

**Committee Name:**  
**Joint Committee on Finance – Budget Hearings (JCF\_BH)**

**Appointments**

99hr\_JCF\_BH\_Appoint\_pt00

**Clearinghouse Rules**

99hr\_JCF\_BH\_CRule\_99-

**Committee Hearings**

99hr\_JCF\_BH\_CH\_pt00

**Committee Reports**

99hr\_JCF\_BH\_CR\_pt00

**Executive Sessions**

99hr\_JCF\_BH\_ES\_pt00

**Hearing Records**

99hr\_ab0000

99hr\_sb0000

**Misc.**

99hr\_JCF\_BH\_\_Misc\_Disabled\_pt01b

**Record of Committee Proceedings**

99hr\_JCF\_BH\_RCP\_pt00

# Wisconsin Council of Administrators of Special Services

April 15, 1999

Representative John Gard  
Senator Brian Burke  
Joint Finance Committee  
P.O. Box 7882  
Madison, Wi 53707

Dear Members of Joint Finance Committee:

The Wisconsin Council of Administrators of Special Services & School Administrators Alliance strongly recommends that you retain the 63% and 51% special education funding language currently in Wisconsin Statutes. In 1973 when Wisconsin first passed legislation that required the state's school districts to provide education programs to students with disabilities, the funding for teachers, support staff and transportation was at 70% of approved costs. This 1973 Wisconsin legislation was approved 3 years before federal law 94-142 mandated programs across the country. As you are aware, currently the state is reimbursing school districts at 34% or less for approved costs.

WCASS & SAA recommends that you increase the 34% amount for these important programs to at least 50% for approved staff and services. This must be done to stop the pitting of students with disabilities against regular education students and others needs in school districts across Wisconsin. School districts have done everything possible to operate efficient and effective programs for students with disabilities, but costs continue to increase faster than regular education as school districts implement new state and federal laws and enrollments continue to increase.

On a national level, states fund special education programs at an average of 56% where Wisconsin is currently at 34% or less.

WCASS & SAA would also recommend that along with increased funding that modifications be made in revenue caps for costs of special education programs caused by increased enrollments, high cost students and the shortfall in funding by the state.

In addition, we would encourage the legislature to fund the County with Disability Education Boards general state aid at \$6.2 million to keep their aid payments on an equal level with district or CESA operated special education programs.

Thank you for the opportunity to discuss these very important special education concerns with you. If I can provide additional information please, feel free to contact me.

Sincerely:

  
Philip B. Knobel  
Executive Director

# AMERICAN COUNCIL OF THE BLIND 1999 LEGISLATIVE IMPERATIVES

## INTRODUCTION

Our current legislative agenda focuses on four imperatives: Social Security reform, increased funding for Older Blind programs, proposed amendment of the Air Carriers Access Act, and proposed amendment of the copyright law to encourage increased production of books in specialized formats.

### I. SOCIAL SECURITY REFORM

Two issues currently under consideration in Congress are of particular interest to persons who are blind or visually impaired.

#### Linkage

Issue: Until March of 1996, the exempt amount of earnings for blind persons receiving SSDI was linked by law to the exempt amount for seniors receiving Social Security. In 1996, that link was broken, resulting in a significant reduction in the earning capacity of many blind persons.

Proposed Legislative Action: ACB supports legislation that would amend Title II of the Social Security Act to restore the link between the maximum amount of earnings by blind persons permitted without demonstrating ability to engage in substantial gainful activity and the exempt amount permitted in determining excess earnings under the earnings test.

#### Improving Work Incentives

Issue: The President's Task Force on Employment of Adults with Disabilities has estimated that only about 22 percent of adults with visual impairments are currently employed. A large number of those adults who remain unemployed are dependent upon SSI and/or SSDI payments for subsistence. These programs are currently governed by regulations and policies which actually discourage people from seeking employment. For instance, people are frequently required to choose between a job and health insurance. Blind persons also face concerns about the cost of job-related transportation, assistive technology and reader assistance.

Proposed Legislative Action: ACB supports the Work Incentives Improvement Act of 1999 (S331) with or without the Ticket To Work And Self-Sufficiency provisions in Title II of the act, because this bill addresses important barriers to employment currently faced by blind persons seeking to leave the SSI and SSDI rolls and become self-supporting.

### II. INCREASED FUNDING FOR SENIOR BLIND PROGRAMS

Issue: It is common knowledge that the fastest growing segment of the U.S. population is the group over age 65. One of the most common experiences of this population involves vision loss. As people live longer lives because of medical advances, an increasing number of them will be doing so while having to adjust to the impact of reduced or lost vision. Traditional rehabilitation programs have not

adequately addressed the needs of this population because the focus of these programs has been on assistance leading to employment. Individuals over age 65 may not be seeking to reenter the workforce, but they do need assistance in developing skills necessary to adjust to vision loss, avoid isolation, and maintain a quality, productive life. Current programs to serve this population are grossly underfunded.

Proposed Legislative Action: ACB supports legislation that would increase funding for programs serving the older blind, as authorized by Title VII, Chapter II of the Rehabilitation Act of 1973, as amended in 1998, to at least \$26 million beginning with fiscal year 2000 in order to ensure that funding for these programs is adequate to meet the needs of this rapidly growing population.

### **III. AIR CARRIERS ACCESS ACT AMENDMENTS**

Issue: The Air Carriers Access Act has heightened the awareness of airline personnel to the needs of air travelers with disabilities and has provided recourse to persons with disabilities who have experienced discrimination by airlines. Unfortunately, airline practices remain inconsistent, incidents of discrimination in air travel against persons with disabilities continue, and of particular concern are those involving foreign airlines doing business in this country.

Proposed Legislative Action: ACB supports amendment of the Air Carriers Access Act, as proposed in S82, which would strengthen the enforcement provisions of the act, particularly as it applies to foreign airlines doing business in the United States.

### **IV. COPYRIGHT LAW AMENDMENT**

Issue: Currently, fewer than 4 percent of the books and periodicals published in the United States each year are available in audio, large print, or braille formats which can be read by people who are blind or visually impaired. Recent changes in the copyright law allowing reproduction of books in alternative formats by authorized entities without prior permission from publishers and copyright holders have not led to increased access to these published materials for this country's blind and visually impaired population.

Proposed Legislative Action: ACB supports legislation that would amend the copyright law to require that publishers submit an electronic copy of each publication they register with the copyright office of the Library of Congress and that these electronic copies be submitted in a manner that conforms to the standards used by the National Library Service for the Blind and Physically Handicapped for the production of books in alternative formats. These electronic copies would then be available to the National Library Service for more timely production of books in braille, audio and large print formats.

For further information on the above issues, please contact the American Council of the Blind at 1155 15th St. NW, Ste. 720, Washington, DC 20005; telephone (202) 467-5081, website [www.acb.org](http://www.acb.org).



## **Facts: Copyright Law Amendment, 1996**

National Library Service  
for the Blind and Physically Handicapped  
Library of Congress  
Washington, DC 20542

Copyright Law Amendment, 1996:  
PL 104-197

December 1996

### **Background**

The free national library program of reading materials for visually handicapped adults administered by the National Library Service for the Blind and Physically Handicapped (NLS), Library of Congress, was established by an act of Congress in 1931. The program was expanded in 1952 to include blind children, in 1962 to include music materials, and in 1966 to include individuals with physical impairments that prevent the reading of standard print.

From the beginning, this program was dependent upon the cooperation of authors and publishers who granted NLS permission to select and reproduce in special formats copyrighted works without royalty. Although many factors influence the length of time it takes to make a print book accessible in a specialized format, the period required to obtain permission from the copyright holder has sometimes been significant.

Public Law 104-197

Under the Legislative Branch Appropriations Bill, H.R. 3754, Congress approved a measure, introduced by Senator John H. Chafee (R-R.I.) on July 29, 1996, that provides for an exemption affecting the NLS program. On September 16, 1996, the bill was signed into law by President Clinton.

The Chafee amendment to chapter 1 of title 17, United States Code, adds section 121, establishing a limitation on the exclusive rights in copyrighted works. The amendment allows authorized entities to reproduce or distribute copies or phonorecords of previously published nondramatic literary works in specialized formats exclusively for use by blind or other persons with disabilities.

The act making appropriations for the Legislative Branch for the fiscal year ending September 30, 1997, sets forth the Chafee amendment as follows:

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, that . . . and for other purposes, namely:

(a) **IN GENERAL**--Chapter 1 of title 17, United States Code, is amended by adding after section 120 the following new section:

**"SEC. 121. Limitations on exclusive rights: reproduction for blind or other people with disabilities**

**"(a) Notwithstanding the provisions of sections 106 and 710, it is not an infringement of copyright for an authorized entity to reproduce or to distribute copies or phonorecords of a previously published, nondramatic literary work if such copies or phonorecords are reproduced or distributed in specialized formats exclusively for use by blind or other persons with disabilities.**

**"(b)(1) Copies or phonorecords to which this section applies shall--**

**"(A) not be reproduced or distributed in a format other than a specialized format exclusively for use by blind or other persons with disabilities;**

**"(B) bear a notice that any further reproduction or distribution in a format other than a specialized format is an infringement; and**

**"(C) include a copyright notice identifying the copyright owner and the date of the original publication.**

**"(2) The provisions of this subsection shall not apply to standardized, secure, or norm-referenced tests and related testing material, or to computer programs, except the portions thereof that are in conventional human language (including descriptions of pictorial works) and displayed to users in the ordinary course of using the computer programs.**

**" (c) For purposes of this section, the term--**

**"(1) 'authorized entity' means a nonprofit organization or a governmental agency that has a primary mission to provide specialized services relating to training, education, or adaptive reading or information access needs of blind or other persons with disabilities;**

**"(2) 'blind or other persons with disabilities' means individuals who are eligible or who may qualify in accordance with the Act entitled 'An Act to provide books for the adult blind', approved March 3, 1931 (2 U.S.C. 35a; 46 Stat. 1487) to receive books and other publications produced in specialized formats; and**

**"(3) 'specialized formats' means braille, audio, or digital text which is exclusively for use by blind or other persons with disabilities."**

(b) **TECHNICAL AND CONFORMING AMENDMENT**--The table of sections for chapter 1 of title 17, United States Code, is amended by adding after the item relating to section 120 the following:

**"121. Limitations on exclusive rights: reproduction for blind or other people with disabilities."**

## **Questions and Comments Raised by the Chafee Amendment**

### **Q. What is the effective date of the amendment?**

A. H.R. 3754 does not specify an effective date. Therefore, the effective date is September 16, 1996, the date on which the president signed the bill.

### **Q. Are the provisions of the amendment retroactive?**

A. The exemption covers all nondramatic literary works protected by copyright regardless of when they were first published, but reproduction and distribution under the exemption must take place on or after September 16, 1996, the effective date of the amendment.

### **Q. Does the amendment cover periodicals?**

A. The new exemption covers "nondramatic literary works"; section 101 of title 17 includes "periodicals" within the definition of "literary works." Therefore, the amendment covers periodicals.

### **Q. If a book is involved in litigation, will the exemption apply?**

A. Nothing in the Chafee amendment withdraws the exemption in case of litigation. However, in the event that NLS is notified that a federal court has issued a final decision, holding that the work is an unauthorized publication and recall of copies is required, NLS will withdraw all copies of the infringing work.

### **Q. Is a published script of a play considered a "nondramatic literary work?"**

A. A published script of a play would be considered a "dramatic work" or alternatively a "dramatic literary work" and would be outside the amendment, which covers only "nondramatic literary works." Therefore, NLS will continue to seek permission from the copyright holders to reproduce and distribute plays.

### **Q. What does "authorized entity" include?**

A. The amendment defines and limits "authorized entity" to "a nonprofit organization or a governmental agency that has a primary mission to provide specialized services relating to training, education, or adaptive reading or information access needs of blind or other persons with disabilities." A "nonprofit organization" is understood to mean an organization that has been granted nonprofit tax exemption under section 501(c)(3) of the Internal Revenue Code.

To the extent that authorized agencies and organizations use or delegate authority to volunteers, special education teachers, and commercial producers under government contract to produce and distribute works under the exemption, those activities appear to be fully covered by the exemption. Such individuals can be said to be agents of authorized entities and are, therefore,

acting under implied authority. The activities of individuals not connected to those specialized agencies and organizations fall outside the exemption.

**Q. Is copyright permission required for works published simultaneously in the United States and elsewhere?**

A. All works protected by U.S. copyright law, including those first published abroad or in multiple editions published in several countries, are subject to the exemption for activities undertaken by authorized entities within the United States. Section 104 of title 17 sets out the eligibility requirements for U.S. copyright law protection. For further information, obtain Circular 38a from the Copyright Office.

**Q. NLS produces braille and recorded versions of books published and copyrighted abroad. Under the Chafee amendment, will permission from foreign copyright holders be required?**

A. All works protected by U.S. copyright law, including those first published abroad, are subject to the exemption. Thus, permission from foreign copyright holders for reproduction and distribution in the United States under the exemption is not required. If the braille or recorded versions of the books were distributed outside the United States, however, such act of distribution would not be covered by the exemption since U.S. copyright law has no extraterritorial effect. Since NLS loans material to eligible foreign agencies, NLS will continue to request permission for all books and periodicals published outside the U.S.

**Q. Must foreign agencies who purchase NLS books continue to obtain copyright clearance?**

A. Foreign agencies who purchase NLS books must continue to obtain copyright clearance. The principle with respect to this is the same as described above. The exemption applies only to activities within the United States.

**Q. Will foreign countries still be able to purchase magazines that NLS produced in special formats?**

A. As the previous answer indicates, the exemption will not apply to activities conducted abroad. Therefore, foreign agencies will have to seek their own individual written copyright permissions from the copyright holders before NLS will permit the purchase of copies of master recordings of audio magazines reproduced by NLS under the new exemption.

**Q. Must producers continue to add "all rights reserved" to the standard copyright notice that is currently placed at the beginning of books reproduced in special formats?**

A. No, this is not required. The "all rights reserved" copyright notice originated in the Buenos Aires Convention of 1910. The effect of this Convention in the United States has always been

unclear. Since the United States joined the Berne Convention in 1989, there clearly is no need to include this statement.

**Q. Does "bear a notice" refer only to announcements or does it include the print label affixed to all copies and phonorecords?**

A. Section 121 of title 17 has two notice requirements; it provides that the copies or phonorecords produced under the exemption shall (1) "bear a notice that any further reproduction or distribution in a format other than a specialized format is an infringement," and (2) "include a copyright notice identifying the copyright owner and date of the original publication."

The copyright law has contained notice requirements for many years; those requirements have always been understood to mean a written notice. The previous copyright law contained a provision that said "copies of the work shall bear the symbol (c) accompanied by ... " Thus, the use of the word "bear" has been understood to mean that the copies have affixed to them a written copyright notice. In the 1976 copyright act, sections 401 and 402 of title 17 provided for the placement of a notice of copyright on visually perceptible copies and on the surface, label, or container of phonorecords of sound recordings.

Consequently, NLS will (1) include both of the required notices, in print, on all braille copies and on all phonorecords of sound recordings, and (2) include both notices in audible form on all sound recordings.

**Q. Does "specialized format" include the NLS-produced instructional music cassettes recorded at the standard commercial speed of 1-7/8 ips rather than NLS's customary 15/16 ips speed?**

A. The exemption does not include music, nor does it cover recorded material that is not in a "specialized format."

**Q. NLS compiles a music magazine containing articles reprinted from national periodicals. Are magazines that are produced in large print, braille, and recorded formats covered by the exemption?**

A. The exemption defines "specialized format" as "braille, audio, or digital text which is exclusively for use by blind or other persons with disabilities." Works reproduced in large print are, therefore, not included under the exemption.

**Q. Where should questions concerning the Chafee amendment be directed?**

A. Questions originating from the media should be directed to the Library of Congress Public Affairs Office at (202) 707-2905. Contact the Library of Congress Copyright Office Public Information Office at (202) 707-3000 for other general questions.

**Q. NLS currently lends books through interlibrary loan (ILL) to foreign agencies serving blind and physically handicapped individuals. Will this practice continue, or will ILL be limited to books for which NLS has received copyright permission?**

**A. NLS will continue to lend to eligible foreign agencies through interlibrary loan. Such distribution is permissible under U.S. law and is unlikely to infringe the laws of other countries.**

**However, foreign agencies must look to the law of the country where the use takes place to determine whether they might be liable for acts of unauthorized importation or distribution of lawfully made copies without permission of the copyright owner.**



## VOC REHAB COUNS ENTRY (Job Number 3031074)

Employer Located In: MADISON  
Pay: \$22,274 PER YEAR @ \$10.31/hr.  
Duration/Hours Per Week: FULLTIME JOB, 40 HOURS PER WEEK  
Shift: FIRST SHIFT

### MINIMUM REQUIREMENTS OF EMPLOYER

Education: MASTERS DEGREE  
Vehicle: NO  
Drivers License: NO  
Age: NO AGE REQUIREMENT

### Other Requirements:

REQUIRES GRAD DEGREE IN PROFESSIONAL COUNSELING OR RELATED FIELD. SOME JOBS REQUIRE ASL OR SPANISH.

### JOB DESCRIPTION:

COUNSEL PERSONS WITH DISABILITIES & THEIR FAMILIES TO IDENTIFY & RESOLVE PROBLEMS; PLAN INDIVIDUALIZED VOCATIONAL REHABILITATION PROGRAMS & PROVIDE SUPPORT & DIRECTION DURING THE REHABILITATION PROCESS; ARRANGE FOR MEDICAL & PSYCHOLOGICAL EVALS & VOCATIONAL TESTING &/OR WORK EVAL; PLACE CLIENTS IN JOBS; ATTEND MEETINGS, SEMINARS & TRAINING SESSIONS.

TO APPLY, SUBMIT AN APPLICATION FOR STATE EMPLOYMENT, A LETTER OF INTEREST & A CURRENT RESUME WITH A STATEMENT THAT APPLICANT POSSESSES A GRADUATE DEGREE IN PROFESSIONAL COUNSELING OR RELATED FIELD. NO DEADLINE. FOR A STATE AP, CALL (608) 266-1093. POSITIONS ALSO AVAILABLE AT 600 WILLIAMSON STREET, MADISON. SEND APPLICATION MATERIALS TO DWD/BHRS; 201 E. WASHINGTON AVENUE; P.O. BOX 7946; MADISON, WI 53707-7946.

BENEFITS: EXCELLENT BENEFITS INCLUDING HEALTH INSURANCE, LIFE INSURANCE, PAID VACATION AND SICK LEAVE, DEFERRED COMPENSATION PROGRAM AND OUTSTANDING STATE RETIREMENT PROGRAM.

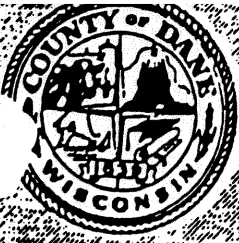
EMPLOYER: WI DEPT OF WORKFORCE DEV  
PO BOX 7946  
MADISON, WI 53707-7946

EMPLOYER CONTACT: PERSONNEL MANAGER

### HOW TO APPLY:

SEE INSTRUCTIONS UNDER JOB SUMMARY. REFER TO JOB ANNOUNCEMENT CODE 71896

You might want to print this page. You can also pick a new region. search a new job category or return to the JobNet Home page.



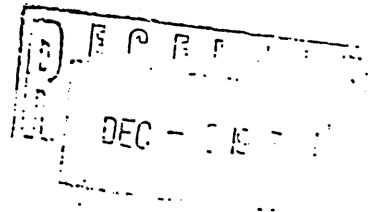
# COUNTY OF DANE EMPLOYMENT OPPORTUNITY

*Comparable Position*

## **PROGRAM SPECIALIST AGING & PHYSICAL DISABILITIES**

The Dane County Department of Human Services has an immediate opportunity for a professional to manage programs, including contracted agencies, providing services for older adults and persons with physical disabilities and/or chronic illness. Requires equivalency to a bachelor's degree in social work or other human services or behavioral science field and at least two years of professional experience in either services to the aging or persons with physical disabilities and/or chronic illness. More job content information available from address listed below. Starting annual salary of \$34,561 with merit increases to \$41,510 (1998 increase expected), longevity pay of 3% to 12% of base salary and excellent benefits.

Recruitment ends 4:30 p.m., Monday, December 29, 1997. For a job description and application form contact: Dane County Employee Relations, Room 418, City-County Building, Madison, Wisconsin, 53709, 608/266-4123, for those with TDD equipment only, 608/266-4529. Resumes are not accepted in lieu of completed application forms. An Affirmative Action Employer operating under a Civil Service Merit System.



**DANE COUNTY EMPLOYEE RELATIONS OFFICE**  
210 Martin Luther King, Jr. Blvd., Madison, Wisconsin 53709



Comparable Position

## EMPLOYMENT OPPORTUNITIES FOR WISCONSIN PATHWAYS TO INDEPENDENCE MADISON WISCONSIN

The Wisconsin Dept. of Health and Family Services (DHFS) is assembling a dynamic team to ensure that people with disabilities get the health care and other support they need to be employed.

Wisconsin Pathways to Independence is a highly visible collaboration between DHFS, the Div. Of Vocational Rehabilitation and federal agencies to help people with disabilities to work.

**Five positions are available, all located in Madison Wisconsin.** Madison is considered one of the most livable cities in the USA.

Visit our web site at: "[www.dhfs.state.wi.us](http://www.dhfs.state.wi.us)" Click on "Job Opportunities".

### WISCONSIN STATE CIVIL SERVICE POSITION

**Pathways Program Manager** Start between \$41,189 and \$52,671 per year depending on qualifications. Supervise all project staff. Qualifications: experience in project or program management, contact administration, Medicaid or SSI/SSDI, and familiarity with the needs of people with a physical, mental illness, and/or a developmental disability. Please reference Job Announcement Code 00179.

### ADDITIONAL PATHWAYS POSITIONS

All positions have excellent benefits.

**Research Supervisor (Job Announcement Code OSF-01):** Start between \$40,000 and \$52,000 per year. Supervise research staff and implementation of the Wisconsin research program. Serve as chief liaison to the national research team.

**Planning Analyst (Job Announcement Code OSF-02):** Start between \$32,000 and \$44,000. Develop and analyze options to remove employment barriers, ensure continuity of health coverage and increase employment success. Plan local site implementation. Organize and conduct training in effective techniques of working with people who have a physical, mental or developmental disabilities.

**Research Analyst (2 positions - Job Announcement Code OSF-03):** Start between \$32,000 and \$46,000. Establish a data warehouse and analyze trends in use of Medicaid, Medicare, SSI, SSDI and other programs. Conduct individual site evaluations. Participate in the national research program with the Robert Wood Johnson Foundation and the Social Security Administration.

For application materials, call the DHFS Request Line at (608) 267-9893 (voice) and follow the instructions; or Teletypewriter by dialing (608) 267-7371 (TTY); Fax at (608) 267-2147; or e-mail at: [bperjobs@dhfs.state.wi.us](mailto:bperjobs@dhfs.state.wi.us)



Completed application materials need to be returned by March 24, 1999.

An Equal Opportunity Employer

The following four state job descriptions are considered by DER as interrelated with the VR Counselor position. However, the four positions do not require a Master's Degree or two years of supervised clinical experience:

1. Health Facility Surveyor – starting pay is \$31,608/year with no degree requirement.
2. Social Worker – Starting pay is \$26,993/year to 31,608/year. Requires a minimum of a bachelor's degree. Does not require completing any supervised clinical component as does the DVR Counselor position.
3. Disability Determination Specialist – Starting pay is \$10.02/hour with no degree requirement.
4. Unemployment Benefit Specialist – Starting pay is \$23,053/year with no degree requirement.

**DVR Counselor** – starting pay is \$11.04/hour or \$23,051/year. Requires a Master's degree, two years of supervised clinical experience and professional counselor certification in the State of Wisconsin.

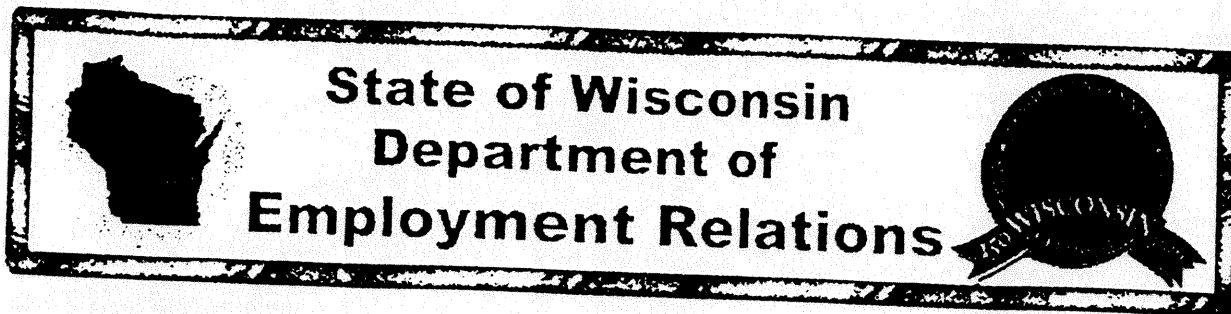
November 30, 1998 JOB  
Jayne B Grant  
266-7346  
3 vacancies

**HEALTH SERVICES SPECIALIST 1  
HEALTH FACILITY SURVEYOR  
SELECTED AREAS  
JOB ANNOUNCEMENT CODE:**

Department of Health and Family Services (DHFS); Division of Supportive Living; Bureau of Quality Assurance. **CURRENT VACANCIES:** Green Bay (Area 15) and Rhinelander (Area 28). The employment register established from this recruitment may be used to fill future vacancies at regional offices in Eau Claire (Area 24), Green Bay (Area 15), Madison (Area 5), Milwaukee (Area 8) and Rhinelander (Area 28). Starting pay is \$31,608 per year. This position is included in the Professional Social Services Bargaining Unit. An eighteen-month probationary period is required. Must pass the Surveyor Minimum Qualifications Test (SMQT) prior to obtaining permanent status.

**JOB DUTIES:** Conduct complex on-site surveys of long term care facilities to ensure compliance with state licensure and federal certification requirements including quality and appropriateness of care; investigate complaints, conduct follow-up and surveillance visits and review waivers and variances; conduct interviews with residents, families and staff; write objective and accurate survey reports from findings; testify on unresolved complaints or violations; and participate in consultative services and training to provider groups and professional organizations. **KNOWLEDGE AND SKILLS REQUIRED:** Basic social work concepts and methods including assessment practices, behavior management principles and practices, social service ethics; and specialized services (active treatment) for the developmental disabled and for the mentally ill. Current standards of practice and procedures for the care of geriatric, mentally ill and developmentally disabled residents. Principles and practices relating to the medical and psychosocial care and treatment of nursing home residents; community programs for alternate living options for long term care clients; development and implementation of resident care plans; ability to conduct individual and group interviews; ability to use computers and a variety of software applications; and ability to communicate effectively verbally and in writing. **SPECIAL REQUIREMENTS:** Extensive travel and overnight stays required; must possess a valid Wisconsin driver's license at the time of appointment. Certain positions require applicants to be certified as a Qualified Mental Retardation Professional (QMRP) which requires at least one year experience working directly with persons with mental retardation or other developmental disabilities AND is one of the following: physician, registered nurse, physical or occupational therapist, psychologist, social worker, speech-language pathologist or audiologist, recreation specialist, dietician, or human services professional. **HOW TO APPLY:** To request special application and examination materials, write to DHFS/Bureau of Personnel and Employment Relations, Room 655, One West Wilson Street, P.O. Box 7850, Madison, WI 53707-7850, or E-mail to [bperjobs@dhfs.state.wi.us](mailto:bperjobs@dhfs.state.wi.us) or call the DHFS Request Line at (608) 267-9893 (voice) and follow the instructions provided. Individuals using a Teletypewriter (TTY) should call (608) 267-7371. When requesting application materials, please use the complete job title and Job Announcement Code. Materials requested by telephone will be mailed no sooner than the next working day after your telephone request. **Materials will be accepted until the needs of the department are met. The first review of application materials will be conducted on those materials received by January 5, 1999.** Applicants will be advised of the results of that evaluation and qualified candidates will be invited to participate in the next phase of the selection process. Questions may be directed to Jayne Grant (608) 266-7346 or Sharon Zannacker (608) 266-0555 or E-mail [zannasl@dhfs.state.wi.us](mailto:zannasl@dhfs.state.wi.us).

PR12-06/DEL/JBG/6009442/6009467/6009473



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## SOCIAL WORKER INTAKE AND ASSESSMENT

MILWAUKEE CHILD PROTECTIVE SERVICES MILWAUKEE (AREA 5) REANNOUNCEMENT  
NEW SALARY

JOB ANNOUNCEMENT CODE: 98425

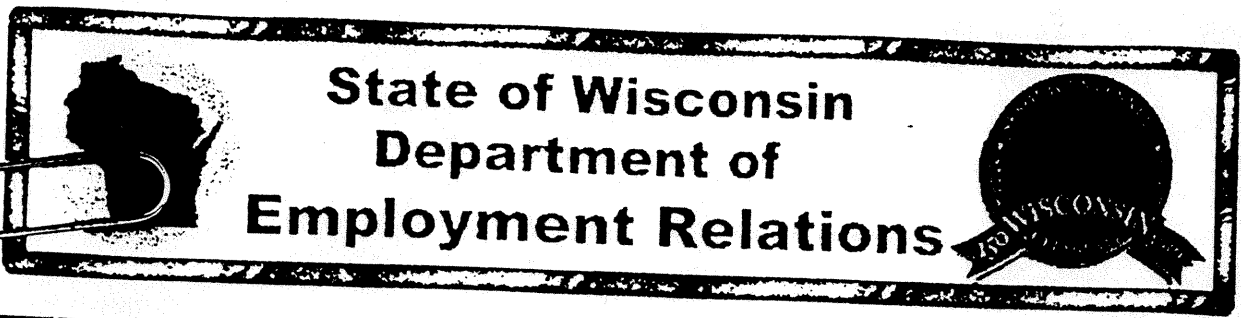
Department of Health and Family Services (DHFS); Division of Children and Family Services; Bureau of Milwaukee Child Welfare; Milwaukee. Starting pay is \$26,993, \$29,206, or \$31,608 per year, depending on your training and experience. These positions are included in the Professional Social Services Bargaining Unit. A 12-month probationary period is required. NOTE: Spanish/English or Hmong/English-speaking individuals are encouraged to apply.

**JOB DUTIES:** Conduct child protective services intakes and assessments of alleged child abuse and neglect referrals in Milwaukee County; implement appropriate intervention strategies; prepare written and oral testimony for Children's Court; and maintain current documentation on caseload. On-call/standby status will be required on a rotating basis.

**KNOWLEDGE AND SKILLS REQUIRED:** Social work principles and practices; child and family development, family systems theory, crisis intervention theory, dynamics of child abuse and neglect; community human services and health resources; effective interpersonal, oral and written communication skills; ability to maintain accurate, current case record documentation and to prepare clear, concise reports. Due to the nature of these positions, a criminal background check will be conducted as part of the hiring process.

**SPECIAL REQUIREMENTS:** 1) Possession of Social Worker certification in the State of Wisconsin or eligible for a temporary Social Worker certificate at time of appointment; 2) Possession of or eligibility to obtain a Wisconsin driver's license or personal driver, and access to reliable personal motor vehicle transportation. If not already certified, qualifying education is a Bachelor's degree or a Master's degree in Social Work. Requests for Social Worker Certification or Temporary Certificate applications and information should be directed to Department of Regulation and Licensing: 1400 East Washington Avenue; P.O. Box 8935; Madison, WI 53708-8935; (608) 266-0145 (voice); or (608) 267-2416 (TTY). To request special application/examination materials, write to BPER Jobs; DHFS; Bureau of Personnel and Employment Relations; One West Wilson Street, Room 655; P.O. Box 7850; Madison, WI 53707-7850; or call the DHFS Request Line at (608) 267-9893 and follow the instructions provided. Individuals using a Teletypewriter (TTY) should call (608) 267-7371. If using the Request Line or TTY, please have the complete job title and Job Announcement Code available when you call. Materials requested by telephone will be mailed no sooner than the next working day after your telephone request. Application materials will be accepted until the needs of the Department are met. Materials will be reviewed and those individuals who appear to be best qualified will be invited to participate in the next step of the selection process. Questions should be directed to Jill Duerst (608) 266-9165 (voice); or e-mail "duersjm@dhfs.state.wi.us." PR12-04,05,06/DEL/CRPA/JFB/7008XXX

For questions or comments related to the Division of Merit Recruitment and Selection, send e-mail to [JIC@mail.state.wi.us](mailto:JIC@mail.state.wi.us) or call (608) 266-1731 Monday through Friday, 7:45 a.m. - 4:30 p.m. Central



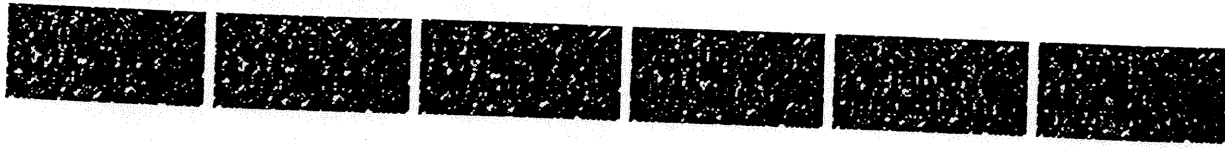
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## DISABILITY DETERMINATION SPECIALIST - ENTRY - TRAINEE MADISON (AREA 8)

JOB ANNOUNCEMENT CODE: 98360

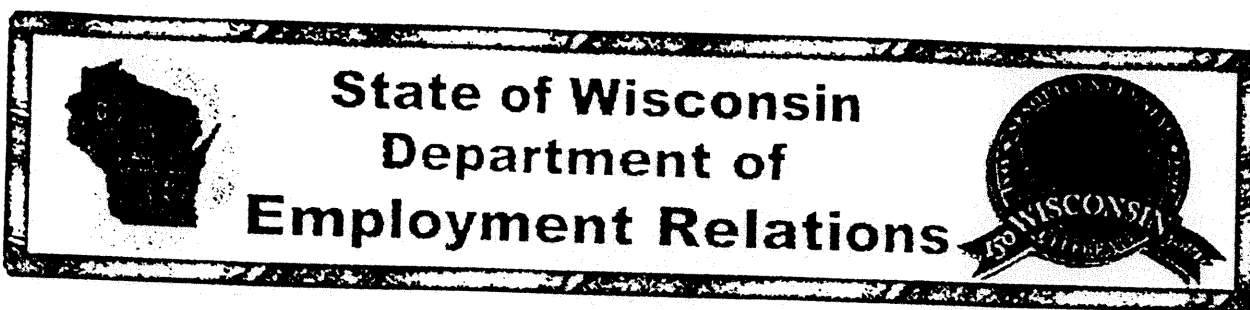
Department of Health and Family Services; Division of Health; Disability Determination Bureau (DDB); Madison. Trainees start at \$10.02 per hour. A combination of traineeship and probationary period of up to 16 months is required. Upon successful completion of the training period, which consists of classroom and on-the-job training, including the actual processing of claims, the six-month probationary period begins at \$10.66 per hour. **JOB DUTIES:** During the training period, trainees receive instruction how to document case files, evaluate medical evidence using Social Security Disability statutes and regulations; how to work with other DDB personnel including contracted medical consultants and vocational consultants to assess the severity of the claimant's impairments and write Social Security disability claims determinations either denying or approving Social Security disability benefits. **KNOWLEDGE REQUIRED:** Reading and comprehension skills to understand and apply Social Security Disability statutes and regulations, skill in expressing ideas and decisions in a clear and complete manner, both orally and in writing; skill in obtaining and analyzing information and drawing conclusions. **HOW TO APPLY:** An examination is scheduled at 8:30 a.m. on April 25. It will be offered in 14 locations throughout the state. For complete application instructions, see the back page of this bulletin. Walk-in registration procedures pertain to this exam. **DO NOT SEND AN APPLICATION TO MERIT RECRUITMENT AND SELECTION.** Madison exam site: University of Wisconsin-Madison, SOCIAL SCIENCES BLDG., on the corner of Observatory Drive and Charter Street. (Limited parking in the area.) Milwaukee exam site: University of Wisconsin-Milwaukee, PHYSICS BLDG., first floor (corner of North Cramer Street and East Kenwood Blvd.). Free weekend parking available in Lot 20; enter from East Hartford Avenue. PR12-02/DMB/DDYU/TC/71261

For questions or comments related to the Division of Merit Recruitment and Selection, send e-mail to [JIC@mail.state.wi.us](mailto:JIC@mail.state.wi.us) or call (608) 266-1731 Monday through Friday, 7:45 a.m. - 4:30 p.m. Central Time



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State of Wisconsin, Department of Employment Relations  
 Voice (608) 266-1731  
 TTY (DMRS only) (608) 266-1498  
 Mailing Address: P.O. Box 7855 Madison, WI 53707-7855  
 Building Address: 137 East Wilson Street Madison, WI 53702-0001  
 URL: <http://badger.state.wi.us/agencies/der/der.htm>



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## \*UNEMPLOYMENT BENEFIT SPECIALIST 1 ADJUDICATOR (ENGLISH) OR

ADJUDICATOR-BILINGUAL (SPANISH OR HMONG) MADISON (AREA 8) MILWAUKEE (AREA 5) APPLETON (AREA 16) EAU CLAIRE (AREA 24) job announcement code: 28098

Department of Workforce Development (DWD); Unemployment Insurance (UI) Division. The employment register created from this recruitment will be used to fill vacancies in any of the four (4) areas during the next six months or longer. Starting pay is \$23,053 per year. This classification is included in the Professional Social Services Bargaining Unit. A 12-month probationary period is required. **JOB DUTIES:** Interview UI claimants and employers over the telephone in order to resolve eligibility questions; identify, obtain, and document facts relevant to cases; apply State UI and policy to obtained facts; prepare written appealable initial determinations that may allow, suspend or deny benefits for claimants. Utilize complex personal computer based software systems to track and document claimant records. Assess the claimant's continuing eligibility for benefits and provides general information about Wisconsin and Federal UI law. Successful candidates will receive extensive training about UI procedures, policies, and law. **SPECIAL REQUIREMENT:** Some positions may require language skills in Spanish/English or Hmong/English. **KNOWLEDGE REQUIRED:** Ability to understand and apply interpretations of laws; effective interviewing and investigatory techniques; methods used to determine relevancy of facts to the decision making process; effective decision making skills; and excellent oral and written communication skills. **HOW TO APPLY:** An examination is scheduled at 8:30 a.m. on March 13. It will be offered in 14 locations throughout the state. For complete application instructions, see the back page of this bulletin. Walk-in registration procedures pertain to this exam. **DO NOT SEND AN APPLICATION TO MERIT RECRUITMENT AND SELECTION.** Madison exam site: University of Wisconsin-Madison, BASCOM HALL (top of Bascom Hill), USE MAIN ENTRANCE. Milwaukee exam site: University of Wisconsin-Milwaukee, ENGINEERING & MATH SCIENCES (EMS), first floor, East Wing. EMS is near North Cramer Street, north of East Kenwood Blvd. Free weekend parking is available in Lot 20; enter from East Hartford Avenue. PR12-02/DEL/EPPA/LKF

\* This job title is included in the Entry Professional Program (EPP). The EPP provides faster, more flexible hiring procedures, and allows for more people to be interviewed than through traditional Civil Service procedures.

For questions or comments related to the Division of Merit Recruitment and Selection, send e-mail to [JIC@mail.state.wi.us](mailto:JIC@mail.state.wi.us) or call (608) 266-1731 Monday through Friday, 7:45 a.m. - 4:30 p.m. Central Time



Madison Area  
Technical College

# NOTICE OF VACANCY

**CUSTODIAL WORKER II**

**#1221 (Job Share Position)**

(One or more vacant positions)

See attached for position description and qualifications

February 19, 1999

**LOCATION:** Truax Campus

*Beginning each \$11.03*

**EMPLOYMENT CONDITIONS:** Wage Schedule 02, Range 08 (\$13.55 per hour) plus a generous fringe benefit package. Benefits are prorated at 50%. Position is covered by the provisions of a collective bargaining agreement, including a fair share clause. Hours: currently, Monday through Friday, 7:00 pm - 11:00 pm; however, schedules are subject to change by the supervisor. The employee selected will serve a 12 month probationary period. This is a "Job Share" position working 20 hours per week which will run through April 4, 2000. This arrangement may be renewed thereafter.

**STARTING DATE:** As soon as possible.

**APPLICATION MATERIALS:** An application must contain all of the items listed below. Failure to provide any one of these materials will result in the candidate's disqualification.

1. Completed and Signed Application Form
  - \* The application form itself must be completed. Indicating "see resume" in blanks does not constitute a complete application and may result in disqualification even when the information is provided in the resume or other application materials.
2. Affirmative Action Survey Form (included with application form)
  - \* In compliance with the record keeping requirement of Title VII of the 1964 Civil Rights Act as amended, and in order to assist in the implementation of our Affirmative Action Plan, we request data on the race and sex of all applicants.

**WHERE TO APPLY:** Application forms are available by writing: MATC Human Resources Office, P.O. Box 7128, Madison, WI 53707-7128, or calling (608) 246-6900 between 8:00 am and 4:00 pm. Use this same address for returning application materials to the Human Resources Office.

**CLOSING DATE:** Application materials must be received in the designated office by 4:00 pm on **Friday, March 12, 1999**. It is the applicant's responsibility to meet this deadline. The date of receipt, **not the date of postmark**, will be used to determine the timeliness of an application.

**SELECTION PROCESS:** The Selection Committee will paper screen applications and select a limited number of candidates for an interview. This process will take approximately three weeks. Applicants selected for final consideration will be contacted for an interview. Meeting the minimum qualifications for a position does not assure the candidate an interview.

For more information about Madison Area Technical College see our World Wide Web site at:  
<http://www.madison.tec.wi.us>

AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER  
MINORITIES, HANDICAPPED, AND WOMEN ARE ENCOURAGED TO APPLY



**UNITED STATES DEPARTMENT OF EDUCATION  
OFFICE OF SPECIAL EDUCATION AND REHABILITATIVE SERVICES  
REHABILITATION SERVICES ADMINISTRATION**

**WASHINGTON D.C. 20002-2741**

**DRAFT REPORT  
OF  
PERIODIC ON-SITE MONITORING REVIEW  
FEDERAL FISCAL YEAR 1998**

**GRANTEE: WISCONSIN DEPARTMENT OF WORKFORCE DEVELOPMENT --  
DIVISION OF VOCATIONAL REHABILITATION**

**§107 MONITORING AND REVIEW, TITLE I REHABILITATION ACT OF 1973, AS  
AMENDED**

**DECEMBER, 1998**



## EXECUTIVE SUMMARY

In order to assess the national health of the State-Federal VR program, RSA's monitoring strategy calls for annual reviews of certain materials in all State VR agencies, and periodic on-site reviews with selected State VR agencies each year. During FY 1998, RSA reviewed State VR agency performance in the following focus areas:

- Achievement of employment outcomes;
- Comprehensive System of Personnel Development;
- Designated State VR Unit;
- Informed Choice; and
- Streamlining.

Section 107 of the Act requires RSA to conduct annual reviews and periodic on-site monitoring of State VR agency programs to determine whether the State is complying substantially with the provisions of its State plan. The Act further mandates RSA to provide technical assistance to State VR agencies in order to improve the quality of VR services provided, and in the event a State VR agency fails to comply substantially with its State plan, to establish a corrective action plan.

As noted above, periodic on-site monitoring reviews are conducted yearly with selected State VR agencies with consideration given to: population; size of grant; results of past monitoring; identified technical assistance needs; Regional Office recommendations; time since previous reviews/monitoring; and other factors. In this regard, the Division of Vocational Rehabilitation (DVR) within the Wisconsin Department of Workforce Development (DWD) was selected for a FY 1998 periodic on-site monitoring review in Region V.

This review was conducted in five phases.

- In Phase One, the RSA held public hearings in Milwaukee, Madison, and Wausau, Wisconsin; interviewed DVR counselors, district supervisors, and senior managers; interviewed staff at three community rehabilitation programs; interviewed staff associated with the Business Enterprise Program; interviewed Mr. Melvin Sheire, a consumer of DVR; reviewed DVR policy and procedures; interviewed Impartial Hearing Officers and reviewed overturned IHO decisions; interviewed members of the SRPAC; and, interviewed the coordinator of the Wisconsin Client Assistance Project.
- In Phase Two, RSA staff and DVR staff reviewed a sample of DVR case service records.
- During Phase Three, the RSA Review Team examined DVR cooperative agreements and conducted an administrative and financial review.

- During Phase Four, the Assistant Secretary for the Office of Special Education and Rehabilitative Services and the Region V Commissioner of the RSA met with a group of individuals representing advocacy organizations and programs serving persons with disabilities; the purpose of that meeting was to hear comments about alleged conservancy methods DVR was using which the groups alleged were delaying, denying and disrupting services to persons with disabilities.
- The Final Phase was a call for public comments from persons alleging denial, delays or disruptions of services reportedly due to a shortage of DVR case service funds.

## RSA found that:

- Employment outcomes for DVR are at or above the average of all State VR agencies; however, DVR is spending less for persons with severe disabilities and that is a negative departure from national trends.
- DVR has developed a Comprehensive System of Personnel Development, in accord with federal statute and regulations; however, the salary for the qualified rehabilitation counselors of DVR is so low, compared with other State VR agencies, that staff morale is low, recruitment is difficult, and, DVR is losing counselors.
- Not too long ago, a large Department of Workforce Development was created in Wisconsin and DVR was placed as a major organizational unit in that Department which, in large part, consists of the State's job services programs and the welfare to work program. There is public concern and concern among DVR staff that the "work first" philosophy of the Department will be a disservice to the applicants and clients of DVR; specifically, that the highly individualized competencies, career interests and choices of applicants and clients of DVR (especially, persons with severe and the most severe disabilities) will be disregarded.
- DVR has undertaken an ambitious and sophisticated initiative to "streamline" its policies, programs, and services. There are some commendable principles underlying that initiative (e.g., persons with disabilities are "customers" who want a simple and consumer-friendly process leading to services and jobs); however, there are some expressed concerns in the disability community and among some DVR staff, that the "reengineered" process may be so expedited that persons with disabilities, especially with severe and the most severe disabilities, will receive abbreviated and trimmed-down services, leading to undesired jobs.
- DVR is in an Order of Selection, a policy designed to first serve persons with severe and the most severe disabilities, when resources are limited. DVR is currently providing services to all persons except those with the most minimum limitations and service needs. Evidence was found that DVR resources were very limited; that DVR was using illegal methods to match federal funds; that Wisconsin was delaying, denying and disrupting services to avoid "closing off" lower Order of Selection categories and thus avoiding serving only those persons with severe and the most severe disabilities.

- DVR is using third-party cooperative agreements to match federal funds to compensate for reductions in general purpose revenue. RSA found this practice an unsatisfactory alternative to using discretionary case service funds. Further, RSA found that DVR had, and, planned to expand, a practice of using cooperative agreements with non-profit community rehabilitation programs. The use of third party agreements with non-profit entities is an illegal use of that authority to match federal funds.
- DVR is a partner in the State of Wisconsin's workforce development initiative. As partners, DVR field staff are being relocated to join their other partners in so-called "one-stop" Job Centers. RSA commends the participation of DVR in a program designed to simplify job securement for unemployed Wisconsin citizens, including citizens with disabilities. RSA is supportive of DVR's partnership, but shares the concerns of some members of the disability community in Wisconsin and some staff of DVR that clients receive individualized attention and receive services and enter jobs and careers consistent with their capacities, skills, interests and their specific choices.
- The Business Enterprise Program (BEP), a DVR-administered program which provides jobs for persons who are blind, operates in general conformance with federal statute and regulations. RSA found areas where this program can be strengthened. One of the participants in the BEP, Mr. Melvin Sheire, alleged he was poorly served by, and even discriminated against by staff of the BEP. A thorough investigation by RSA concluded that the relationship between Mr. Sheire and the BEP was flawed by miscommunications and misunderstandings which led to unwise decisions by both parties. RSA recommends a fresh start for both parties leading to successful employment for Mr. Sheire.
- The administrative and financial review revealed few problems. The most significant exception was the illegal use of a third party agreement with a non-profit community rehabilitation program. RSA finds that Wisconsin is at risk for a cost disallowance of \$376,547. RSA requested corrective action by DVR. If the corrective action is not implemented, RSA is prepared to initiate a Notice of Disallowance Determination.

UNIVERSITY OF  
**WISCONSIN**  
M A D I S O N

February 25, 1999

**Peter Fox**  
Secretary  
Department of Employment Relations  
345 W. Washington Avenue  
Madison, WI 53703

**Linda Stewart**  
Secretary  
Department of Workforce Development  
201 E. Washington Avenue  
Madison, WI 53703

Dear Secretaries Stewart and Fox:

We are writing to convey our strong support for current efforts to adjust the salary structure for rehabilitation counselors employed by the Division of Vocational Rehabilitation (DVR), Department of Workforce Development. We are convinced that the current salary structure for rehabilitation counselors is substantially below the salaries of the corresponding state vocational rehabilitation (VR) agencies in other states and also substantially below the salaries in other government and private agencies and programs that compete with Wisconsin DVR in the employment of rehabilitation counselors. Because of the low salaries, it is difficult if not impossible for DVR to recruit and retain highly competent rehabilitation counselors, and the provision of services to Wisconsin citizens with disabilities is adversely affected.

We are faculty in the graduate program at the University of Wisconsin-Madison that trains rehabilitation counselors. Graduate programs offering master's degrees in rehabilitation counseling are the primary sources of trained rehabilitation counselors who are employed by Wisconsin DVR, corresponding state VR agencies in other states, and other government and private rehabilitation agencies and programs. In addition to our graduate program at the University of Wisconsin-Madison, the University of Wisconsin-Milwaukee and the University of Wisconsin-Stout also offer nationally accredited graduate programs in rehabilitation counseling.

School of Education

Dept Office  
608/263-5860  
608/262-8108 FAX

Department of Rehabilitation Psychology and Special Education  
432 N. Murray Street, Madison, WI 53706  
[www.soemadison.wisc.edu/rpse/](http://www.soemadison.wisc.edu/rpse/)

Student Office  
608/263-4608  
TTY 608/263-4607

In July 1994, nearly five years ago, a survey of current students and recent 1993-94 graduates in rehabilitation counseling from UW-Madison, UW-Milwaukee, and UW-Stout was conducted by a task force, comprised of DVR staff and faculty from the graduate programs at the three universities. The difficulties faced in the recruitment of rehabilitation counselors was recognized by DVR, and the purpose of the survey was to obtain information that might facilitate the recruitment of master's degree graduates in rehabilitation counseling to accept positions with the agency. A summary of relevant results of the survey is enclosed with this letter. The mean salary in employment found by the recent graduates was \$27,980. Even if beginning salaries increased less than 2% per year since the time of that survey, mean salaries of recent graduates would currently exceed \$30,000, well above the \$23,051 annual salary currently paid by DVR for master's degree graduates who have not yet completed two years of post-master's professional experience. Further, the gap between DVR and other competing agencies is probably even greater when comparing the salaries of experienced DVR counselors with experienced rehabilitation counselors employed by other agencies and programs.

Other results of the survey indicate the importance of a competitive salary in recruiting and retaining professional staff at DVR. In rating 20 factors in professional employment, "a reasonable and fair salary" ranked second in importance. In addition, 56% of respondents rated salaries as a disadvantage of employment with Wisconsin DVR, while only 11% rated salaries as an advantage. These results suggest that salaries paid to rehabilitation counselors by Wisconsin DVR are a significant barrier to recruiting master's degree graduates for employment with the agency, and this conclusion is supported by our own personal experiences with our students and graduates.

Many agencies and programs in Wisconsin and throughout the nation recruit graduates of our master's degree program in rehabilitation counseling. Salaries paid by the other agencies, including state vocational rehabilitation agencies in other states, other government agencies (e.g., county departments of human services and the U. S. Department of Veterans Affairs), private nonprofit, and private-for-profit agencies, consistently offer starting salaries that are \$5,000-\$10,000 per year higher than those paid by DVR. Students are often shocked when they first learn of the salary structure at Wisconsin DVR. In a few instances, prospective students have even changed their plans about pursuing graduate study in rehabilitation counseling upon learning about the low salaries paid by the agency, and good people have thus been dissuaded from entering our profession.

Even looking at salaries within Wisconsin state government, the salaries of rehabilitation counselors employed by DVR seem clearly out of line in relation to other positions. For example, Social Service Specialist I positions start at \$31,608, and Range 11 and 12 Office Support Workers start at \$24,835 and 26,874, respectively. Neither the Social Services Specialist nor Office Support Worker

positions require master's degrees, and the salaries are substantially higher than the starting salaries of \$23,051 for rehabilitation counselors who have completed master's degrees but have not yet achieved two years of post-master's degree experience. It is entirely possible that an office support worker, employed by DVR or another Wisconsin state agency, might return to college for the six years required to earn a bachelor's degree, followed by a master's degree in rehabilitation counseling, and then have to take a pay cut to accept a position as a rehabilitation counselor with DVR.

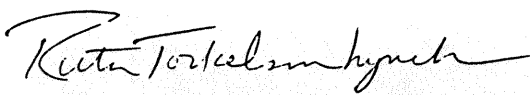
In addition to adversely affecting recruitment of rehabilitation counselors, the low salaries have also contributed to high turnover among DVR staff. We have seen results of a statewide survey of DVR counselors conducted in Spring 1998, demonstrating the problem. Responding counselors indicated that, if they were to leave employment at DVR, the reason would be the low pay. Of those counselors employed by the agency for less than three years, more than two-thirds indicated that they planned to leave the agency within the next two years, citing low pay as the reason. According to a highly publicized article, critical of DVR, that was published in Milwaukee Magazine in August 1997, staff turnover at DVR was 40% in 1996, including resignations, retirements, and transfers. This turnover was cited as the greatest complaint on the part of clients of the agency, resulting in disruption and lack of continuity in services, and much of this turnover was likely due to low salaries.

Again, our personal observations are consistent with the conclusion that turnover is a major problem at DVR and that it is largely due to low salaries. A number of our graduates, who are highly competent and dedicated professionals, obtained positions with DVR following completion of their master's degrees but soon left their positions after two to three years. In fact, DVR has become a "stepping stone" for many rehabilitation counselors, working at the agency to complete the two years of post-master's degree experience required for state certification as a professional counselor, and then moving on to employment in other government and private agencies and programs in Wisconsin and other states.


We see the need to restructure salaries of rehabilitation counselors as one of the most significant issues facing DVR and the citizens of Wisconsin who have disabilities. In our opinion, the effectiveness of the rehabilitation counselor is the single most important factor in the effectiveness of DVR in serving people with disabilities and helping them maximize their employment potential and improve the quality of their lives. Given the current salary structure, it is difficult if not impossible for DVR to recruit and retain the best rehabilitation counselors available. In our experience, individuals who enter the profession of rehabilitation counseling are not looking for exorbitant salaries, as they tend to be motivated primarily by the desire to be of service to people with disabilities. However, personal sacrifice can only go so far, and DVR staff must be compensated fairly, at

a level that is competitive with other agencies and programs that employ rehabilitation counselors. Thus, we see it as critical that salaries for rehabilitation counselors employed by DVR be increased substantially, so that the agency can recruit and retain a stable corps of qualified rehabilitation counselors. Historically, Wisconsin DVR has been highly respected nationally as a model agency in providing progressive, high quality rehabilitation services. However, high quality services can be maintained only if the agency can recruit and retain a competent and dedicated staff of rehabilitation counselors. The citizens of Wisconsin with disabilities deserve nothing less.

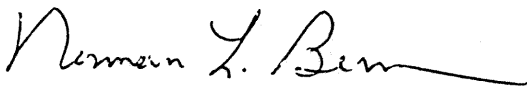
Sincerely,



Ruth Torkelson Lynch, Ph.D.  
Associate Professor and Chair  
Rehabilitation Psychology Program Area



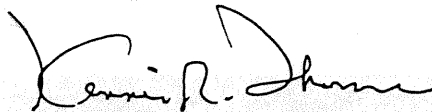
Edna Mora Szymanski, Ph.D.  
Professor and Department Chair



Norman L. Berven, Ph.D.  
Professor



Fong Chan, Ph.D.  
Professor



Kenneth R. Thomas, Ed.D.  
Professor

Table 1

Description of Respondents ("Survey of Students and Graduates of Master's Degree Programs in Rehabilitation Counseling in Wisconsin")

---

University in which graduate study has been pursued:

UW-Madison	46.6%	(55)
UW-Milwaukee	38.1%	(45)
UW-Stout	15.3%	(18)

Point in Graduate Study

1993 graduate	33.3%	(37)
2nd year or May 1994 graduate	51.4%	(57)
1st year	15.3%	(17)

Current age

M = 31.6      SD = 8.3      Range = 22 to 53

Gender

Male	28.8%	(34)
Female	69.5%	(82)

Racial or Ethnic Background

African-American	3.4%	(4)
Asian/Pacific Islander	0.8%	(1)
Hispanic/Latino/Latina	3.4%	(4)
White	91.5%	(108)

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Table 1 (continued)

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Prior contact with Wisconsin DVR

received services from the agency as a client	16.1%	(19)
employment with the agency	6.8%	(8)
practicum or internship placement	46.6%	(55)
visit to a Wisconsin DVR office	60.2%	(71)
presentation by agency staff in class	49.2%	(58)
conversations with agency clients	67.8%	(80)
conversations with fellow students who have had employment or field experience with the agency	72.0%	(85)
none of the above	7.6%	(9)

Have you ever applied for employment with Wisconsin DVR?

Yes	29.7%	(35)
No	70.3%	(83)

Approximate annual salary (for those having completed degrees)

M = \$27,980      SD = \$9,291      Range = \$8,500 to \$65,000

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Table 2

"It is important to me that my own professional employment provide . . ."

Aspects of Professional Employment	<u>M</u> ( <u>SD</u> )	<u>%</u> ( <u>n</u> )
g. opportunities to work with clients or consumers in positive and helpful ways	4.74 (0.46)	45.8 (54)
j. a reasonable and fair salary	4.72 (0.49)	49.2 (58)
e. work demands that do not conflict with moral and ethical principles	4.69 (0.53)	36.4 (43)
b. work activities that provide a sense of accomplishment	4.68 (0.49)	33.9 (40)
i. reasonable caseload size and paper work demands that allow for doing high quality work	4.64 (0.59)	44.1 (52)
-----		
n. meaningful and enjoyable work activities	4.60 (0.60)	25.4 (30)
c. organizational policies that are fair and supportive	4.57 (0.59)	23.7 (28)
t. competent and supportive colleagues	4.55 (0.70)	28.0 (33)
s. opportunities for professional growth and development	4.52 (0.69)	32.2 (38)
-----		
l. opportunities for advancement	4.53 (0.62)	14.4 (17)
m. good fringe benefits (e.g., vacation, sick leave, insurance, retirement)	4.52 (0.64)	17.8 (21)
k. good working conditions	4.49 (0.64)	9.3 (11)
d. opportunities to be creative in fulfilling responsibilities	4.44 (0.64)	12.7 (15)
h. variety in work activities	4.38 (0.65)	14.4 (17)
-----		

Table 2 (continued)

o. autonomy and independence in making decisions and performing responsibilities	4.37 (0.65)	29.7 (35)
a. work activities that make full use of knowledge and skills in rehabilitation counseling	4.32 (0.73)	23.7 (28)
f. job security	4.32 (0.74)	23.7 (28)
-----		
p. recognition for work well done	4.06 (0.84)	6.8 (8)
q. flexible work hours	4.03 (0.83)	15.3 (18)
r. opportunities for job sharing	3.52 (1.01)	2.5 (3)

Note. Means and standard deviations are based on the following scale: 5 = "strongly agree"; 4 = "agree"; 3 = "neutral"; 2 = "disagree"; and 1 = "strongly disagree." Percentages and frequencies indicate the numbers of respondents identifying each component as one of the five aspects of professional employment that were most important to them.

Table 3

"I see professional employment with Wisconsin DVR as providing . . ."

Aspects of Professional Employment	<u>M</u> ( <u>SD</u> )	Identifying as	
		Advantage <u>%</u> ( <u>n</u> )	Disadvantage <u>%</u> ( <u>n</u> )
g. opportunities to work with clients or consumers in positive and helpful ways	4.00 (0.84)	48.3 (57)	6.8 (8)
j. a reasonable and fair salary	2.56 (1.09)	11.0 (13)	55.9 (66)
e. work demands that do not conflict with moral and ethical principles	3.70 (0.98)	29.7 (35)	8.5 (10)
b. work activities that provide a sense of accomplishment	3.62 (0.83)	30.5 (36)	14.4 (17)
i. reasonable caseload size and paper work demands that allow for doing high quality work	1.97 (1.05)	1.7 (2)	82.2 (97)
n. meaningful and enjoyable work activities	3.46 (0.79)	16.1 (19)	18.6 (22)
c. organizational policies that are fair and supportive	3.29 (0.81)	8.5 (10)	22.9 (27)
t. competent and supportive colleagues	3.54 (0.87)	20.3 (24)	15.3 (18)
s. opportunities for professional growth and development	3.63 (0.81)	36.4 (43)	11.9 (14)
l. opportunities for advancement	3.35 (0.82)	14.4 (17)	23.7 (28)
m. good fringe benefits (e.g., vacation, sick leave, insurance, retirement)	4.01 (0.85)	53.4 (63)	5.1 (6)
k. good working conditions	3.32 (0.91)	15.3 (18)	13.6 (16)

Table 3 (Continued)

d. opportunities to be creative in fulfilling responsibilities	3.11 (1.00)	6.8 (8)	35.6 (42)
h. variety in work activities	3.37 (0.96)	18.6 (22)	29.7 (35)
-----			
o. autonomy and independence in making decisions and performing responsibilities	3.22 (1.02)	21.2 (25)	28.0 (33)
a. work activities that make full use of knowledge and skills in rehabilitation counseling	3.83 (0.94)	45.8 (54)	10.2 (12)
f. job security	4.22 (0.72)	66.9 (79)	3.4 (4)
-----			
p. recognition for work well done	3.07 (0.71)	1.7 (2)	23.7 (28)
q. flexible work hours	3.09 (0.95)	7.6 (9)	22.9 (27)
r. opportunities for job sharing	3.04 (0.78)	1.7 (2)	12.7 (15)

Note. Items are ordered in terms of the mean importance ratings on those same items, as reported in Table 2. Means and standard deviations are based on the following scale: 5 = "strongly agree"; 4 = "agree"; 3 = "neutral"; 2 = "disagree"; and 1 = "strongly disagree." Percentages and frequencies indicate those respondents identifying each component as one of the five greatest advantages and five greatest disadvantages, respectively, of professional employment with Wisconsin DVR.

SURVEY OF STUDENTS AND GRADUATES OF MASTER'S DEGREE PROGRAMS IN  
REHABILITATION COUNSELING IN WISCONSIN

1. We are interested in aspects of professional employment that are important to you personally. The beginning of a sentence is given below, followed by a number of statements completing the sentence. Please indicate the extent of your agreement with each by writing the corresponding rating in the space provided, using the following scale:

- 5 = Strongly Agree  
4 = Agree  
3 = Neutral  
2 = Disagree  
1 = Strongly Disagree

"It is important to me that my own professional employment provide . . ."

- \_\_\_ a. work activities that make full use of knowledge and skill in rehabilitation counseling
- \_\_\_ b. work activities that provide a sense of accomplishment
- \_\_\_ c. organizational policies that are fair and supportive
- \_\_\_ d. opportunities to be creative in fulfilling responsibilities
- \_\_\_ e. work demands that do not conflict with moral and ethical principles
- \_\_\_ f. job security
- \_\_\_ g. opportunities to work with clients or consumers in positive and helpful ways
- \_\_\_ h. variety in work activities
- \_\_\_ i. reasonable caseload size and paper work demands that allow for doing high quality work
- \_\_\_ j. a reasonable and fair salary
- \_\_\_ k. good working conditions
- \_\_\_ l. opportunities for advancement
- \_\_\_ m. good fringe benefits (e.g., vacation, sick leave, insurance, retirement)
- \_\_\_ n. meaningful and enjoyable work activities

- \_\_\_ o. autonomy and independence in making decisions and performing responsibilities
- \_\_\_ p. recognition for work well done
- \_\_\_ q. flexible work hours
- \_\_\_ r. opportunities for job sharing
- \_\_\_ s. opportunities for professional growth and development
- \_\_\_ t. competent and supportive colleagues

2. Please identify the five aspects of professional employment listed above that are most important to you by writing the corresponding letters in the spaces below.

\_\_\_      \_\_\_      \_\_\_      \_\_\_      \_\_\_

3. We are also interested in the extent to which you see Wisconsin DVR as providing each of those same aspects of professional employment. The beginning of a sentence is again given below, followed by a number of statements completing the sentence. Please indicate the extent of your agreement with each by writing the corresponding rating in the space provided, using the same scale:

- 5 = Strongly Agree
- 4 = Agree
- 3 = Neutral
- 2 = Disagree
- 1 = Strongly Disagree

"I see professional employment with Wisconsin DVR as providing . . ."

- \_\_\_ a. work activities that make full use of knowledge and skill in rehabilitation counseling
- \_\_\_ b. work activities that provide a sense of accomplishment
- \_\_\_ c. organizational policies that are fair and supportive
- \_\_\_ d. opportunities to be creative in fulfilling responsibilities
- \_\_\_ e. work demands that do not conflict with moral and ethical principles
- \_\_\_ f. job security
- \_\_\_ g. opportunities to work with clients or consumers in positive and helpful ways

- h. variety in work activities
- i. reasonable caseload sizes and paper work demands that allow for doing high quality work
- j. a reasonable and fair salary
- k. good working conditions
- l. opportunities for advancement
- m. good fringe benefits (e.g., vacation, sick leave, insurance, retirement)
- n. meaningful and enjoyable work activities
- o. autonomy and independence in making decisions and performing responsibilities
- p. recognition for work well done
- q. flexible work hours
- r. opportunities for job sharing
- s. opportunities for professional growth and development
- t. competent and supportive colleagues

4. Please identify the five aspects of professional employment listed above that represent the greatest advantages of employment with Wisconsin DVR, by writing the corresponding letters in the spaces below.

\_\_\_\_\_

5. Please identify the five aspects of professional employment listed above that represent the greatest disadvantages of employment with Wisconsin DVR, by writing the corresponding letters in the spaces below.

\_\_\_\_\_

6. Please indicate any prior contact that you have had with Wisconsin DVR (check all that apply)

received services from the agency as a client

employment with the agency

practicum or internship placement

visit to a Wisconsin DVR office



- presentation by agency staff in a class
- conversations with agency clients
- conversations with fellow students who have had employment or field experience with the agency
- none of the above

7. Have you ever applied for employment with Wisconsin DVR?  
 Yes       No

If no, please indicate the factors that have contributed to your decision not to apply, writing in the space below:

8. If you have completed your master's degree, please indicate the general type of agency where you are now employed

\_\_\_\_\_

What is your approximate annual salary? \_\_\_\_\_

What were the major factors that influenced your decision to accept this position (please respond in the space below)?

9. Please indicate your current age \_\_\_\_\_

10. Please indicate your gender  female  male

11. Please indicate your racial or ethnic background

- African-American       Hispanic/Latino
- Asian/Pacific Islander       White
- Native American/American Indian

12. Please indicate the university in which you have pursued your graduate study in rehabilitation counseling

UW-Madison       UW-Milwaukee       UW-Stout

13. Please indicate the point you have reached in your graduate study toward the master's degree

1993 graduate       second year or 1994 grad       first year

Vocational Rehabilitation Counselor  
Retention & Recruitment  
**“Crisis”**

Milwaukee Magazine  
(August, 1997)

“There are so many staff changes inside DVR field offices – resignations, retirements, requests for transfers – that from the client’s perspective, counselor turnover exceeded 40 percent in 1996. The number one complaint clients keep telling us is counselor turnover. They say, ‘I had five counselors in 10 months,’ acknowledges analyst Hall.”

“When DVR asked successful clients what was the most important in helping them reach their goal, the leading response was ‘the relationship I had with my counselor’, says Hall. Yet many clients in the south- eastern Wisconsin study had so many counselors, says the report’s author, DVR program specialist William Sather, they had to almost start over at square one again and again.”

“Consumer Comments”\*

Q: What problems have you experienced?

A: “I have (had) 7 - 8 (different) Counselors in the last 3 years”

Q: What is working well?

A: “I’ve had the same good counselor for two years.”

\*Focus Group 10/97; Phase I of the Division of Vocational Rehabilitation “ Reengineering”

Impact

- ▶ Disruption and lack of continuity of services for our consumers.
- ▶ Trust is broken, the agencies’ reputation is tarnished, and people are less likely to receive services as required by Federal Law.

**Statewide Survey of  
Vocational Rehabilitation Counselors**  
Spring 1998

**Entry-level Counselors Leaving**  
(Those reporting that they have been with DVR less than 3 years)

- ▶ Over 2/3 plan on leaving within 2 years citing "poor pay" as the reason.

**Senior Counselors Leaving**

- ▶ **33 PLAN TO RETIRE WITHIN THE NEXT 5 YEARS**
- ▶ **18 OF THOSE 33 PLAN TO RETIRE WITHIN THE NEXT 2 YEARS.**
- ▶ **91% OF THE "SOON TO BE RETIREES", REPORT A WILLINGNESS TO STAY LONGER IF THERE WERE AN INCREASE IN PAY.**

**100%** of all Counselors who responded to the survey reported that if & when they were to leave DVR, they would leave because of "Poor Pay".

**Vocational Rehabilitation Counselor  
"Voluntary Turnover"\***

- ▶ As a percentage, **DVR has twice as many counselors age 20 - 30 yrs.<sup>1</sup>** as compared to their counterparts in DWD. -
- ▶ As a percentage, **DVR has 3 1/2 times more counselors with seniority of 5 years or less<sup>2</sup>** as compared to their counterparts in DWD.
- ▶ As a percentage, **DVR has twice as many counselors with 5 - 10 years of seniority<sup>3</sup>** as compared to their counterparts in DWD.

<sup>1</sup> This first group is "**fresh out of graduate school**". All they need is 2 years of "supervised clinical experience" and to pass the State Professional Counselor License examination. They are then ready to **leave DVR** and accept jobs that pay a **professional wage**.

<sup>2</sup> This second group (0 - 5 years), are ready (or just about ready) to take the State's Professional Counselor License examination. They have, or are about to have, the required 2 years of "clinically supervised experience" (thanks to the state of Wisconsin). As they report, they are **anxious to move on** to a job outside of state service that pays a **professional wage**.

<sup>3</sup> The third group (5 - 10 years), are "**looking**". They do not have enough "vested" interest in DVR to feel compelled to stay for what they are being paid. Also, with the Rehabilitation Services Administration encouraging the Division to "up-grade" all counselors to a Master's degree (again, thanks to the state of Wisconsin), those employees who were "grand fathered" will then be in a position to "**move on**". (Notice those with seniority of 7 - 12 years in "Cases In Point").

\*Department of Workforce Development, Bureau of Human Resource Services; "*Turnover Data 7/1/96 Through 6/30/98*"

## Impact Around the State\*

▶ City of Waupau:

Some consumers have had "6 different Counselors in the last 2 years".

▶ Superior:

60% of the staff resigned within the past year for better pay.

The Superior office had 2 vacancies recently. One vacancy was filled by a transferring counselor from the Rhinelander office. There were only 5 people certified to interview for the remaining position. Of the 5, only 2 showed up for an interview.

The Rehabilitation Teacher position had been vacant for 2 1/2 years before it was finally filled. The "new hire" stayed for only one month before getting a job paying \$6,000/yr. more with \$1/hr. pay increase after 6 months.

▶ Racine:

29% of the staff are reported to be ready to leave and are looking for other jobs.

43% of the staff have left within the past 2 years as a result of: a) transfer back to job service because, "this place (DVR) is too damn much work", b) transfer to other state employment, and c) one retirement.

▶ Milwaukee Northwest:

25% of the staff have recently left for better paying jobs. There are CONSTANT VACANCIES.

▶ Waukesha:

11% of the staff have recently left for better paying jobs.

▶ Wausau:

50% of the Counseling staff have left for better paying jobs.

▶ Wisconsin Rapids:

16% of the staff have recently left for better paying jobs.  
43% have SECOND JOBS.

▶ Milwaukee Southwest:

22% left for better paying jobs.

▶ Oshkosh:

23% left for better paying jobs.

▶ Rhineland:

Vacancy due to the Counselor transferring to Superior.

\*This list is by no means comprehensive. The list merely represents concerns *recently reported*.

## Cases in Point\*

- A case aide considered going back to school to get her degree in Rehab. Counseling now that "the kids have grown". She has decided not to. Reasons given; 1) Cost = \$18,000, 2) starting counselor wage would mean a pay cut for her, 3) current position allows for greater flexibility.
- One Counselor reports, "Our pay is awful - it does not make any sense to pay Entry Level Counselors a fraction more than beginning case aides."
- Counselors report "living from paycheck to paycheck".
- A counselor with 2 years of experience recently wrote in his/her exit interview, "DVR is a good 'stepping stone' for experience in order to move on to higher paying positions. Salary is a direct reason for my resignation."
- Counselor's children qualify for the subsidized school lunch program because of the Counselor's low income level.
- Counselors "barely able to repay the student loans" they have incurred as a result of acquiring a Master's degree which is required for this position.
- Educational grants are given to Graduate Students with the understanding that they will work for a non-profit agency for at least 2 years. With 2 years of experience working for DVR and passage of the Professional Counselor licence examination, they "must leave" for better paying jobs in order to pay back the remainder of their student loans.
- "I like my job, but I cannot LIVE on what I make. Truthfully, I had a better standard of living as a college student."
- A Counselor with 12 years seniority reports looking into renewing his/her teaching certificate in order to get into the education field where s/he fully expects to earn \$40,000/yr. for a 9 months contract.
- A Counselor with 4 years experience regrets working for DVR because s/he would have been making \$45,000/yr. if s/he had decided to accept employment at the University that s/he graduated from not that long ago.
- A Counselor with 10 years of experience who was "grand fathered" is currently completing his/her Masters Degree at which time s/he plans to obtain employment as a "Career Counselor - Academic Advisor" at a University/Technical college, paying \$10,000 - \$12,000/yr. more to start.
- Counselor with 1 year of experience who plans to leave soon and expects to be able to earn \$42,000/yr. as a Rehabilitation Consultant working with private Workers Compensation cases.
- An LTE who had been a student working for DVR over the past 14 months reported, "(I) declined this position for a counseling job paying \$8,000/yr (more)".
- Another LTE who has been working for DVR for the past 7 months reported, "I was very hesitant to interview due to LOW PAY".
- A Counselor with 7 years of experience left for a position with a neighboring VR agency because that state has a higher pay scale.
- A Counselor with 12 years of experience will soon be leaving for a job with a County Mental Health/Social Services Agency in which s/he expects to earn \$42,000 immediately.
- A Counselor with 11 years of experience who is currently earning \$34,000/yr. With DVR is making efforts to obtain a position with a University/Technical college where s/he expects to earn \$42,000 immediately.

\*Again, this list is by no means comprehensive. This merely represents concerns *recently reported*.

DWD / DVR  
Administration

DVR Bureau of Client Services Meeting  
-June 16, 1997-

**"The certification list for counselors is very low. Last lists received for Milwaukee vacancies (4) had only two names on it. DER won't raise salaries until it can be proved the action is necessary to obtain applicants. Data should be gathered and presented as soon as possible. LC reported that three persons offered a counselor position turned it down because of the low wages. We need to reiterate the annual salary in the letter we send setting up the interview so we don't waste our time interviewing people wh don't want the job."**

**"We need to pay our counselors a professional wage if we expect them to make the effort and do the work required to become more professional. At a recent conference phone call with Doug Burleigh (Federal Rehabilitation Services Administration), Bobbie reported that when Mr. Burleigh reported what WI paid counselors, everyone was shocked."**

May 11, 1998

**Marty Beil, Executive Director of WSEU, reported after meeting with DWD Secretary Stewart.....**

**"Met with Linda. She told me quite clearly that she was committed to this (pay increase for DVR Counselors) whether the money is there or not. She stated that she found it unacceptable for past welfare recipients to earn \$9 per hour while we expect master degeered, credentialed DVR counselors to work for \$12 per hour. She sees this as a quality and performance issue. She also stated that she would be meeting with the administration of DVR and reinforce her position so that there can be no mistake. I believe that Linda was being very forthright with me. The meeting was very positive."**

July 31, 1998

**Marty Beil, Executive Director of WSEU, wrote to Secretary Stewart after meeting with DWD/DVR Management on July 23<sup>rd</sup> .....**

**"I am writing you out of deep concern. ....we were quite dismayed to hear from your representatives that they did not feel that there was a recruitment or retention problem...**

**(DVR) also stated that, 'Vocational Rehabilitation (is) concerned about future problems.....'**

**.....Linda, something is wrong here. ....I believe we are in a critical phase as to the future of this agency....."**

# Pay Comparisons

## Entry Level Salaries

	<u>Average</u>	<u>Range</u>
Public	\$35,505/yr.	\$29,578/yr. - \$52,686/yr.
Private	\$36,213/yr.	\$30,992/yr. - \$44,990/yr.
DVR	\$24,469/yr.	\$22,965/yr. - \$32,088/yr.

## Career Salaries

Public	\$56,618/yr.	\$41,600/yr. - \$76,024/yr.
Private	\$53,789/yr.	\$48,984/yr. - \$64,397/yr.
DVR	\$36,420/yr.	\$28,696/yr. - \$45,872/yr.

The Public/Private data represents the results of a survey conducted during the Spring of 1998. The DVR figures are from VR Counselor Payroll Data as of July 1998

## UW Madison & UW Stout

(Both Universities have Master Degree Programs in Vocational Rehabilitation)

This Spring, VR from Idaho and Ohio were on the campus of UW Stout recruiting graduate students by offering a starting salary of \$35,000/yr. with the opportunity to earn \$40,000/yr. within 2 yrs.

Graduate Students are starting at an average salary of \$30,000/yr.

## Educational/Pay Comparisons to Other States

Only 20% of the states require a person to have a Masters degree.

63% of the states pay their VR counselors an average of 9.8%\* more than Wisconsin, regardless of whether or not they require a masters degree. For those states that do require a masters degree, the pay is 12.6% higher.\*

\*As calculated by The International Salary Calculator - <http://www2.homefair.com/calc/salcalc.html>



# MILWAUKEE NORTHEAST (NE) - 42

widvrne@execpc.com

1200 East Capitol Drive, Suite 300  
Milwaukee, WI 53211-1867

VOICE ..... 414-229-0300  
TTY ..... 414-229-0328  
FAX ..... 414-229-0153

County Served: Northeast Sector

## SUPERVISORS

Victor Smith se!smiv District Director ..... 414-229-0315  
Lisa Grubba, ne!grubl Assistant District Director ..... 414-229-0322

## REHABILITATION COUNSELORS

Jacquelyn Bland ne!blanj (256) ..... 414-229-0324  
Melissa Henning ne!henm (092) ..... 414-229-0307  
(vacant)(469) ..... 414-229-0306  
William Hustedde ne!hustw (445) ..... 414-229-0320  
Sofia Majid ne!majis (428) ..... 414-229-0180  
Mary Jean McGovern ne!mcgom (386) ..... 414-229-0317  
Susan Moore ne!moors (042) ..... 414-229-0318  
(vacant) (478) ..... 414-229-0305  
Kristine Zukrow ne!zukurk(427) ..... 414-229-0139  
vacant ..... 414-229-0312  
vacant ..... 414-229-0310

## COUNSELOR FOR THE DEAF

(vacant) (V/TTY) ..... 414-229-0319

## COUNSELOR - AODA

Dora Salinas ne!salid (211) ..... 414-229-0309  
Marc Wollman ne!wollm (394) ..... 414-229-0182

## ADMINISTRATIVE SUPPORT

Sharon White ne!whitesh Program Assistant Supervisor ..... 414-229-0325  
Sherley Montgomery ne!monts ..... 414-229-0326  
(vacant) ..... 414-229-0327  
Veronica Rasberry ne!rasbv ..... 414-229-0308  
Annette Rice ne!ricean ..... 414-229-0303  
Barbara Wagner ne!wagnb ..... 414-229-0304  
vacant ..... 414-229-0300

## COMPUTER (AVIION) ROOM

..... 414-229-0311

## CONFERENCE ROOM

..... 414-229-0181

## LIBRARY (MINI-CONFERENCE ROOM)

..... 414-229-0314

## Low Rent Public Housing

Revised March 24, 1998

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### What is it?

The City of Madison's COMMUNITY DEVELOPMENT AUTHORITY (CDA) owns and operates safe, comfortable, and well-maintained apartment buildings, townhouses, duplex apartments, and houses for low- and moderate-income families and eligible individuals.

These apartments are federally funded through the Department of Housing and Urban Development (HUD), and are managed here in Madison by the CDA's Housing Operations Unit.

### Who is eligible?

- Must be a U.S. citizen or non-citizen with eligible status
- A family of 2 or more persons where the head of household is 18 years of age or older.

OR

- A family of two or more persons, at least one of whom is elderly or permanently handicapped/disabled.

OR

- A single person who is over the age of 18.

**NOTE:** A live-in attendant is not considered a member of a family for income eligibility, but is considered when determining bedroom size. If you require a live-in attendant, a doctor's statement will be needed.

### What are the maximum annual family income limits?

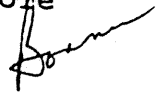
- 1 person \$31,700
- 2 people \$36,250
- 3 people \$40,750
- 4 people \$45,300
- 5 people \$48,900
- 6 people \$52,550
- 7 people \$56,150

John - 1-98

## MEMORANDUM

DATE: January 6, 1998

TO: Carol Spain Cole

FROM: Bonnie Norman 

SUBJECT: Federal Guidelines for Elderly/Disabled Subsidized Housing Eligibility and DVR Entry Level Pay

Per your request, attached is a copy of the 1997 Federal Income Guidelines for Subsidized Housing for elderly and mobility impaired persons. This information was found in the Senior Resources, 1997-98 Senior Housing Options for Milwaukee, Ozaukee, Washington and Waukesha Counties booklet. This booklet was obtained at the Milwaukee Public Library.

You requested this information in response to the resignation of yet another new DVR counselor after only several months of employment. I understand this counselor accepted a different job outside of State service because he was offered a higher salary.

To support the point that DVR entry and objective wages are low it is interesting to compare the Federal Income Guidelines for Subsidized Housing as outlined in the above-referenced booklet. A single person can qualify as having a Low Income if they make less than \$28,400/yr. A single person can qualify as having a Very Low Income if they make less than \$17,750/yr. At the current Vocational Counselor starting pay of approximately \$22,000/yr, this means all new Entry Level DVR counselors would qualify as a Low Income person under the federal guidelines for subsidized housing. A person coming in at the Objective Level would also qualify as a Low Income person since they make approximately \$26,000. Neither the entry nor objective level employee would generate an income in excess of the Low Income guideline for at least 1-3 years.

In my case, after obtaining 16 years of State service seniority, my entry level annual pay = \$27,800 which still falls within the Federal Income Guidelines for Low Income Subsidized Housing.

I assume these guidelines were created for individuals living on retirement, pension, social security and disability-related income rather than full-time employment income. If the State of Wisconsin continues to compensate highly educated professionals at Low Income starting wages for full-time jobs, the DVR counselor retention and recruitment problem will surely continue. A good benefit package will not attract or keep professionals who expect and need a hourly wage which places them above the Federal Low Income levels. Counselors go into this professional knowing they will not make alot of money, but most expect to

receive more money than the State of Wisconsin is willing to pay. Increased sick leave benefits and other nice benefits does not pay the rent, utilities or buy food. But it appears it does qualify us for Low Income housing.

**F**ederally subsidized senior rental apartment communities offer a quality lifestyle at affordable rents to qualified lower income senior citizens and mobility impaired persons. Financial assistance is available through a number of federal programs. In most communities, residents pay approximately 30% of their adjusted income for rent and utilities (Adjustments are made for continuing medical bills).

Included in this section are separate listings for private and publically-managed housing in Milwaukee, Ozaukee, Washington, and Waukesha counties.

There are certain criteria which must be met to be eligible for subsidized housing, including income and age factors. The maximum allowable income is determined by federally-mandated eligibility income limits. These are determined and revised annually by the Department of Housing and Urban Development (HUD). Most apartment communities are designated as having low income (LI) or very low income (VLI) limits. Eligibility income limits are noted for each listing.

Most of the listed apartment communities require applicants to be at least 62 years old or a person with a mobility impair-

## SUBSIDIZED HOUSING

ment, including sight and hearing impairments. Persons with these impairments do not have to reach the age of 62. There are some "senior citizen" apartment communities that allow a limited "near elderly" population of 50 years of age or older. Some listings presented in the publication allow a wide range of age groups, but are included in this section because of the large number of senior citizens or mobility impaired person living in the apartment community. Please check the specific community to determine entrance requirements.

Fortunately, many subsidized apartment communities do not have long waiting lists. Planning ahead is advisable and placing your name on several waiting lists is legal and certainly advisable.

As an applicant you have the right to refuse any offer, so you should not be fearful to apply on several waiting lists.

The following list of apartment communities have rent assistance assigned by the federal government.

### Income Guidelines for 1997

<b>Low Income (LI)</b>	
1 person	\$28,400
2 persons	\$32,450

<b>Very Low Income (VLI)</b>	
1 person	\$17,750
2 persons	\$20,300

Article provided by:  
Scott Reithel, NAHP  
Senior V.P. Metropolitan Assoc.

**East Terrace**

Enjoy Life at  
East Terrace Apartments!


Special Building Features.....

- Great Location In The City
- Convenient Parking
- Intercom Entry System
- Rallings In Hallways
- Two Elevators
- Carpeted Hallways
- Community Room / Kitch
- Laundry Facility
- Library
- Resale Shop

Apartment Advantages.....

- Carpeting
- Emergency Call System
- Grab Bars In Bathroom
- Smoke Detector
- Stove and Refrigerator
- Wired for Cable TV
- Management Available to Assist You
- Rents Adjustable with Inflation

Waukesha, WI 53188  
414 - 544 - 9757




# SENIOR RESOURCES

## 1997-98 Senior Housing Options

Counties Served:

Milwaukee  
Ozaukee  
Washington  
Waukesha



Comprehensive  
Information On

- Staying in Your Home
- Senior Housing
- Retirement Communities
- Assisted Living
- Community Based Residential Facilities
- Independent Senior Living
- Subsidized Housing

Compliments of



Senior Resources, Inc.

P.O. Box 1000, Germantown, Wisconsin 53032

December 15, 1968\*

**\*The last time DVR Counselors in the State of Wisconsin received a reallocation**

# Memo DRAFT

Excerpt from summary of United States Census data by former DVR Research Analyst Roua McNeel

## Background

DVR often receives requests for information regarding the number of persons with disabilities in Wisconsin. In the past, DVR has quoted estimating methods (Ridge Worrall), other survey data, and Census data to answer these requests. All of these methods/sources give different answers. They are done at different times, ask different questions, use different sampling, survey different populations etc. This data inconsistency can cause confusion among the public, therefore we are sharing with you our current thinking on estimating DVR's target population. None of the alternatives are ideal in all respects. We are now choosing to use the Census data as the primary source for estimating the potential VR population. Also included in Tables 4 is the original Census estimates of all of the demographic information on Wisconsin's disabled population. Table 5 reports Census estimates of the disabled population by county in Wisconsin.

## Identifying and Estimating DVR's Target Population

Using the Census data as our source for estimating DVR's target population, we are able to identify our potential customers in terms of their labor force participation status. Census categorizes all individuals between the ages of 16 and 64 into categories according to their labor force participation. Individuals who are not working are separated into three distinct categories.

Looking for Work: Those who are not working but are actively looking for work are still considered to be a part of the labor force (the group from which the unemployment rate is calculated).

Unable to work due to a work disability, also referred to as "prevented" from working.

Other: Includes retirees, homemakers, students, and others who have voluntarily left the labor force. Individuals who have "given up" in discouragement would be categorized here. Also referred to as "not prevented" from working.

Table 1: 1990 Wisconsin Labor Force Participation: Persons 16 to 64 years of age  
Source: 1990 Census Tables on Disability

	Wisconsin General Population		Wisconsin Residents with a Work Disability	
	Number	Percent	Number	Percent
Employed	2,319,112	76%	89,920	40%
Not Employed	734,936	24%	133,645	60%
Looking for work	127,938	4%	12,549	6%
Unable to work due to disability	100,051	3%	100,051	45%
Other	506,947	17%	21,045	9%
Totals	3,054,048	100%	223,565	100%



### Extent To Which Counselors Do Not Meet The Personnel Standard

Of the 210 vocational rehabilitation counselors currently employed by the DSU, 62 do not meet the personnel standard. Of these 62 counselors, 12 do not have a bachelors degree and 50 do not have a masters degree. The plan detailed later in this attachment outlines the DSU's approach and timetable to bring these counselors up to the personnel standard.

### Ability To Hire Qualified Staff

The major factor in Wisconsin that may inhibit the DSU from hiring qualified counseling staff is low pay compared to the private sector. Both DSU and DSA management support increasing counselor pay scales. As noted previously, vocational rehabilitation counselors are covered by the collective bargaining provisions of the WSEU contract. Pay scales are one of the bargaining provisions included in this contract (as noted, the current contract runs through June 30, 1999).

With the support of top management in both the DSU and DSA, the next step is to encourage vocational rehabilitation counselors to become more involved with the WSEU to promote increased pay scales for professional counselors. That process will continue through the duration of this state plan. Management in the DSA and DSU will also consult with the state Department of Employment Relations (DER) to promote higher pay scales for professional vocational rehabilitation counselors.

### Plan To Meet The Personnel Standards Of The CSPD

Based upon state personnel rules and the provisions of the WSEU contract, the DSU's plan to bring grandfathered counselors up to the personnel standard is as follows.

The first step will be to work with the three major rehabilitation counselor education programs in the state (University of Wisconsin-Madison, University of Wisconsin-Milwaukee, and University of Wisconsin-Stout) and the Region V RCEP to develop alternative formats for providing academic coursework in rehabilitation counselor training in addition to the on-campus programs, for staff currently employed by the DSU. Completion date is targeted for February 28, 1999.

The second step will be to require all 62 grandfathered vocational rehabilitation counselor staff to attend the following academic core rehabilitation courses:

Public Hearing – April 15, 1999

Legislative Initiatives Proposed by the Council for the Deaf and Hard of Hearing

I am in support of the initiatives proposed by the Council; the statute for sign language interpreters, the increase in GPR dollars for the Service Fund, and the funding of the Community Service Associates through the Office for Deaf and Hard of Hearing.

However, I have several concerns regarding the draft administrative rules on the Interpreter qualifications.

#### QUESTIONS REGARDING THE PROPOSED ADMINISTRATIVE RULES ON THE STATUTE FOR INTERPRETER LICENSURE

Thank you for sharing this draft copy of the administrative rules with people around the state. It is an important piece of legislation that can support quality assurance for people who are Deaf, Deafblind or Hard of Hearing when receiving interpreting services in serious medical, mental health or legal settings. The Registry of Interpreter for the Deaf (RID Inc.) is a professional organization that has established guidelines for interpreter ethics, and assessment of interpreting competency as well as support on-going professional development. In recent years, RID has been working with the National Association of the Deaf (NAD) to combine assessment tools. I do support the work and efforts of RID to establish and maintain quality interpreting services to people who are Deaf, Deafblind, or Hard of Hearing. However regarding this proposal, I do have some questions and concerns about specifics.

1. Who was on this committee? Since this proposed statute represents Wisconsin, were there people from throughout Wisconsin? Or was this a group primarily from Milwaukee where services are more plentiful? Were there representatives from the facilities and agencies who will be affected by this statute?
2. The statute addresses the need for professional development. Were representatives from interpreter preparation programs in Wisconsin a part of this committee? They are not mentioned within the body of the proposed statute and are conspicuously missing on the review board that is claiming power to determine what professional development will be required of those who violate this statute.
3. Will dollars be set aside for this professional development? Will there be guidelines that protect conflict of interest i.e. so that members of the review board will not only propose the professional development but also be the agency providing it? Where will the training occur? Will it be consciously provided in the areas of the state where the need is greatest i.e. the western and northern sections of the state?
4. For (6) there is the statement "... is currently certified **and who provides true and accurate communication...**" (emphasis added). This statement creates a policing nightmare. If RID certification is valid, but only for some, who will make the judgement calls regarding "and who provides true and accurate communication? This statement

implies that RID certification does not meet the need. Does this imply that Wisconsin will establish its own assessment in addition to the national assessment that will be more valid than the one nationally recognized? Who will do this? Is this a double standard? Does this make the requirement more stringent than national requirements?

5. Under the Legal Situations, there is the requirement that interpreters working in legal setting "... must possess current legal certification through the national RID and must have successfully completed the legal interpreter training through the Wisconsin Legal Institute or another accepted legal sign language interpreter training program defined by the department." A member of the committee that drafted this statute runs the Wisconsin Legal Institute. There is a conflict of interest in this statement as well as a statement that discredits the training that is provided on a national level by qualified trainers and recognized by the RID. I do have concerns about this language promoting a particular person / agency over others.
6. Under Sanctions, I have several concerns.
  - a) What is an "education letter"?
  - b) What are the guidelines for determining 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup> ... offenses? Could someone be found to have 4 offenses in one week, before they are aware of the process in place? Or does one offense include an overall situation where a "complaint" was filed?
  - c) Under (2)(a)(2) Interpreters shall be fined \$500.00 *and* a requirement to participate in professional development as defined by the review board. (emphasis added)
    - 1) the \$500.00 fine for a second offense is steep
    - 2) ...*AND professional development as defined by the review board.* The review board does not have a member who is involved in interpreter preparation. Again, the agency in Milwaukee that was involved in drafting this proposal, wishes to become the agency for professional development statewide. I see a conflict of interest in the review board being the agency that designs the required professional development.
    - 3) The jumps between the penalties are steep and severe. Regarding "the loss of ability to practice in Wisconsin for a period of five years ...", does this mean to interpret in serious medical, mental health, and legal settings? Or does this mean that the interpreter cannot interpret at all?
  - d) I am puzzled as to why interpreters *must* participate in professional development activities and individuals *may* participate? In addition, "individuals" are not barred from practicing for the 5 year time period that is placed on interpreters? Does this say that "individuals" may continue to interpret? Who are the "individuals", family members?
  - e) Agencies and Facilities are fined and *may be subject to corrective action*? Why is it that interpreters "*must*" and facilities "*may*"? What will constitute a violation? Will this be different for facilities in more rural Wisconsin where RID certified interpreters are not available? How many phone calls must be made and how far before the police dept or hospital is found out of compliance? What is the corrective action? This is a clear imbalance of penalties.

7. Finally and of greatest concern is the design of the review board.
  - a) In this proposal, the review board is given a tremendous amount of authority to determine violations and the penalties imposed including the professional development and the corrective action. Yet, there are no agency or facilities representatives nor anyone from an interpreter preparation program on this board. In addition, what role is the parent to play on the board? This position does not make sense in light of the overall proposal.
  - b) "Upon receipt of the complaint, the review board may temporarily suspend an interpreters ability to practice." This statement is one of guilty until proven innocent. And does it mean that the interpreter can not interpret at all? Or just in the settings addressed in this statute?
  - c) The timeline of 10 days for the interpreter's right to appeal is unreasonable.

This statute will affect agencies statewide in a significant way. Have all Wisconsin police departments, courts, hospitals and mental health facilities, and interpreter referral agencies been given a copy of this proposal for their review? How are the agencies and facilities included in this process? The timeline for response (April 16, 1999 – less than 10 days) is a narrow window for comment.

Again, I want to reiterate that I do support quality assurance for interpreter services for Deaf, Deafblind and Hard of Hearing people in Wisconsin. The RID certification process is a valid measure of competency, and there is need for interpreters to continue their professional development in specific fields in order to be able to provide the level of service needed. While this draft statute is a good beginning, I hope that the state is willing to address and clarify specific areas. I also hope that this committee will view alternate proposals emphasizing participation from all areas of the state and with input from a wider range of people invested in this work in order to develop a fair and comprehensive statute that addresses the need while also addressing the potential for conflict of interest by a small group of people or one agency to design a statute that creates a business niche in development of the professional development etc.

Thank you,  
Carol Schweitzer  
4951 Midway Lane  
Marshall, WI 53559

# The Sheboygan Press

Founded December 17, 1907

Larry Antony, Publisher

## YOUR VIEWS

LETTERS TO THE EDITOR

### Special education funding decimated in state budget

The governor's 1999-2001 biennium budget reflects an appalling erosion in the state of Wisconsin's commitment to fund special education services in our public schools. State law requires the state budget to support 63 percent of special education staff and special transportation costs. Instead, the state contributions have declined to 30 percent, and are falling fast.

Both federal and state laws mandate special education services to eligible students. Local school districts must provide these services or bear the overwhelming financial consequences brought through litigation.

Due to the erosion in the state funding for special education, school districts are forced to cannibalize regular education programs to pay for these special education services.

The pitting of regular education against special education is absolutely disastrous for the future of Wisconsin schools. It is a cancer that will destroy our staffs' collaborative efforts and torpedo our work in educational reforms.

These alarming consequences have led to the recent alliance between traditionally opposing groups.

Representatives from parent advocacy organizations and education groups met in Madison on March 10 promising to work together. This alliance pledged to alert the public and members of the Legislative Joint Finance Committee of these gloomy outcomes if the state of Wisconsin does not live up to its responsibility to fully fund the state mandated special education programs.

The new alliance represents thousands of parents affiliated with Wisconsin Family Ties, the Autism Society of Wisconsin, the Parent

*Letters to the Editor should be sent to:*

**The Sheboygan Press**

**P. O. Box 358**

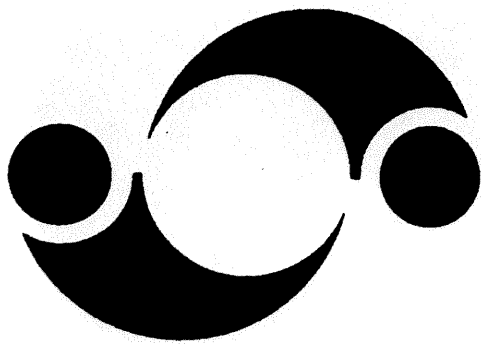
**Sheboygan WI 53082-0358**

*All letters must be signed and include a telephone number where the writer can be reached during the day to validate authorship. The Press reserves the right to edit letters for length and clarity.*

Education Project of Wisconsin, the Family Assistance Center for Education, Training and Support, the Council for the Developmentally Disabled, the Survival Coalition and the Wisconsin Coalition for Advocacy. This new alliance also includes the School Administrative Alliance, an umbrella organization of all school district superintendents, building principals, administrators of special services and school business officials. The state's largest teachers' union, the Wisconsin Education Association Council, also joined this new alliance of parents and educators.

This new alliance is calling on the public to contact their legislative representatives and request that the state of Wisconsin live up to its responsibility to fully fund special education services.

**Nissan B. Bar-Lev**  
**Director of Special Education**  
**for Calumet County**  
**and CESA #7**



**WISCONSIN COUNCIL FOR THE DEAF & HARD OF HEARING**  
2917 International Lane, 3rd Floor  
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Madison WI 53707-7852  
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## MESSAGE FROM THE CHAIRPERSON ..... Alex Slappey

The Wisconsin Council for the Deaf and Hard of Hearing is comprised of nine members, appointed by the Governor. As part of its purpose, the Council serves to provide advice and consultation to the Office for the Deaf and Hard of Hearing, the Division of Supportive Living, governmental bodies, private groups and individuals. The activities of the Council are driven by the desire to support people who are deaf, deafblind or hard of hearing in their efforts to achieve an equal place in their mainstream communities.

The *1999-2001 Legislative Initiatives* of the Council support the prudent allocation of public funds to enhance the contributions made by individuals and families in their support of people who are deaf, deafblind or hard of hearing. In addition, the Council's initiatives support the provision of comparable accommodation services that are critical to accessing essential basic services that are accessed by the general public.

If questions arise, please contact a Council member listed in the back of this document.



Alex Slappey  
Chairperson

WISCONSIN COUNCIL FOR THE DEAF & HARD OF HEARING

POLICY  
RECOMMENDATIONS

**STATUTE TO ESTABLISH BASIC CREDENTIAL REQUIREMENTS FOR  
SIGN LANGUAGE INTERPRETERS**

Many people arranging interpreting services are unaware of the skill levels required to provide safe and effective communication. Approximately 500,000 Wisconsin citizens are deaf, deafblind and hard of hearing, resulting in a high demand for interpreting services. The consequences of utilizing unqualified interpreters can be physically dangerous, if not fatal, in medical situations. In legal situations, people can, and have been, denied basic civil rights.

A statute is needed to establish guidelines for the basic skill and quality levels required of Sign Language Interpreters to interpret in a variety of settings. Proposed statutory language includes guidelines for the skill levels required to interpret in legal, mental health and emergency medical settings. Guidelines are also included for skill levels required to interpret in all other settings. Educational interpreters will be exempted from the statutory requirements. In addition, there are administrative sanctions for Sign Language Interpreters providing interpreting services in settings for which they are not qualified, including a fine structure and an appeal process.

**COUNCIL RECOMMENDATION**

- Support implementation of statutory guidelines to specify basic credential requirements for Sign Language Interpreters



WISCONSIN COUNCIL FOR THE DEAF & HARD OF HEARING

FISCAL  
RECOMMENDATIONS

**SERVICE FUND FOR THE DEAF, DEAFBLIND AND HARD OF HEARING**

The Service Fund for people who are deaf, deafblind or hard of hearing provides funding for sign language interpreters, realtime captioning and other comparable accommodations. Providing people with the means of presenting and receiving accurate information prevents exposure to life-threatening situations or situations where civil rights are denied.

- Funds support activities not covered by ADA, including support groups for battered women, substance abuse prevention, and cancer victims
- Funds support agencies in the process of obtaining funds for legal, mental health, and emergency medical activities
- In 1996, GPR funding to the Wisconsin Office for the Deaf and Hard of Hearing for the Service Fund was reduced from \$113,000 to \$50,000
- Funds are available to over 500,000 deaf, deafblind and hard of hearing Wisconsin citizens
- Demand for funds exceeds the \$50,000 allocation.

In SFY 98, \$50,000 purchased nearly 1,563 hours of interpreting services, providing services to an estimated 250 people. Service requests exceeding the \$50,000 allocation amounted to an estimated 752 hours or nearly 120 participants.

**COUNCIL RECOMMENDATION**

- Increase GPR funding to \$138,000 over the biennium from the current base of \$50,000

## COMMUNITY SERVICE ASSOCIATES

Community Service Associates (CSAs) provide:

- comparable accommodations in the form of interpreting services for deaf or hard of hearing Regional Coordinators of Deaf and Hard of Hearing Services
- information, assistance, education, and prevention services for deaf, hard of hearing and deafblind citizens

Funding for CSAs is supported by GPR and a combination of state/federal funds from the Division of Vocational Rehabilitation. In SFY 98, DVR funding support was reduced from \$72,620 to \$16,500. Efforts to compensate for the funding reduction included:

- reducing total CSA hours by over 900 hours per year
- providing interpreting services outside of normal job duties

Each of these actions reduced direct services provided to Regional Coordinators of Deaf and Hard of Hearing Services and to the deaf, deafblind and hard of hearing communities.

## COUNCIL RECOMMENDATIONS

- Fully fund the services of the Community Service Associates
- Increase the base \$110,500 GPR funding by \$83,779 in SFY 00 and \$89,607 on SFY 01

5

## FISCAL RECOMMENDATIONS

**Services to the Deaf and Hard of Hearing Fund:** Increase GPR funding to \$138,000 over the biennium from the current base of \$50,000.

**Community Service Associates:** Increase the base \$110,000 GPR funding by \$83,779 in SFY 00 and \$89,607 in SFY 01.

## POLICY RECOMMENDATIONS SUMMARY

**Statute to Establish Basic Credential Requirements for Sign Language Interpreters:** Support the implementation of statutory guidelines to identify basic skill and quality levels required of Sign Language Interpreters in an effort to ensure that people who are deaf, deafblind, or hard of hearing have access to safe and effective communication.

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**GOVERNOR-APPOINTED MEMBERS OF THE WISCONSIN COUNCIL  
FOR THE DEAF AND HARD OF HEARING**

Chairperson: Alex Slappey  
(414) 728-7120 TTY/Voice  
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Deborah Stamm  
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Mike Ginter  
(608) 833-3201 TTY  
Mt. Horeb

7

**NOTES**

Dear Joint Finance Committee Members:

The Wisconsin Council of the Blind would like to bring to your attention several areas that we are concerned about in the upcoming budget. Our concerns are based on areas that significantly affect persons who are blind and or visually impaired.

1. We are concerned that funding for an inter-city transportation pilot project has been taken out of the budget by the Department of Administration. Our major concern is that inter-city transportation is lacking for persons who are blind or visually impaired, as well as for those who do not drive for other reasons. We urge your support in restoring funding that will study the need for such services. Our concerns do not simply relate to getting people from place to place, but more importantly, we are concerned about the negative impact that the lack of adequate transportation has on peoples' ability to participate in such things as employment, socialization, recreation and the general opportunity to participate in society.

2. The Business Enterprise Program is a program that provides blind or visually impaired persons with the opportunity to establish small businesses. The program began in the 1930s and under the federal Randolph Shepherd Act, states are mandated to carry out such a program.

Because of the retirement of two of the three persons holding supervisory positions in the program, and because the third position is currently held by a new person, we are concerned over the vacant positions. We urge your support to ensure that qualified persons be sought and considered for the position in a timely manner.

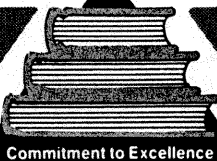
3. We urge your support in restoring 5 (five) positions that have been cut at the Wisconsin School for the Visually Handicapped in Janesville. As you know, a legislative study is currently underway, and any attempt to cut staffing at this time will not only seriously affect the ability to serve the children who are already there, but will also make it difficult to implement any recommendations that might come from the study.

4. We urge your support in restoring the sum of \$100,000 to services for older blind. As a Council, we serve many older blind persons and work very closely with the Rehabilitation Teaching Program offered through the Office for the Blind. We recognize how important the services offered by Rehabilitation Teachers are to the lives of many citizens of this state. This program affords persons who are losing vision the opportunity to re-learn basic skills; allowing them to continue living in their own home, and as importantly, continue to be productive and involved with families and community.

As a Council, we work very closely with the rehabilitative teaching program, and in fact, the Wisconsin Council of the Blind provides \$1000.00 for each Rehabilitation Teacher to meet the needs of persons who already fall between the cracks.

5. We ask your support in the increase of funding for the Library Services for the Blind and Physically Handicapped. It is our understanding that inflationary costs were added to the budget for consideration of inflationary contract costs. We urge you to support allocations in the following manner: the first year budget increase of \$38,300, second year of \$73,600, for a total of \$111,900 for the two year period. Many of the persons we serve use the library's services to blind and physically handicapped. For most it provides an opportunity not only to continue to read in an alternative format, but as importantly, affords the opportunity to stay in touch with their peers.

6. We urge your support for an amendment to the statutes that will provide funding for the News Line program. It is our understanding that universal service funds were in the statutes for the last budget, and that an amendment to allow statutory language to again use universal service funds would be required to continue funding. We urge your support in this area because, while the program is relatively new, it meets an age old problem for persons who cannot read print. It affords the opportunity to access news and current events in a manner that is also timely.



# Middleton-Cross Plains Area Schools

7106 SOUTH AVE. ♦ MIDDLETON, WI 53562 ♦ (608) 828-1600 ♦ Fax (608) 836-1536 ♦ TDD 836-0650

**TO:** Members of Joint Finance Committee

**FROM:** Barb Leadholm, <sup>BL</sup> Director of Student Services  
Middleton-Cross Plains Area School District

**DATE:** April 15, 1999

**SUBJECT:** *Testimony Regarding Special Education Funding*

I am here today to share my concerns regarding special education funding and the impact it is having on our district's programs as well as on all other districts in this state, - - and to ask that you act now to begin correcting this serious situation.

In Wisconsin the ever increasing cost of special education services, combined with the constraints of revenue limits and a decline in the states share of funding of special education has resulted in having to cut other educational programs and services. Categorical aid for special education have been frozen at \$275.5M since 1994-95. The Governor's budget continues this freeze through 2000-2001.

In our district over the past eight years, enrollment in special education has increased 131% as compared to our total school population increasing only 27.6%. National and state figures confirm that special education increases are surpassing total population increases at a rate of 3 to 1. As you can see on the attached graphs, during the past 7 years, special education costs in Middleton-Cross Plains Area School District have risen from \$1,872,446 to \$3,987,953. During those years the state reimbursement rate dropped from 49.7% to the present 34%.

Had the categorical aid been maintained at the 63% statutory level this would have resulted in an increase to our district of \$1,014,364 categorical and reimbursement for the 1998-99 school year.

As a result of the state not fulfilling it's share of special education funding, school districts must use resources from the regular education portion of the budget to fund state and federally mandated special education programs and services.

Special education costs are also increasing as a result of IDEA 97 and the Wisconsin Act 164. School districts are required to provide a free, appropriate public education (FAPE) to all special education students regardless of the costs. Due to court cases, including the United States Supreme Court, districts are being required to provide more and more very costly services. For example, a recent Supreme Court decision now requires districts to

**Testimony Regarding Special Education Funding**

**Page 2**

**April 15, 1999**

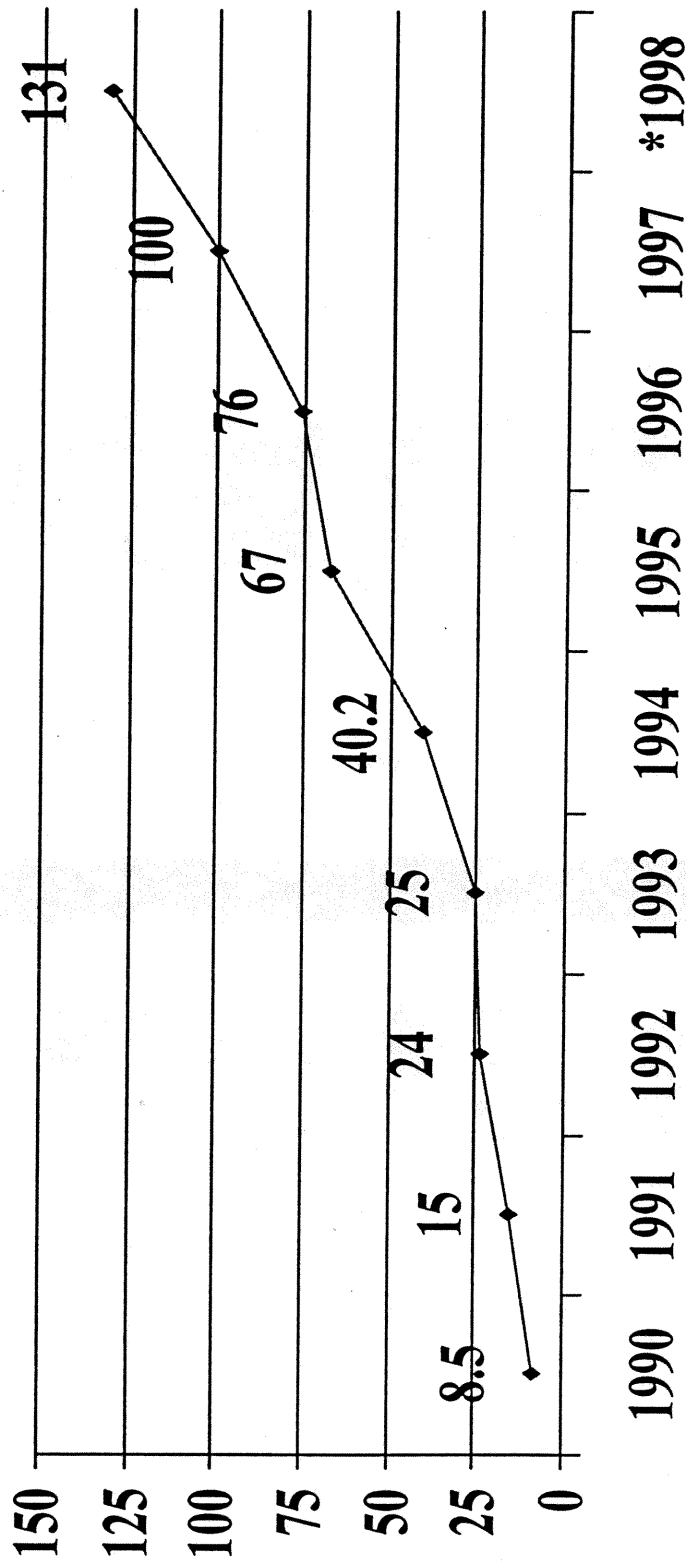
provide an individual full-time nurse for a child (or any medical service which does not require a medical doctor to perform it). We have a student in our district who requires a one on one nurse at all times. We may now be requested to fund that nurse. Districts are having to cover those kinds of costs at a time when neither the federal or state governments are funding at the levels promised when the first special education laws were passed, while still remaining under the present revenue cap.

Regular education should NOT be pitted against special education! The state of Wisconsin has a moral obligation to be a partner with local districts for special education expenses.

The bottom line is that you need to provide school districts with some relief. I would encourage an increase in state categorical aid to eventually get back to the 63% level. I realize that cannot happen immediately but some increase (perhaps to a 50% sum sufficient level) would be a great step forward. At the same time, waiving all local district special education expenditures from the revenue cap would also be a method of relieving regular education program budgets without seriously impacting the commitment to  $\frac{2}{3}$  funding.

Thank you for your consideration of these issues. We need your help now.

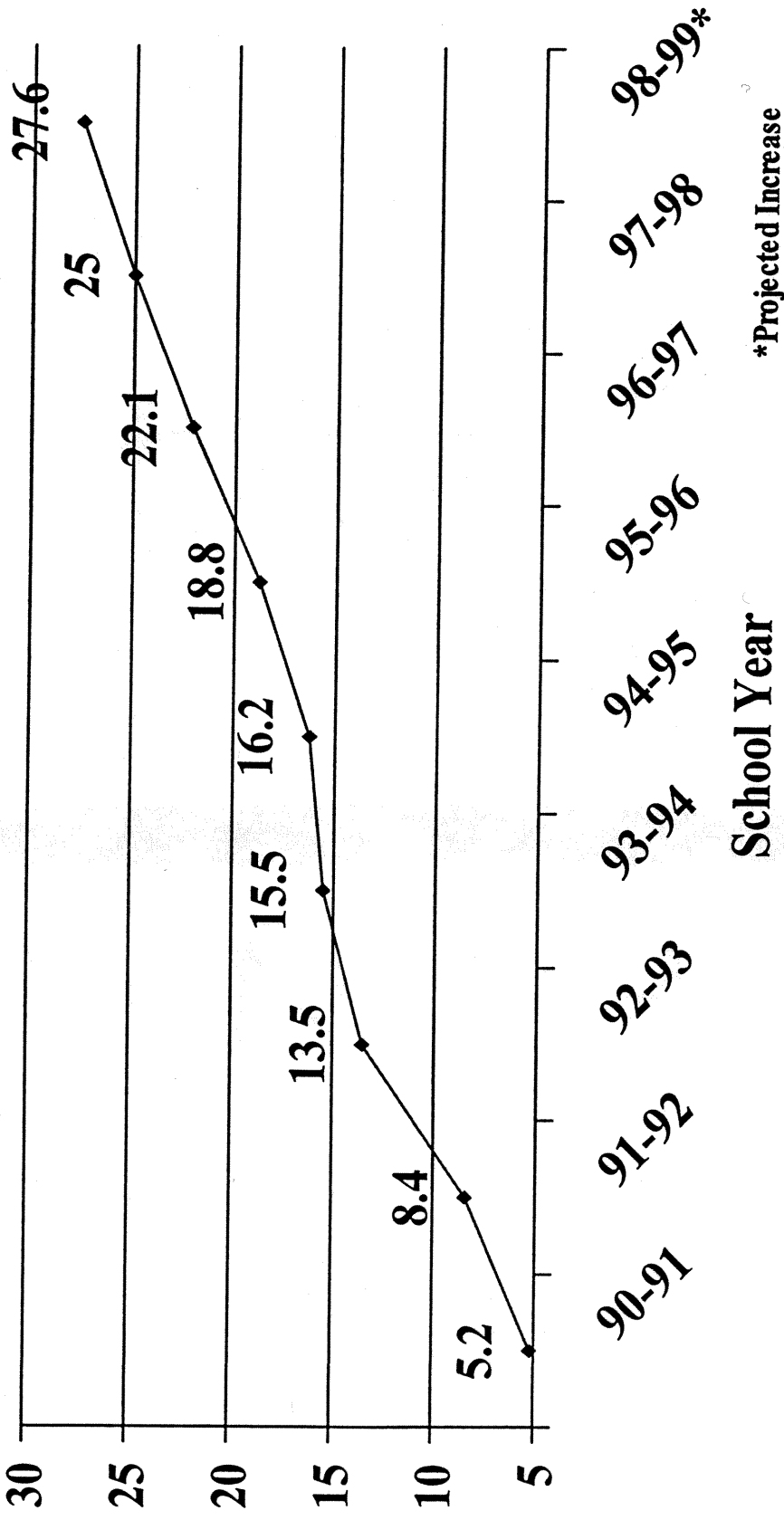
# Students With Disabilities Cumulative Percent Change - Ten Year Period



Year  
 \* Approximate Enrollment - As of August 17, 1998  
 ◆ Percent Change



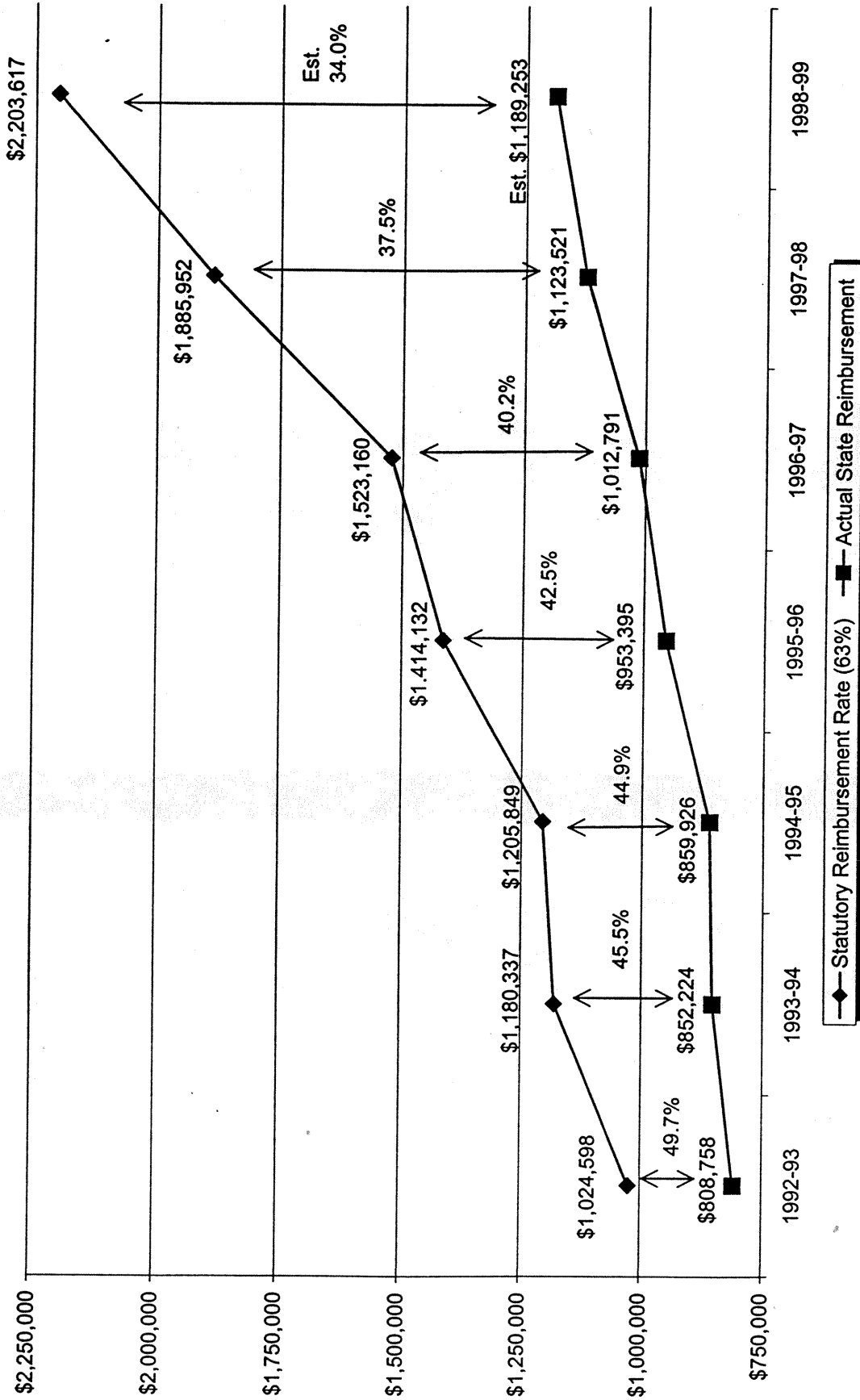
# District Student Enrollment Cumulative Percent Change - Ten Year Period



↔ Percent Increase

# State Handicap Aid for Middleton-Cross Plains Area School District

(Does not include reimbursement for Social Workers and Psychologists)



**MIDDLETON-CROSS PLAINS AREA SCHOOL DISTRICT**  
**SPECIAL EDUCATION COST AND CATEGORICAL AID ANALYSIS - 1992-93 TO 1998-99**

	Prior Year Cost	% of Prior Year Budget	Aid	Reimbursement Rate	Statutory Rate
<b>1992-93:</b>					
Special Education (including transportation)	\$1,626,346	7.46%	\$808,758	49.7%	63.0%
Psychology/Social Work	246,100	1.13%	99,071	40.3%	51.0%
<b>Total for 1992-93</b>	<b>1,872,446</b>	<b>8.59%</b>	<b>907,829</b>		
<b>1993-94:</b>					
Special Education (including transportation)	\$1,873,551	7.69%	\$852,224	45.5%	63.0%
Psychology/Social Work	256,278	1.05%	94,369	36.8%	51.0%
<b>Total for 1993-94</b>	<b>2,129,829</b>	<b>8.74%</b>	<b>946,593</b>		
<b>1994-95:</b>					
Special Education (including transportation)	1,914,046	7.66%	859,926	44.9%	63.0%
Psychology/Social Work	278,636	1.11%	101,339	36.4%	51.0%
<b>Total for 1994-95</b>	<b>2,192,682</b>	<b>8.77%</b>	<b>961,265</b>		
<b>1995-96:</b>					
Special Education (including transportation)	2,244,654	8.18%	953,395	42.5%	63.0%
Psychology/Social Work	292,795	1.07%	100,674	34.4%	51.0%
<b>Total for 1995-96</b>	<b>2,537,449</b>	<b>9.25%</b>	<b>1,054,069</b>		
<b>1996-97:</b>					
Special Education (including transportation)	2,517,714	8.92%	1,012,791	40.2%	63.0%
Psychology/Social Work	358,480	1.27%	116,737	32.6%	51.0%
<b>Total for 1996-97</b>	<b>2,876,194</b>	<b>10.19%</b>	<b>1,129,528</b>		
<b>1997-98:</b>					
Special Education (including transportation)	2,993,574	9.32%	1,123,521	37.5%	63.0%
Psychology/Social Work	465,626	1.45%	141,468	30.4%	51.0%
<b>Total for 1997-98</b>	<b>3,459,200</b>	<b>10.77%</b>	<b>1,264,989</b>		
<b>1998-99: (Estimate)</b>					
Special Education (including transportation)	3,497,805	9.50%	1,189,253	34.0%	63.0%
Psychology/Social Work	490,148	1.33%	137,241	28.0%	51.0%
<b>Total for 1998-99</b>	<b>3,987,953</b>	<b>10.83%</b>	<b>1,326,494</b>		

**Peggy M. Powers**  
5325 Marsh Road  
Madison, WI 53718  
Home Phone 608-838-7255

April 14, 1999

Joint Finance Committee  
Wisconsin State Legislature  
Madison, WI 53707

Dear Members,,

My 29 year old developmentally delayed daughter represents the successful use of state, county, federal and personal funds to integrate her fully into the life of our community and to allow her to be the very best, most productive person she can be within the limits of her disability.

After she graduated from a mediocre special education program, I found myself on my own in trying to build a life for Sarah. After several fits and starts, including two sexual assaults, we found our way to DVR, MOC, Transportation training , Community Support Network and RFDf. These agencies each have their own models of operation. Some are more flexible and creative than others. Sarah was one of the lucky individuals who is now served by Community Support Network for supported employment and RFDf for her residential needs.,

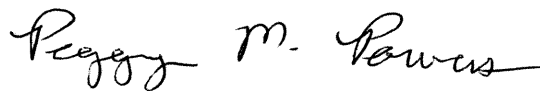
Sarah's model is unique in that she is living by herself with staff oversight and visits six days per week. Her compulsive behavior makes it impossible for her to be gainfully employed, but she is able to do volunteer activities in the community which enrich her life and the lives of those she helps.

Sarah has never had a Social Worker Case Manager, so her residential provider has assumed that role and that individual works closely with Community Support Network, Sarah's psychotherapist (remember the two sexual assaults) and myself to assure that her life runs as smoothly as possible.

Sarah and I are very fortunate because the services she receives have made it possible for her to be all that she can be. I try my best to give back to the community by serving on the Community Support Network board of directors and by making donations of time and money to the agencies. Not all of the consumers have advocates who are as involved as I am in these programs. However, that does not lessen their needs for services and a decent quality of life.

When I see an individual with a handicap I always think " There, but for the grace of God, go I." Please consider your very good fortune when you see a Sarah or one of her contemporaries out in our community. Without help from the state, none of this would be possible.

Sincerely,



Peggy M. Powers