,025	0	0

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax year

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation Enter -0- in columns (D), (E), and (F) if no compensation was paid
 - List all of the organization's **current** key employees, if any See instructions for definition of "key employee "
 - List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations
 - List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations
 - List all of the organization's **former** directors or trustees that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations
- List persons in the following order individual trustees or directors, institutional trustees, officers, key employees, highest compensated employees, and former such persons

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)					(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee			
(1) Diane S Pollard, Ph D President	4 00	X		X					
(2) Steven Ray Robertson Vice Pres / Treasurer	4 00	X		X					
(3) Bobbi Marsells Assist Secretary	1 00	X							
(4) Marlene Melzer-Lange Member	1 00	X							
(5) Bret Roge Member	1 00	X							
(6) Jon Gains Member	1 00	X							
(7) Mary Neil Regan Member	1 00	X							
(8) Kimberly Raye Member	1 00	X							
(9) Dr Christine Falz Exec Director	40 00			X	X	207,241			
(10)									
(11)									
(12)									
(13)									
(14)									

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)					(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee			
(15)									
(16)									
(17)									
(18)									
(19)									
(20)									
(21)									
(22)									
(23)									
(24)									
(25)									
1 b Sub-total						0.	0.	0.	
c Total from continuation sheets to Part VII, Section A						0.	0.	0.	
d Total (add lines 1b and 1c)						0.	0.	0.	

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **0**

	Yes	No
3 Did the organization list any former officer, director, or trustee, key employee, or highest compensated employee on line 1a? If 'Yes,' complete Schedule J for such individual		X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If 'Yes' complete Schedule J for such individual		X
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If 'Yes,' complete Schedule J for such person		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization Report compensation for the calendar year ending with or within the organization's tax year

(A) Name and business address	(B) Description of services	(C) Compensation
CONCEPT SCHOOLS 2250 E. DEVON AVE, SUITE 215 DES PLAINES, IL 60018	MANAGEMENT SERVICES	225,962.

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization **1**

