

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 31, 2025**

Regular meeting of the Board of School Directors called to order by President Zombor at 5:34 p.m.

Present — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen, and President Zombor — 8.

Absent and Excused— Director Vannoy – 1.

AWARDS AND COMMENDATIONS

Before proceeding with the agenda, President Zombor asked for a moment of silence for the following members of the MPS community:

- James Peters, a district Locksmith
- Elaine Drinan, a retired Special Education Program Supervisor
- Connie Gobert, a retired teacher from North Division High School
- Antonio Howell, a 9th grade student from Milwaukee High School of the Arts
- Joseph Kiehl, a retired teacher from Barton School
- Dennis Miller, a retired teacher from Carleton School
- Joseph Nemoir, a retired Assistant Principal
- Patricia Ottmann, a retired teacher from Humboldt Park School
- Gerald Scully, a retired Building Laborer
- William Shimek, a retired Database Specialist from the Technology Department
- David Stacy, a retired teacher from Sholes Middle School
- Brenda Ward, a retired School Social Services Manager
- Ryann Wilson, a 7th grade student from Hi-Mount School

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of the April 2025 Special meeting and the May Special and Regular meetings were approved by consensus.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Report with Possible Action from the Superintendent of Schools

Background

Each month, the Superintendent will share updates with the Milwaukee Public Schools (MPS) Board of Directors and the broader MPS community. These updates will serve as an overview of the month's developments, offering insight into various events, initiatives, and milestones achieved. It will highlight activities, academics, and various areas where gains and growth are noted, ensuring that both successes and challenges are communicated.

Professional Learning Institute

PLI took place this Monday through Wednesday at the University of Wisconsin-Milwaukee, preparing our leaders for the school year ahead.

Listen and Learn Tour

We will continue to hear from students, families, staff, and community members at five stops in August. Those stops are: James Madison Academic Campus; Congress; South Division; Gaenslen; German Immersion; Curtin; MACL; and Metcalfe.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
 Goal 2, Student, Family and Community Engagement
 Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 2.10 - Administrative Reports

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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(Item 2) Report on the April 2025 Human Resources Review by The Council of Great City Schools (CGCS)

Background

In the spring of 2025, the Superintendent requested that the Council of the Great City Schools (CGCS) conduct a high-level management review of the school district's Office of Human Resources. The purpose of this review was to evaluate the current structure and operations within the HR department. The CGCS was asked to identify opportunities to improve existing processes and to develop recommendations that support greater efficiency, effectiveness, and alignment with the district's strategic goals.

The Council will present its findings and recommendations at the July 31st Board meeting.

Key Findings – Commendations

The request for this review was evidence that the district's senior leadership recognized that talent acquisition, development, and retention of human capital are critical factors in the role of the Human Resource Services Department in the district's ability to meet its strategic goals and focus on continuous improvement.

A Wisconsin Department of Public Instruction survey of public-school districts with 15 or more schools ranked MPS first in average teacher salaries for the 2024 - 25 school year at \$74,863, surpassing other large districts such as Madison Metropolitan (\$70,330) and Green Bay Area Public Schools (\$66,854).

The team found that OHR personnel were hard-working and dedicated, managing significant volumes of manual work daily.

A significant portion of the workforce, particularly within the Office of HR, has long tenure (20+ or 30+ years), representing a wealth of experience.

MPS ranked in the 'Best Quartile' for four (4) Human Resources Key Performance Indicators (KPI) in the 2022-2023 CGCS Managing for Results Survey

CGCS 2022-2023 Human Resources KPIs	MPS	CGCS National Median	Notes
Employee Separation Rate - School-Based Exempt Staff	4.8%	9.2%	Best Quartile
Exit Interview Completion Rate	50.8%	18.0%	Best Quartile
Substitute Placements With A BA/BS Or Higher	100%	93.0%	Best Quartile
Teacher Retention - Remaining After 1 Year	83.51%	73.0%	Best Quartile

Key Findings – Leadership / Management

Only one of the 19 recommendations from the 2019 CGCS review has been fully implemented.

Source	# Recommendations	# Completed
2024-25 OHR Department Initiatives	11	4
2025 Consultant Review (OHR Section)	3	0
2019 CGCS Review	19	1

The Office of Human Resources operated without a well-defined strategic direction, lacking defined goals, objectives, and priorities supported by measurable metrics. The office also lacked crucial management tools for implementing course correction and driving progress.

There appeared to be minimal alignment between OHR initiatives and broader district strategic goals, limiting the ability to support the organization's educational mission.

Collaboration with Other Departments

Insufficient collaboration across departments and teams hampered proactive problem-solving.

- o Inadequate position control and job code designation aligned with budget coding. (Position control in a school district is a systematic process for managing and tracking all staff positions, rather than individual employees, across the organization. It involves creating, budgeting, assigning, and monitoring each position (such as teacher, counselor, or custodian) to ensure that staffing aligns with the district’s organizational structure, funding, and educational goals.)

- o Limited consultation with Technology Services to identify automation and system capabilities, opportunities, and partnership.

- o OHR’s exclusion from the early stages of the budget process, particularly as it relates to school staffing, limits the OHR’s ability to strategically plan early for staffing needs, compensation, and development initiatives, hindering alignment with overall district goals.

- o Principals reported feeling excluded from collaborative problem-solving processes related to district challenges.

Professional Development

A lack of systems in place to build staff capacity, monitor performance, and foster innovation has hindered the office’s development of a sustained culture of continuous improvement.

- o The team found that limited access to ongoing professional development has contributed to a static work culture.

- o Principal mentoring focused on task execution rather than strategic leadership development, limiting its impact on long-term school and student improvement.

- o While some training efforts exist, such as those provided by Employment Relations, the district lacked a system-wide approach to continuous, role-specific training.

Recruitment

The current teacher recruiting model is insufficient to meet the overall and long-term district needs, negatively impacting student and district outcomes.

- o The lack of an effective use or implementation of actual early contract offers (full hiring to the district, not just a letter of assurance) to increase the timeline for early hiring, results in many top-tier candidates or student teachers being hired by surrounding and competition school districts.
- o The current hiring Cycles A, B, and C create structural barriers that impede effective recruitment and retention across all employee categories.

Compensation

Concerns were raised regarding MPS's compensation practices, particularly in terms of equity, sustainability, and their impact on staff morale. Comments from staff, leadership, and labor partners identified inconsistencies in salary placement, salary compression, misaligned incentives, and a compensation structure that undermined both retention and perceptions of fairness.

- o Compensation practices that prioritize external hiring over internal retention, as salaries for new staff coming in are often higher than those of existing staff with equal or greater experience, effectively incentivizing current employees to seek employment outside of MPS.
- o Inequitable practices have resulted in a negative culture and feelings among existing staff that lead to unequal treatment or outcomes.
- o This absence of targeted compensation strategies has contributed to persistent inequities in student access to quality instruction across the district.

Employment Relations Investigations

Systemic employment relations issues were evident, including inconsistent discipline, limited OHR support, unclear investigative roles, and a lack of effective conflict resolution mechanisms.

- o The team found that progressive discipline policies were inconsistently applied across job classifications, particularly within support staff roles, contributing to perceptions of inequity and procedural bias.
- o Employee relations responsibilities have increasingly fallen to principals at the school site, without adequate training, policy orientation, or legal guidance from OHR.
- o The staff transfer process often displaces underperforming staff without accountability or remediation, perpetuating site-level challenges and hindering culture-building at schools.

Communication

Breakdowns in communication within and from the Office of Human Resources damaged operational effectiveness, stakeholder trust, and knowledge sharing.

- o Communication from OHR leadership regarding structural or policy changes was often informal and delayed, or inconsistent, with school leaders and central office staff learning of critical updates through board meetings or news media rather than direct notification.
- o Principals and others shared that they frequently receive inconsistent and contradictory information when contacting various OHR staff about the same inquiry.
- o Central staff offices are often told they cannot receive sufficient OHR support because “teachers come first,” but this occurs throughout the year, not just in the summer months when most hiring occurs.

Budget

The overall OHR budget for the past several years has been dynamic, with a 61.1 percent decrease in the office's current budget, dropping from \$20.1 million (FY2023-24) to \$7.8 million (FY2024-25), along with a reduction of 11 FTE positions.

Key Findings – Organization

- Multiple interim roles and unfilled leadership positions within the Office of Human Resources have contributed to significant leadership gaps. These gaps have led to inconsistent strategic direction, slowed decision-making, and reduced guidance and support for staff, ultimately impacting the office's overall effectiveness.

- No recent staffing-level analysis was reported to assess whether each unit had the appropriate personnel to support efficient operations and high-quality service delivery.
- The OHR lacked change management protocols and a structured continuous improvement function, undermining its ability to effectively communicate, measure, implement, and sustain strategic improvements, adapt to changing needs, optimize operations, and achieve long-term organizational effectiveness.

Key Findings – Operations

- Principals reported response times from OHR staff were delayed or, in some cases, absent.
- A data dashboard to track candidate progress and hiring timelines is not available, thus limiting transparency.
 - Principals shared that they, rather than OHR staff, were vetting new teacher candidates, while OHR staff remained responsible for vetting classified candidates.
 - Principals reported that the division of responsibility for investigating employee misconduct had shifted from Employment Relations to principals.
 - Technical positions (e.g., electrical engineer, architect) often remain unfilled for extended periods, sometimes for months or years.
 - o The team heard consistent concerns that salaries are not competitive, contributing to recruitment and retention challenges.
 - There was uncertainty about the ownership of position control. One office reported having full ownership, while another indicated that position control was managed through shared responsibility. This ambiguity led to quality control issues, including data entry errors that caused payroll complications and processing delays, as well as a fundamental weakness in the organizational structure and a lack of accountability for managing staffing levels and costs.
 - The Facilities Division bypasses central OHR oversight by independently managing a shadow employment relations and disciplinary actions.
 - Inefficiencies and inconsistencies were identified in MPS's hiring, onboarding, and certification processes, which hindered the district's ability to attract and retain qualified staff.
 - Timelines for hiring can reportedly last several months.
 - OHR personnel reported that manually intensive data entry and other transactional activities account for 40 to 75 percent of their daily workload, diverting time and effort from higher-value strategic functions and increasing the risk of errors.
 - The OHR lacked a robust policy governance structure (i.e., written standard operating procedures or SOPs), leading to inconsistent enforcement of existing policies and significant gaps in procedural documentation. These weaknesses compromised operational consistency, equity, and efficiency.
 - While acknowledging the Board of School Directors' fiduciary responsibilities and hiring authority, the current policy requires prior board approval for hiring administrative staff, which delays the hiring process and hinders timely onboarding. Since the board meets only once a month, top-quality candidates have been lost to organizations with more efficient hiring timelines.
 - The lack of a robust system for applicant tracking creates multiple and unnecessary manual communication loops back to principals who seek the onboarding status of newly hired teachers.
 - Systems for collecting and disseminating data to decision makers are largely absent, resulting in fragmented decision-making, limited strategic alignment, and missed opportunities to track progress toward organizational goals.
 - No plans were identified to perform robust internal or external customer satisfaction surveys or to utilize customer focus groups to improve operations and practices.

Key Findings -District Staffing

- MPS had a lower percentage of teaching staff (40.60 percent) among all district personnel, compared to the CGCS national median (46.10 percent), and a significantly lower percentage compared to other Wisconsin school districts (51.20 percent), according to data from the National Center for Education Statistics (NCES) for the 2023-2024 school year.
- MPS had a higher student-to-teacher ratio (17.33) than both the CGCS national median (14.80) and the Wisconsin average (13.66), suggesting larger class sizes, potentially less individual student attention, and

the possibility that some certified teachers are not assigned directly to classrooms This ratio is calculated by dividing the total number of MPS K-12 students by the total number of MPS K-12 teacher staff.

- MPS's student-to-total staff ratio of 7.04 was comparable to the CGCS national median and other Wisconsin School Districts.

- MPS's ratio of students to central office staff (138.01) was lower than both the CGCS national median (165.70) and Wisconsin average (198.41), suggesting that MPS employs more central office personnel per student than comparison districts. This staffing pattern suggests opportunities to improve central office efficiency compared to other districts.

Recommendations

1. Expedite recruiting, selecting, and onboarding a highly qualified and proven human resources executive to permanently fill the Chief Human Resources Officer position and then promptly fill all other key interim leadership roles.

2. Continue implementing the reorganizational structure recommended in the 2019 CGCS HR Review [Recommendation #10]. Additionally, establish a new Continuous Improvement (CI) function within the Exit Transition unit as part of this initiative.

3. Research and evaluate streamlining the hiring process by having the Board grant the superintendent "selected delegated authority" to approve new hires and promotions immediately. To avoid losing high-quality candidates, board approval, if still necessary, can be obtained at the next board meeting.

4. Develop and implement a five-year strategic plan based on best practices that aligns with the MPS Mission, Core Values, and Strategic Plan [Within Recommendation #1 from the CGCS 2019 HR review].

- a. Engage OHR staff and key stakeholders (e.g., regional superintendents, principals, and labor partners) in collaboratively developing the plan to ensure alignment with district-wide needs and priorities.

- b. Modernize business processes by transitioning from manual, transactional activities to integrated management systems that automate workflows, improve data accuracy, and streamline administrative functions.

- c. Standardize internal operations by developing and documenting clear standard operating procedures (SOPs), process flowcharts, and internal controls.

- d. Establish a robust performance framework with defined objectives, service-level standards, and quantifiable metrics (e.g., turnover rates, time-to-fill, vacancy rates, and substitute fill rates). Leverage tools such as CGCS's Managing for Results platform to support benchmarking, continuous improvement, and data-driven decision making.

5. Implement a phased implementation goals for the strategic plan (short-, intermediate-, and long-term) and establish a recurring review process (semiannual or annual) to refresh targets, maintain relevance, and track progress against planned objectives.

6. Implement a systematic review, evaluation, and reconstruction of the office's teacher recruitment program [similar to Recommendation #2 from the CGCS 2019 HR review]. Include a detailed recruitment calendar, realistic budget, and restructure current hiring cycles.

7. Implement comprehensive employee development, growth, and retention strategies to enhance workforce satisfaction, organizational effectiveness, and employee retention – including succession planning, cross-training, and orderly transition of responsibilities. [Similar to Recommendations #13 and #18 from the CGCS 2019 HR review].

8. Modernize and streamline the district's hiring, onboarding, and certification processes to enhance efficiency, improve candidate experience, and support the timely placement of staff.

9. Develop or hire leaders who lead by example to champion a culture of open communication practices throughout the OHR, thereby overcoming any silo mentality [Recommendation #7 from the CGCS 2019 HR review].

10. Implement programs to measure how the office provides responsive services and meets customer needs.

11. Strengthen employment relations practices by launching an initiative to establish consistent, equitable, and efficient processes that support staff and ensure fair and timely resolution of personnel matters.

12. Align staffing strategies with instructional priorities and school-specific needs by addressing systemic staffing, support, and coaching gaps that affect teacher effectiveness, operational continuity, and equitable student outcomes.

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 2.10 - Administrative Reports

Fiscal Impact Statement

None.

Implementation and Assessment Plan

N/A

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REPORTS AND COMMUNICATIONS FROM THE BOARD CLERK/CHIEF OFFICER, OFFICE OF BOARD GOVERNANCE

(Item 1) Monthly Report, with Possible Action, From the Board Clerk/Chief Officer, Office of Board Governance

Update on Entry Plan and Next Steps for the Office of Board Governance

This month marked the one-year anniversary of my time in the Office of Board Governance.

First, let me recognize the team in the Office of Board Governance. Their commitment to MPS, care for the work, and support for my leadership has made the past year really special. I could not have done anything in this plan without them.

I am also incredibly grateful for the opportunity to work with this Board and Administration. This has been a year of resetting for our office and for MPS, and I am grateful to work alongside people who care deeply and are here for the students.

This update will focus on what has been accomplished and what our tentative focus will be in year two. Future work will also be informed by goal-setting activities with the Board.

Entry Plan: Planned and Completed

1. Meet, Listen & Learn

Over the past year, I have spent a considerable amount of time meeting with staff members in the Office of Board Governance, and meeting with Board members, constituents, and partners in the community. Through these one-on-one and group meetings, I have learned a great deal about the organization, the office, the community needs and perceptions, and the work.

I met with representatives from DPI to better understand how they communicate and what they need from us, and I participated in the weekly meetings with the finance team, OAE and DPI to ensure that communications were supported between DPI, Administration and the Board, and between the Board and the community. This also led to the development of several of our Fast Facts communications that aimed to keep the community updated during this time of transition and support.

Through meetings and conversations with our security teams and community members, I learned some key lessons about how to support a better climate at board meetings. We still have work to do in this regard; however, I appreciated the insights gained from these conversations.

And conversations with our press partners helped me to better understand their challenges and needs related to our work.

Looking forward: There are several new leaders in the central office and in our network of schools. It will be important for me and my team members to meet with incoming chiefs and administrators to ensure a strong working relationship between our office and administrative offices. We will also be supporting them by hosting records trainings.

We are also looking forward to assisting with the reimagining of the Family and Community Engagement Committee (FACE) to create more ongoing communication and collaboration opportunities between the community and the Board.

Finally, we hope that the hiring of additional staff for the records team will better support our families, staff, community, and press partners, by improving response times for records requests.

2. Equity-Focused Governance Framework

As I have engaged in the work this year, I have aimed to keep equity at the forefront of my thinking and to consider how it might drive the work we do and how we support the Board. Through my engagement with policy, I learned of Administrative Policy 1.06: Equity in MPS, which serves as a strong framework for equity-focused leadership and governance in MPS. Here are a few of the activities our team engaged in this year to attempt to ensure the equity goals of policy 1.06 were met:

Milwaukee Public Schools will create a district-wide culture of reflection and awareness building.

Our office supported Director Jackson in his development of Resolution 2526R-002 on the Acknowledgement of the Contributions of Black Students. This statement aims to support the culture of reflection and awareness of who we serve and the histories of our students.

MPS will cultivate a district wide culture of data-and-research-based decision making.

This year, the Board engaged in the WASB self-evaluation process and set goals for the year ahead.

MPS will incorporate student, family, and community voices in decision making district wide.

Our office helped to coordinate two community stakeholder meetings around school safety and to redesign the Family and Community Engagement Committee to allow for more community dialogue in the governance process.

We also scheduled and facilitated several community feedback sessions during the superintendent selection process.

MPS will be a system that supports equitable leadership practices district wide.

Our team helped to coordinate activities and communications surrounding the Governor's operational audit. This audit provided the Board with much-needed information to support equitable leadership practices.

MPS will provide every student with equitable access to high-quality and culturally relevant instruction, curriculum, support, facilities, technology, and other educational resources that respect their individual identities, backgrounds, abilities, and experiences.

We coordinated school visits to districts that are improving student outcomes, shared relevant research, provided access to subscriptions that can support the Board's learning, facilitated conference attendance for board members, and assisted with responses to constituent concerns and ideas.

MPS will recruit, employ, support, and retain racially and linguistically diverse and culturally competent administrative, instructional, and support personnel.

We have maintained a diverse team in the Office of Board Governance.

Through our professional development and team activities, our office has aimed to create a supportive and growth-oriented environment for all staff.

Looking forward: This year, the Superintendent plans to engage in an equity audit and this work will inform the strategic planning process. Our Office will be available to support the equity audit and to ensure that the Board is updated on its findings.

3. Fill Vacancies & Adopt Quick Fixes

The Office of Board Governance was sorely understaffed a year ago. Since that time, our team has interviewed and hired to fill several key positions. This has had a positive impact on the work and the climate within the office.

To establish better communication patterns, I developed an org chart for our office which was shared with the Board and Administration. This chart is continuously updated to reflect the people and the work of the office.

Looking forward: We are aiming to bring in a few individuals on limited term employment (LTE) agreements to deal with current surges in records requests and to determine if this is a long-term need or a temporary challenge. The number of requests has doubled over the past year, and improvements in technology coupled with increased reliance on electronic communications have made the requests more extensive.

We are also working with the facilities team to address the need for additional office space to accommodate this now fully staffed team.

4. Superintendent Search

The Office of Board Governance worked with the Board and the HYA search firm to conduct a fair, transparent and thorough superintendent search. This included scheduling the executive sessions necessary to facilitate the process and ensuring that all open meetings laws were followed throughout. The process also involved several community forums and feedback opportunities, media and constituent communications, and a two-day schedule for visits across the district with the three finalists. Our team even gathered donations from local businesses for a “welcome to Milwaukee” basket for each finalist.

The search led to the selection of a highly qualified and experienced superintendent – Dr. Brenda Cassellius.

Looking forward: The ongoing work of the Board and the Office of Board Governance will include maintaining timelines and activities for the superintendent evaluation process, as well as the evaluation process for myself and for the Senior Director of the Office of Accountability and Efficiency.

5. Review Governance Documents and Current Practices

There are several documents and policies that guide the work of the Office of Board Governance and that frame the work of the organization. In my first few months, I spent time reviewing these documents and systems. We have made some small changes that will hopefully support the organization better in the years to come. For example, there are numerous resolutions that have been created over the years, and there is little clarity around how long a resolution stays in effect. Moving forward, we are making sure that resolutions lead to changes in policy, where there is a desire for lasting change, or are timebound, when the goal is to drive the current work.

Our records team has faced new challenges over the past couple of years, as requests for records have more than doubled in number. Our response time has been decreasing, as we have grown our team and have been able to complete many pending requests.

Internal to the office, there was a need for more clarity around roles and responsibilities, so we spent time making sure that we had clear organizational charts, role descriptions, and responsibility charts. As the demands and responsibilities of our office change, these need to be living documents that can capitalize on the strengths and learning goals of our team members.

The Office began the process of developing Standard Operating Procedures (SOPs) for many of our standard procedures, and we are continuing this effort.

Looking forward: While we have made some small changes to our scripts for board meetings, we are aiming to include more student voice in the year to come, create more opportunities for awards and celebrations, and to start connecting better with our Spanish speaking audience by using Spanish speakers, when possible, rather than a recording to tell them how to listen to the meeting in Spanish.

In our records department, we have become nimbler by leaning into the LTE process for filling urgent but temporary staffing needs, and as a result we will continue to reduce the time it takes to complete records requests.

6. Digital Efficiency

A key collaborative goal in the Office of Board Governance has been to improve efficiency and collaboration by incorporating more digital efficiencies and technologies.

One of the first things I did was to teach team members in our office how to use AI technologies, such as ChatGPT and Microsoft CoPilot, to complete some rote tasks. These tools help us to work and communicate faster, allowing us to spend more time on creative tasks and personal communications.

We have also been transitioning our filing from paper-based systems to digital systems, which saves space and time in our office, and our team members have recently moved to using digital notebooks for notetaking.

In collaboration with the Finance office, we have been able to use DocuSign to move contracts and other communications through our offices, and our team is using Adobe platforms for simple tasks such as having time slips signed. These simple changes will save our offices time and money, by reducing printing costs.

Looking forward: In the year ahead, based on feedback from the Operational Audit, we know that Central Office will likely be making decisions about technology platforms and software systems. These decisions will help us continue moving forward with our digital efficiency plans.

7. Policy System Updates

Some of the most exciting work our office has undertaken in the past year is the work to update our district policies and procedures. In my previous role, I worked with Neola to support policy development and updates for our district. Neola is used by 90% of school districts across the state of Wisconsin, to keep district policies accessible, up to date, and in compliance with state and federal laws. Soon after taking the role, I was able to bring a recommendation to the Board to work with Neola to update our policies.

Looking forward: Since that contract was approved, we have been meeting monthly with the Administration and our Neola representatives to review and revise all district policies. This process will take eighteen months to two years to complete, but in the end, all of the district policies will be relevant and accessible on a searchable web platform called BoardDocs.

8. Create and Implement Training Programs

Another key goal of the Board and our office is to ensure that new and ongoing board members have the knowledge, resources and skills needed to support equity-focused, and all-around governance. Over the past year, I have been working with our Board Services team to redesign our onboarding process for board members and to develop relevant and responsive training sessions based on the needs of the Board.

We have also assisted with research and development, coordinating travel to relevant conferences and helping board members to visit and see best practices in action. This year, two board members visited the Whitewater School District to see the implementation of evidence-based literacy practices in action.

We have also increased our participation in and utilization of the Wisconsin Association of School Boards (WASB). This year we hosted School Board Appreciation Week, started using the WASB framework for superintendent evaluation, contracted with WASB specialists for board training and self-evaluation, and several board members attended the Annual State Convention.

For new members, I have also prioritized weekly touchpoints to answer questions and share information about board items or projects that were initiated prior to elections.

Looking forward: In the coming year, we will be coordinating more in-depth board training around governance practices and leading towards a strategic vision. We aim to bring in former Long Beach superintendent, Carl Cohn and his former Board President, to work with the Board and the Superintendent. We will also continue to support the individual professional learning needs of board members.

9. Improve Communication and Transparency

In my first few months, I developed several mechanisms to improve the Board's communication with the public and to increase communications within the organization. I brought the electronic newsletter to the Office of Board Governance, which is giving us the opportunity to reach greater audiences and to facilitate communications between the board and constituents. Here is an example of the most recent at-large newsletter. These newsletters are also easier to read on cell phones and tablets and can be adapted to reflect each board member's priorities and activities.

Anyone interested in receiving these newsletters directly, may enroll on the Enotify page of the City of Milwaukee website by following the easy directions.

Over the past couple of months, the Board Services team has also been working to ensure that school communities receive these monthly communications.

At the start of the year, our team also facilitated more direct communications to the media and public regarding district operations and updates.

The MGT Operational Audit suggested more streamlined communications between our office and the Administration, so we have been working to facilitate more shared communications. Since Dr. Cassellius has started, the Communications team has been more proactive in their outreach to the community, and our team has been able to support and elevate their communications.

Looking forward: There is still a need for improved collaboration and communication to ensure we are filling the gaps in constituent outreach. We plan to work with the Communications team in the coming weeks to get more of the family communications out to the public through ENotify. We will also be working with the Administration to produce an Annual Report that can be shared with the public and will be working with the Board to ensure there is clarity in board policy around the responsibilities and timing of the Annual Report.

10. Foster a Culture of Continuous Improvement

This year, the Board completed the WASB Board Self-Evaluation and participated in a goal-setting activity for the year ahead. The Board identified the following goals for the year:

In the upcoming year, we will improve on the following statements:

1. Our community believes the district is a responsible steward of its financial resources.
2. We benchmark test results against districts with similar demographics and prior performance over previous years.
3. We have a process that will allow key stakeholders (administrators, staff, parents, and the community) to help create/refine our vision and strategic priorities.
4. We regularly communicate our academic priorities and achievement results to the parents and the public.
5. We ensure our standards are consistent with parent and community expectations.

Looking forward: We look forward to supporting the Board in meeting these goals and in fostering a continuous improvement culture across the district.

Additional Projects Completed

Below are some additional projects and activities taken on and/or supported by the Office of Board Governance over the past year.

Special Audit

This year, the Board commissioned a special audit to review the district's fraud, waste and abuse processes. The Office of Board Governance facilitated the RFP process and worked with the identified team to gather documents, facilitate meetings, and coordinate meetings for the firm to present its findings to the Board.

Public Education Leadership Project (PELP)

It was an honor to participate in the PELP activities with the superintendent's team. I hope that my participation will help support the collaboration between the Board and Administrative teams, as we work together towards the common goals of the district.

Reading Commission

Given my experience with leading-for-literacy outcomes, I was recently asked to participate in the Citywide Reading Commission. This Commission, established by Mayor Cavalier, aims to bring together experts and raise funds to support the efforts necessary to improve literacy outcomes for young people in Milwaukee.

SRO Mandate

In the wake of the mandate to return SROs to schools, our team worked with Administration, the Board and our attorney to address the court's order and to find a way forward. Part of this effort included facilitating a special meeting with the Board and Common Council members and hosting a community meeting on the topic of school safety.

Social Media Lawsuit

This year, the Board agreed to participate in a nationwide suit against social media companies to recoup costs that districts have incurred for addressing mental health needs in young people brought on by social media influences. As the custodian of records, our office has been working with attorneys to complete the fact sheet and to gather any necessary records for the case.

Beyond the Boardroom

Our team has reestablished the Beyond the Boardroom campaign. This effort aims to connect the Board to the community and the community to the Board through participation in Board-initiated and local activities and events.

Priorities in the Year Ahead

Records Requests We continue to build our team and train new individuals in fulfilling records requests. We are also examining technological solutions that may speed up our processes. Our goal is to dramatically improve response times in the year to come.

Strategic Planning As the Administration and Board engage in the strategic planning process in the year to come, we plan to support the efforts.

Policy Work Continued The work to review, revise and publish all of our policies on a searchable platform will take another year. By this time next year, we are hoping to be able to go live with the new platform.

Lead Lawsuit Consideration The Board is considering legal action against lead paint companies. Our office will gather records and support the Board as they engage in this process.

Audit Tracking and Response There have been several audits completed over the past few months. It will be important to support the Board, Administration and the Office of Accountability and Efficiency in monitoring progress on the goals and recommendations of these audits.

Benchmarking Progress Against Other Districts This year, the Board will identify key metrics to track in comparison to other districts around the country with similar demographics and resources. Our office looks forward to supporting the Board and Administration in this work.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.05 - Role of the Board Clerk/Chief Officer, Office of Board Governance

* * * * *

(Item 2) Report with Possible Action on Legislative Matters Concerning Milwaukee Public Schools

Background

Updates regarding federal activity and state budget progress will be provided.

Wisconsin Policy Forum documents Wisconsin's further decline in education funding.

As noted in the Wisconsin Supreme Court's decision in *Vincent v Voight*, "The legislature has articulated a standard for equal opportunity for a sound basic education in Wis. Stat. §§ 118.30(1g)(a) and 121.02(L) (1997-98) as the opportunity for students to be proficient in mathematics, science, reading and writing, geography, and history... So long as the legislature is providing sufficient resources so that school districts offer students the equal opportunity for a sound basic education as required by the constitution, the state school finance system will pass constitutional muster."

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.02 - Goals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The district will continue to pursue appropriate support for students as part of the MPS Legislative Agenda.

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(Item 3) Action on a Request to Retire to Closed Session Relative to Litigation in Which the Board is Involved

Background

The Board may retire to a closed session, pursuant to Wisconsin Statute 19.85(1)(g), to confer with legal counsel for the board who is rendering oral or written advice concerning strategy to be adopted by the Board with respect to litigation in which it is involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation of the Office of Board Governance

That the Board retire to closed session for consideration of this item.

Item deferred to the end of the meeting.

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

(Item 1) Monthly Report, with Possible Action, on Activities within the Office of Accountability and Efficiency

Monthly Report

The Office of Accountability and Efficiency (OAE) was established to enhance transparency, oversight, and accountability to the District’s financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of fiscal stewardship of Milwaukee Public Schools.

Accountability and Efficiency Services

Between June 15, 2025, and July 19, 2025, Accountability and Efficiency Services completed nine requests for information/research, two constituent support inquiries, and one special project was brought to conclusion.

During the reporting period, the OAE has focused most of its effort and attention on the Corrective Action Plan (CAP) under DPI. CAP 2 was approved by the Board on January 30, 2025, and the OAE is managing the project in conjunction with the Administration as set forth in the plan.

Accountability and Efficiency Services also continued to support the District’s implementation of Administrative Policies 3.09 and 6.35.

Contract Compliance Services (CCS)

This summer, CCS remained focused on expanding meaningful work-based learning opportunities for MPS high school students. We proudly facilitated internships for 15 students through partnerships with Black

and Latino Male Achievement (BLMA), MPS Technology, the School to Work Transition Program (STWTP), and Vincent Urban Agriculture.

In collaboration with internal departments, CCS is also developing pilot programs aimed at creating innovative, career-connected experiences within our schools.

We continue to strengthen both internal and external partnerships in support of this work and remain fully committed to advancing the District's Administrative Policies 3.10 and 3.13— ensuring compliance, equity, and impactful student engagement.

Audit Services

The Audit Services area under the OAE provides independent assurance that the District's risk management, governance, and internal control processes are operating effectively.

Updates in the Audit Services area for the current reporting period of June 14, 2025, through July 18, 2025, include:

Audit Completions and Activities:

- Exceeded FY25 Annual Audit Plan Goals with 120% of the Planned Activities completed (goal was 93%, with 60 of 50 planned projects completed to date)
- Issued two school audits
- Reviewed four charter school external auditor's reports and updated charter school documents on the website for external auditor use
- Conducting several ongoing investigations resulting from Fraud Hotline Tips
- Recorded the 76th fraud hotline tip this fiscal year, which is 30 more than the number of complaints received for the entire FY24, and tied the record (76 recorded in FY19)
- Provided continued analysis and feedback to the Procurement Department on certain contract services matters
- Issued the FY25 Annual Fraud, Waste, and Abuse Summary Report
- Held first Audit Advisory Committee meeting on July 8th, 2025

FY25 Fraud, Waste, and Abuse Annual Report

Summary

The Office of Accountability and Efficiency– Audit Services maintains a Fraud Hotline that provides employees, citizens, and other interested individuals a means to confidentially or anonymously report suspected instances of fraud, waste, and abuse at MPS.

The Fraud Hotline has helped to reduce losses, to improve the protection of MPS assets, and to assist in recovery of funds to MPS. On June 29, 2017, the Board adopted Administrative Policy and Procedure 6.38, Theft, Fraud, Waste, Abuse, Illegal or Unethical Behavior.

Case Results

Fraud Hotline reports issued by the Office of Accountability and Efficiency-Audit Services are subject to records requests. In order to keep the Board abreast of the work conducted in this area, 6.38 (4) (c) provisions allow for periodic memos to the Board to describe the nature of completed investigations. The form and content of these memos are at the discretion of the Office of Accountability and Efficiency. This report summarizes Fraud Hotline activities from July 1, 2024, through June 30, 2025. Audit Services continues to work with the Administration to support the District's efforts to continuously improve MPS's operations and internal controls.

As a result of the Fraud Hotline, recommendations made to the MPS Administration in FY25 included:

- to improve controls over verification of proper credentials for hire;
- to improve controls over absence management and payroll processes;
- to improve controls over professional services ;
- to improve controls over direct deposit payroll changes ;
- to improve controls over leaves of absence and staff release time;
- to improve controls related to school fundraising activity;
- enhancing reporting protocols for reporting building safety related concerns.

It is important to note that MPS Administration has taken action to investigate, to manage, and to reduce the risks identified in many of the matters indicated above.

There were 76 complaints of suspected fraud, waste, and abuse in FY25. Of these, 41% were reported by MPS employees from the following sources:

	Amount	Percent
Department referral	18	24%
Mail	2	3%
Hotline call/Email	50	66%
Telephone call or in-person	6	8%

The 76 complaints concerned the following allegations:

	Amount	Percent
Theft of Money or Property	4	5%
Non-MPS matters	1	1%
Payroll matters	27	36%
Other Fraud, Waste, Abuse	44	58%

The 76 reports covered a wide range of issues, including alleged theft, deficiencies in internal controls, and other concerns. All allegations were evaluated by Audit Services and investigated or referred to the appropriate department or non-MPS entity for disposition per Policy 6.38 provisions.

Disposition

The Office of Accountability and Efficiency - Audit Services evaluates all complaints of suspected fraud, waste, and abuse and determines whether the information provided warrants opening an investigation. From the 76 reports received in FY25, 33 investigations were opened. The 33 investigations resulted in 15 allegations that were substantiated and nine ongoing investigations. Five were referred to the Administration and four were unsubstantiated.

	Amount	Percent
Referred to Administration	5	15%
Under Investigation	9	27%
Allegation Substantiated	15	45%
Allegation Unsubstantiated	4	12%

Communication Initiatives

Operation of the Fraud Hotline also includes coordinating the marketing and communication of the Hotline. Communication initiatives coordinated by OAE-Audit Services to promote the MPS Fraud Hotline include:

- a link to the MPS Fraud Hotline on the MPS main web page (portal)
- an online Fraud Hotline reporting form on the Audit Services web page
- a hyperlink on all MPS employees' check advices to the online Fraud Hotline reporting form
- issuance of business cards printed and distributed that provide the Fraud Hotline's contact information; and
- the Board's adoption on June 29, 2017, of Administrative Policy 6.38, Theft, Fraud, Waste, Abuse, Illegal and Unethical Behavior Reporting.

The Fraud Hotline provides an important avenue for individuals to report problematic issues to MPS without fear of retribution. Our experience shows that the best hope to identify fraud, waste, and abuse, along with opportunities to enhance the District's operations, continues to be through tips received from employees and others with first-hand knowledge of these matters. Restitution payments recorded as a result of our investigation since FY11 total over \$50,000, including \$2,951 received in FY25. Repayments owed to MPS as of June 30, 2025, as a result of Hotline judgments total \$277,329. Non-quantifiable benefits include the deterrence of fraud and wrongdoing, strengthening of internal controls, improvement in policies, and increased operational efficiencies. These benefits assist in the detection and prevention of future wrongdoing.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.08 - Role of the Senior Director, Office of Accountability and Efficiency

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REGULAR ITEMS OF BUSINESS

In accordance with Board Rule 1.09, Regular Items of Business, the Board gave public hearing on all regular items of business, below, which replaced the reports of standing committees at the Board's regular July 2025 meeting.

(Item 1) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Certificated Resignations and Classified Retirements, Affirmative Action Report

Classified Personnel Transactions

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER

5,nr	Grace, Jennifer M	IEP Teams	01/MA	\$95,296.97	8/25/2025
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Certificated Appointments

	Name	Position	Date	Salary
NEW HIRES				
4	Yolanda Brinez	Building Service Helper I	06/02/2025	\$17.88/hr
4	Denillia Cartagena	Building Service Helper I	06/02/2025	\$17.88/hr
2	Demita Martin	Building Service Helper I	06/02/2025	\$19.07/hr
2	Tyler Pearson	Building Service Helper I	06/02/2025	\$17.88/hr
2	Donna Pierce	Building Service Helper I	06/02/2025	\$17.88/hr
2	Larry Tillis	Building Service Helper I	06/09/2025	\$17.88/hr
4	Higinio Gallegos	Plumber	06/09/2025	\$57.60/hr
4	Isabella Martinez	Youth Apprentice	06/16/2025	\$15.00/hr
2	Stephon Clincy	Youth Apprentice	06/23/2025	\$15.00/hr
2	Brandon Gardner	Youth Apprentice	06/23/2025	\$15.00/hr
4	Jenny Martinez	Youth Apprentice	06/23/2025	\$15.00/hr
5	Andrew Mlagan	Youth Apprentice	06/23/2025	\$15.00/hr
6	David Martires	Youth Apprentice	06/23/2025	\$15.00/hr
2	Shomarion Tubbs	Youth Apprentice	06/23/2025	\$15.00/hr
2	Keshawn Young	Youth Apprentice	06/23/2025	\$15.00/hr
PROMOTION				
2	Andre Howard	School Engineer II	06/23/2025	\$74,786.28
REHIRES				
2	Tamara Boyd	Accounting Assistant II	06/02/2025	\$62,036.78
2	Shawanda Barksdale	Building Service Helper I	06/02/2025	\$17.88/hr
4	Jazmine Mayo	Building Service Helper I	06/02/2025	\$17.88/hr
4	Donni Yustiz	Building Service Helper I	06/02/2025	\$17.88/hr
2	Toiya Kern	Building Service Helper I	06/09/2025	\$19.07/hr
5	Samuel Rondorf	Steamfitter	06/30/2025	\$55.67/hr

Codes	
1	Native American
2	African American
3	Asian//Pacific Islander
4	Hispanic
5	White
6	Other
7	Two or More Codes
r	Resident
nr	Non-resident

Leaves of Absence

Military Leave May 2025 Brendan Laguna	Present Assignment Vieau	Effective From May 27, 2025
Personal Leave August 2025 Nina King	Out of Assignment	August 25, 2025
Personal Leave September 2025 Katheryn Saavedra-Ballesteros	Fratney	September 1, 2025

Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Certificated Resignations						
Other Work	4.0	5	Lynsey Branstrom	SLP	Central Svcs	06/14/2025
Retire	34.0	5	Susan Clark	Teacher	Central Svcs	07/31/2025
Retire	16.3	2	Cassandra Fancher	Teacher	Congress	06/16/2025
Retire	33.9	2	Katrina Fisher	Principal	Green Tree Prep	07/22/2025
Retire	31.0	5	Julie Hapeman	Teacher	Central Svcs	08/01/2025
Retire	29.7	5	Hrysanthi Kinis	Teacher	Garland	08/01/2025
Personal	0.5	2	Joyce Mireku	Teacher	French Imm	06/13/2025
Retire	25.9	5	Maureen Odonnell Gray	Teacher	Kluge	06/17/2025
Retire	36.9	5	Laurie Placek	Teacher	Brown Street	08/22/2025
Retire	25.9	5	Peggy Repka	Teacher	Rogers Street	09/02/2025
Other Dist	28.4	5	Amy Wilbourne	Counselor	Grant	06/23/2025
Classified Resignations						
Personal	0.5	2	TeAnna Atkins	Para	Holmes	06/17/2025
Personal	0.4	2	Sheila Blanks	BSH I	WCLL	06/03/2025
Retire	19.6	2	Therese Burks	Para	Bruce	06/30/2025
Personal	0.7	2	Tatyana Calmese	CHA	Gaenslen	05/10/2025
Retire	10.9	5	Frank Carini	Para	Bryant	06/16/2025
Retire	20.0	2	Bernadine Cosey	Specialist I	Human Resources	08/15/2025
Personal	10.4	2	Rose Griffin	BSH I	Vincent	07/07/2025
Personal	6.9	2	Terrance Griffin	Para	Riverside	06/18/2025
Other Work	6.3	2	Nashae Harvey	Para	Cass	06/12/2025
Personal	1.6	2	LiTayia Hightower	HR Asst	Human Resources	06/17/2025
Personal	0.5	2	Audriona Houchins	CHA	Kluge	05/30/2025

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Retire	17.6	2	Onia Hudson	FSA	95th Street	05/31/2025
Personal	3.4	2	DeAundre Jiles	BSH II	Hamilton	07/02/2025
Retire	26.8	2	Diane Joshua	SKM I	Bruce	06/16/2025
Retire	34.0	5	Daniel Kremer	Laborer	F & M	05/29/2025
Retire	26.1	5	Kathy Litza	SKM III	Allen Field	08/09/2025
Personal	4.8	2	Von McDade	Para	Washington HS	05/27/2025
Other Dist	2.9	5	Frances Moe	Interpreter	MSL	06/13/2025
Other Work	5.2	4	Ketzel Ortiz Ortega	FSA	Parkside	06/13/2025
Retire	43.1	5	Kelly Polacheck	Adm Ast III	School Admin	09/30/2025
Personal	0.1	4	Claudia Ramirez	Para	Riley	03/03/2025
Retire	24.4	2	Arnita Rathell	Para	Brown Street	06/30/2025
Personal	8.0	4	Yessenia Ruano Andres	Para	ALBA	06/17/2025
Personal	0.4	4	Ilenia Sanchez Muley	Para	Fairview	05/30/2025
Personal	0.4	2	ENyla Williams	Safety Asst	School Safety	05/29/2025
Personal	1.8	2	Mykidia Williams	Safety Asst	School Safety	05/30/2025
Retire	41.8	4	David Valdes	Assoc I	Parent Svcs	08/29/2025
Personal	4.8	2	Sedrick Washington	Driver	Mailroom	05/30/2025
Personal	2.9	5	Jessica Ziegler	Para	Craig	06/16/2025

Other District – 2 (Classified 1 – Certificated – 1) Other Work – 3 (Classified 2 – Certificated – 1) Personal – 17 (Classified 16 – Certificated – 1) Retirement – 18 (Classified 10 – Certificated – 8)

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY26 budget.

Implementation and Assessment Plan

Upon approval by the Board, the personnel transactions will be implemented.

Administration's Recommendation

The Administration recommends that the Board approve the promotions, appointments, and leaves as listed in the attachments to the item, to be effective upon approval by the board.

Director O'Halloran moved to approve the recommendations of the Administration and to direct that a report be presented in August as to the vacancies in each district. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen, and President Zombor — 8.

Noes – None – 0.

* * * * *

(Item 2) Action on Approval of a Job Description for Chief Advisor

Background

The Administration is seeking position authority for a new position that has been added due to the changing and increasing work in the area of Board Relations and ensuring all of the Board requests to Administration are met in a timely manner.

**Chief Advisor – Superintendent Board
Liaison for Policy, Partnerships, and
Governance**

The Chief Advisor resides in the Office of the Superintendent and reports directly to the Superintendent. This full-time, exempt position is compensated at a pay grade 18A at a range of \$175,587 – 210,077.

The Chief Advisor oversees and coordinates required important and critical projects on behalf of the Superintendent of Schools, Chief of Staff, Department Chiefs and Directors. They support the Office of the Superintendent’s overall work in leadership and management of the school district and serve as the liaison between the Superintendent’s initiatives, the senior administrative staff and the Board of School Directors.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

**Statute, Administrative Policy, or Board Rule
Statement**

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

The item does not authorize expenditures.

Administration’s Recommendation

The Administration recommends that the Board approve the attached description.

Director Siemsen moved to approve the recommendations of the Administration. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Jackson, O’Halloran, Reza, Siemsen, and President Zombor — 8.
Noes – None – 0.

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(Item 3) Action to Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days

Background

Recommended for the Board's Approval are individuals to be promoted, appointed, or reassigned to the classifications indicated.

Administrative Appointments

* (4)(nr)	Eduardo Galvan	Deputy Superintendent	Schedule 03, Range 19A
		Office of the Superintendent	\$241,287
* (2)(r)	Paulette Chambers	Chief Advisor	Schedule 03, Range 18A

(5)(nr)	Keely Roberts	Office of the Superintendent Chief of Schools	\$201,406 Schedule 03, Range 18A
* (2)(nr)	Michael Harris	Office of the Superintendent Chief of Staff	\$201,406 Schedule 03, Range 18A
(4)(nr)	Silvia Romero Johnson	Office of the Superintendent Academic Superintendent	\$201,406 Schedule 03, Range 17A
(2)(r)	Carletta Noland	Office of the Chief of Schools Academic Superintendent	\$194,918 Schedule 03, Range 17A
(5)(nr)	Aaron Shapiro	Office of the Chief of Schools Academic Superintendent	\$186,948 Schedule 03, Range 17A
(2)(r)	Ebony Grice	Office of the Chief of Schools Academic Superintendent	\$183,000 Schedule 03, Range 17A
(5)(nr)	Jennifer Smith	Office of the Chief of Schools Principal II, 9-12, Bradley Tech	\$180,169 Schedule 03, Range 15A
(4)(r)	Miguel Sanchez	Office of the Chief of Schools Principal I, K-8, Carver Academy	\$179,758 Schedule 03, Range 13T
(2)(nr)	Laurie Fiorenza	Office of the Chief of Schools Academic Superintendent	\$178,270 Schedule 03, Range 17A
(2)(nr)	Felice Beal	Office of the Chief of Schools Principal I, K-8, River Trail	\$176,621 Schedule 03, Range 13T
(2)(nr)	Jeremiah Holiday	Office of the Chief of Schools Principal I, K-6, Maple Tree	\$163,467 Schedule 03, Range 13T
(2)(nr)	Zannetta Walker	Office of the Chief of Schools Principal I, K-12, WCLL	\$163,467 Schedule 03, Range 14A
(5)(nr)	William Luedtke	Office of the Chief of Schools Principal, K-12, Milwaukee Virtual Program	\$162,701 Schedule 03, Range 14A
(4)(r)	Jennifer Hernandez	Office of the Chief of Schools Academic Superintendent	\$155,077 Schedule 03, Range 17A
(2)(r)	Janel Hawkins	Office of the Chief of Schools Principal I, K-8, MLK, Jr.	\$149,994 Schedule 03, Range 13T
(5)(nr)	Suzanne Gahan	Office of the Chief of Schools Principal I, K-8, MACL	\$147,600 Schedule 03, Range 13T
(5)(nr)	Richard Bukosky	Office of the Chief of Schools Principal I, K-5, Kilbourn	\$147,600 Schedule 03, Range 13T
(5)(nr)	Kristin Hinds	Office of the Chief of Schools Principal I, K-8, Cooper Elementary	\$145,887 Schedule 03, Range 13T
(2)(r)	Darryl Moore	Office of the Chief of Schools Assistant Principal I, Milwaukee Sign Language	\$141,633 Schedule 03, Range 10C
(2)(r)	Ramona Phillips	Office of the Chief of Schools Assistant Principal III, Rufus King IB High School	\$141,577 Schedule 03, Range 12C
(5)(r)	Mark Sholta	Office of the Chief of Schools Principal I, K-8, Bay View Montessori	\$141,171 Schedule 03, Range 13T
(2)(r)	Debra Evans	Office of the Chief of Schools Principal I, K-6, Hampton	\$141,171 Schedule 03, Range 13T
(2)(r)	Tonja Whittley	Office of the Chief of Schools Assistant Principal I, Townsend	\$138,721 Schedule 03, Range 10C
(2)(r)	Myra Edwards	Office of the Chief of Schools Director I, MPS Foundations	\$130,000 Schedule 03, Range 14A
(4)(nr)	Christopher Garza	Office of the Chief of Family, Community & Partnership Principal I, K-8, Manitoba	\$130,000 Schedule 03, Range 13T

(2)(r)	Anesia Hayes	Office of the Chief of Schools Assistant Principal III, Vincent	\$121,886 Schedule 03, Range 12C
(2)(r)	Andrea Blackmon	Office of the Chief of Schools Business Analyst III	\$115,301 Schedule 03, Range 07A
(1)(r)	Alyssa Mussa	Office of the Chief of Finance Specialist I, First Nation	\$107,285 Schedule 03, Range 09A
(2)(r)	Robert Perry	Office of the Chief of Academics Coordinator II, Recreation	\$103,309 Schedule 03, Range 07A
(4)(r)	Ivelis Perez	Office of the Chief of Finance Assistant Principal I, Vieau	\$103,237 Schedule 03, Range 10C
(3)(nr)	Jenny Lo	Office of the Chief of Schools Assistant Principal I, Hartford	\$99,850 Schedule 03, Range 10C
(3)(nr)	Yeng Vang-Strath	Office of the Chief of Schools Assistant Principal I, MACL	\$95,769 Schedule 03, Range 10C
(2)(r)	Chyla Nation	Office of the Chief of Schools Assistant Principal II, Green Tree	\$88,300 Schedule 03, Range 11C
(2)(r)	Emily Brown	Office of the Chief of Schools Internship Coordinator II	\$86,188 Schedule 03, Range 07A
(6)(nr)	Molly Green	Office of the Chief of Academics Administrative Assistant III, C&I	\$83,137 Schedule 03, Range 03A
		Office of the Chief of Academics	\$60,019

* Salary is inclusive of the previously approved FY2026 Cost of Living Salary increase for all employees.

Appointment of the Office of Board Governance

The Office of Board of Governance recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

(5)(r)	Ian Kloster	Associate I, Records Management
		Office of Board of Governance

Recommended LTE Contracts (To be effective upon Board approval)

(4)(r)	Mary McCarthy	Urbina- Manager, Strategic Initiatives	\$68.00
		Office of the Superintendent 07/21/25 to 12/30/25	
(5)(nr)	Melanie Stewart	Advance Placement and International Baccalaureate Support	\$40.00
		Office of the Chief of Academics 07/01/25 to 12/31/25	
(5)(nr)	Margie Hood	Office of Academic Support	\$40.00
		Office of the Chief of Academics 07/01/25 to 12/30/25	
(4)(r)	Janine Cano-Graber	Administrator Coaching & Mentoring	\$40.00
		Office of the Chief of Schools 07/01/25 to 12/31/25	
(2)(r)	Beverly Conner	Administrator Coaching & Mentoring	\$40.00
		Office of the Chief of Schools 07/01/25 to 12/31/25	
(2)(r)	Lolita Harden	Administrator Coaching & Mentoring	\$40.00
		Office of the Chief of Schools 07/01/25 to 12/31/25	

(2)(r)	Peggie Swift	Administrator Coaching & Mentoring Office of the Chief of Schools 07/01/25 to 12/31/25	\$40.00
(2)(r)	Yvette Martel	Administrator Coaching & Mentoring Office of the Chief of Schools 07/01/25 to 12/31/25	\$40.00
(5)(nr)	Joseph Hartlaub	Administrator Coaching & Mentoring Office of the Chief of Schools 07/01/25 to 12/31/25	\$40.00
(2)(r)	Sharitta Wicks	Work-Based Learning Specialist Office of the Chief of Academics 07/01/25 to 12/31/25	\$40.00
(4)(nr)	Nancy Becker	Start of School Year Support and Mentoring New Staff Office of the Chief of Finance 07/01/25 to 12/31/25	\$40.00
(5)(nr)	Jay Navone	School Safety & Security Supervisor Office of the Chief of Schools 08/01/25 to 01/31/26	\$40.00
(2)(r)	Erika Banks	Career Pathway Specialist Office of the Chief of Academics 07/01/25 to 12/31/25	\$40.00
(6)(nr)	Jessica Willis	Career Pathway Specialist Office of the Chief of Academics 07/01/25 to 12/31/25	\$40.00
(2)(r)	Rosemary Hayes	Administrative Assistant III Office of the Chief of Academics 06/16/25 to 12/16/25	\$35.00
(2)(r)	Oswald Bwechwa	Refugee Service Provider Office of the Chief of Academics 06/01/25 to 09/30/25	\$35.00
(5)(r)	Vivienne Andersen	Refugee Service Provider Office of the Chief of Academics 06/01/25 to 08/22/25	\$35.00
(3)(r)	Mala Nan Leth	Refugee Service Provider Office of the Chief of Academics 06/01/25 to 09/30/25	\$35.00
(2)(r)	Elizabeth Brown	Accounting Assistant/Bookkeeper Office of the Chief of Finance 07/01/25 to 12/31/25	\$30.00
(5)(r)	Brett Fuller	Education Pathway Office of the Chief of Academics 07/01/25 to 12/31/25	\$30.00
(2)(r)	Teshona Marion	Career Pathway Specialist Office of the Chief of Academics 07/01/25 to 12/31/25	\$30.00
(2)(r)	Myles Neal	Youth Mentor Office of the Chief of Schools 09/02/25 to 01/23/26	\$30.00
(4)(r)	Norma Garcia	South Division High School Office of the Chief of Schools 08/03/25 to 02/02/26	\$30.00
(2)(r)	Annette Fayne	Administrative Assistant III Office of the Board of 07/03/25 to 12/31/25	\$28.67
(2)(nr)	Shelby Lyles	Records Associate Office of the Board of	\$27.00

(2)(r)	Henry Flemming	07/21/25 to 12/21/25 Cellphone, Monitoring, Outside Exits Office of the Chief of Schools	\$25.00
(5)(r)	Julie Kenney	08/28/25 to 02/27/26 Cellphone, Monitoring, Outside Exits Office of the Chief of Schools	\$25.00
(4)(r)	Angel Aguirre	08/28/25 to 02/27/26 Law Clerk Office of the Chief of Human Resources	\$20.00
(2)(r)	Sally Hamilton	07/07/25 to 01/07/26 Lead/Dust Cleaning Office of the Chief of Schools	\$17.88
(5)(r)	Jeffery Sokolowski	06/23/25 to 08/22/25 Lead/Dust Cleaning Office of the Chief of Schools	\$17.88
(2)(nr)	Lorriane Ewing	06/23/25 to 08/22/25 Lead/Dust Cleaning Office of the Chief of Schools	\$17.88
(2)(r)	Jasmine Harland	06/23/25 to 08/22/25 Lead/Dust Cleaning Office of the Chief of Schools	\$17.88
(6)(r)	Monica Garner	06/23/25 to 08/22/25 Lead/Dust Cleaning Office of the Chief of Schools	\$17.88
(2)(r)	George Ragland	06/23/25 to 08/22/25 Lead/Dust Cleaning Office of the Chief of Schools	\$17.88
(2)(r)	Danita Green	06/23/25 to 08/22/25 Lead/Dust Cleaning Office of the Chief of Schools	\$17.88
(2)(r)	Jacqueline Miller	06/23/25 to 08/22/25 Lead/Dust Cleaning Office of the Chief of Schools	\$17.88
(2)(r)	Tiana Hood	06/23/25 to 08/22/25 Lead/Dust Cleaning Office of the Chief of Schools	\$17.88
(2)(r)	Carmelita Biami	06/23/25 to 08/22/25 Lead/Dust Cleaning Office of the Chief of Schools	\$17.88
(5)(r)	Eric Michalski	06/23/25 to 08/22/25 Lead/Dust Cleaning Office of the Chief of Schools	\$17.88
(2)(r)	Lewis Lea	06/23/25 to 08/22/25 Lead/Dust Cleaning Office of the Chief of Schools	\$17.88
(5)(nr)	Andeya Spurlin	06/23/25 to 08/22/25 Lead/Dust Cleaning Office of the Chief of Schools	\$17.88

- r Resident
- nr Non-resident
- 1 Native American
- 2 African American
- 3 Asian/Pacific Islander
- 4 Hispanic
- 5 White

- 6 Other
- 7 Two or more

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY26 budget

Administration’s Recommendation

The Administration recommends that the Board approve the promotions, appointments, leaves, and Limited-Term Employment contracts as listed in the attachments to the item, to be effective upon approval by the board.

Director O’Halloran moved to approve the recommendations of the Administration. The motion passed, the vote being as follows:

- Ayes — Directors Herndon, O’Halloran, Reza, Siemsen, and President Zombor — 5.
- Noes – Director Fons - 1
- Abstaining – Directors Ferguson and Jackson - 2

* * * * *

(Item 4) Action on a Request to Approve the Revised 2025-26 Districtwide School Calendar

Background

The revised 2025-2026 calendar includes the addition of four half days throughout the school year to support ongoing professional development for staff. On these designated days, students will be dismissed early, allowing teachers and staff to engage in focused training and collaboration. This dedicated time supports continuous improvement in instruction and student learning.

The following is the revised 2025-2026 districtwide school calendar.

- August 25.....Organization Day
- August 26-28.....Professional Development Days
- August 29.....Labor Day Break
- September 1Labor Day
- September 2First Day of School for Students
- October 8Early Release Day for K-12 Professional Development
- October 17Parent/Teacher Conference Day
- October 20October Break
- November 7.....Record (K-8)/Professional Development Day (HS)
- November 24-25Districtwide Professional Development
- November 26-28Thanksgiving Break
- December 10.....Early Release Day for K-12 Professional Development
- December 22-31.....Winter Break
- January 1-2.....Winter Break
- January 5.....Classes Resume
- January 19MLK Jr. Day
- January 26.....Record (HS)/Professional Development Day (K-8)
- February 16.....Mid-semester Break
- February 17.....Record (K-8)/Professional Development Day (HS)

March 4.....	Early Release Day for K-12 Professional Development
March 20.....	Parent/Teacher Conference Day
March 30-April 3.....	Spring Break
April 15.....	Early Release Day for K-12 Professional Development
April 30.....	Districtwide Professional Development
May 1.....	Professional Development Day
May 25.....	Memorial Day
June 5.....	Record (K-8)/Professional Development Day (HS)
June 15.....	Last Day of School for Students
June 16.....	Record (HS)/Professional Development Day (K-8)
June 17-18	Emergency Make-up days, if needed

ACT Testing dates are to be determined

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.03 - School Year/School Calendar

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon approval by the Board, the Administration will implement the revised 2025-2026 districtwide school calendar.

Administration’s Recommendation

The Administration recommends the Board approve the revised 2025-2026 districtwide school calendar as presented in the attachment.

Director Siemsen moved to approve the recommendations of the Administration. The motion passed, the vote being as follows:

- Ayes — Directors Ferguson, Fons, Herndon, Jackson, O’Halloran, Reza, Siemsen, and President Zombor — 8.
- Noes – None – 0.

* * * * *

(Item 5) Action on Monthly Finance Matters: Report on Change Orders in Excess Of \$25,000; Acceptance of the Report on Revenues and Expenditures; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Report on Change Orders in Excess of \$25,000

In compliance with Administrative Policy 3.09(10)(e)1, the Administration is reporting change orders to existing contracts whose collective net value exceed \$25,000.

Contract: C031825 Scholaro Inc.

On July 21, 2023, the Milwaukee Board of School Directors and Scholaro Inc entered into Professional Services Contract number C031825 (“Contract”), with a term of July 21, 2023, through June 30, 2024, to provide authentication, translation and evaluation of high school transcripts in different languages to English. On March 13, 2024, a Request to Change Contract (RCC) was approved to add additional funds to cover

services. On June 20, 2024, an RCC was approved to extend the contract for an additional term from July 1, 2024, through June 30, 2025 with funds of \$40,000.00. On February 19, 2025, an RCC was approved to add funds of \$6,000 due to an increased demand for services. On June 4, 2025, RCC was approved to extend the contract through June 30, 2025 and add funds of \$40,000.

Original Contract Amount:.....	\$ 40,000.00
RCC 3/13/2024.....	20,000.00
RCC 6/20/2024.....	40,000.00
RCC 2/19/2025.....	6,000.00
RCC 6/4/2025.....	40,000.00
Ending Amount	\$146,000.00

Contract: C032763 Wisconsin Center District

On June 27, 2024, the Milwaukee Board of School Directors and Wisconsin Center District entered into Professional Services Contract number C032763 (“Contract”), with a term of June 16, 2025 through June 20, 2025, for in-person graduation ceremonies. On June 9, 2025, a Request to Change Contract (RCC) was approved to increase the contract by \$46,620 for increased services such as sound and lighting as well as labor not included in the original estimate.

Original Contract Amount:.....	\$ 139,772.00
RCC 6/9/2025.....	46,620.00
Ending Amount	\$ 186,392.00

Contract: B0001548 Lingua Pros, LLC

On June 29, 2023, the Milwaukee Board of School Directors and Lingua Pros, LLC entered into Blanket Professional Services Contract number B00015483 (“Contract”), with a term of July 1, 2023 through June 30, 2024, for translation services. On June 27, 2024, the Board approved a contract extension for July 1, 2024 through June 30, 2025, adding \$300,000 to the contract. On July 9, 2024, a Request to Change Contract (RCC) was approved to add \$600,000 for translation of textbooks. On May 29, 2025, the Board approved a contract extension through June 30, 2026 and compensation of \$1,000,000. On June 23, 2025, an RCC was approved to add \$1,084,517.00 due to increased demand for translation services.

Original Contract Amount:.....	\$ 300,000.00
Extension 6/27/2024.....	300,000.00
RCC 7/9/2024.....	600,000.00
Extension 5/29/2025.....	1,000,000.00
RCC 6/23/2025.....	1,084,517.00
Ending Amount	\$3,284,517.00

Contract: C031447 Vidcruiter Inc

On August 1, 2023, the Milwaukee Board of School Directors and Vidcruiter Inc entered into Professional Services Contract number C031447 (“Contract”), with a term of August 1, 2023 through July 31, 2024, for interview management and real time scoring. On June 21, 2024, a Request to Change Contract (RCC) was approved to extend the contract through June 30, 2025, and to add funds of \$34,500. On June 17, 2025, an RCC was approved to extend the contract through June 30, 2026, and to add funds of \$36,225.00

Original Contract Amount:.....	\$ 45,000.00
RCC 6/21/2024.....	34,500.00
RCC 6/17/2025.....	36,225.00
Ending Amount	\$ 115,725.00

Contract: C033026 Christopher R. Strzok d/b/a Career Tech Solutions, LLC

On September 1, 2024, the Milwaukee Board of School Directors and Christopher R. Strzok d/b/a Career Tech Solutions, LLC entered into Professional Services Contract number C033026 (“Contract”), with a term of September 1, 2024 through June 30, 2025, for support implementations of Career & Technical Student Organizations (CTSO), specifically SkillsUSA, in applicable MPS high schools: Audubon, Barack Obama, Bay View, Brady Tech, Golda Meir, Hamilton, Madison, Marshall, North Division, Pulaski, Riverside, Reagan, South Division, Vincent, and Washington. On June 25, 2025, a Request to Change Contract (RCC) was approved to extend the contract through June 30, 2026, and to add funds of \$49,000.

Original Contract Amount: \$ 49,000.00
 RCC 6/25/2025 49,000.00
 Ending Amount..... \$ 98,000.00

Contract: C032110, Artists Working in Education Inc

On October 9, 2023, the Milwaukee Board of School Directors and Artists Working in Education Inc entered into Professional Services Contract number C032110 (“Contract”), with a term of October 9, 2023 through October 8, 2024, to provide art activities at three Milwaukee Recreation Twilight locations: Andrew Douglas Middle School, Bay View High School, and Washington High School. On August 28, 2024, a Request to Change Contract (RCC) was approved to extend the contract through October 9, 2025, and to add funds of \$20,000. On June 27, 2025, an RCC was approved to extend the contract through October 9, 2026, and to add funds of \$27,588.

Original Contract Amount: \$ 25,080.00
 RCC 8/28/2024 20,000.00
 RCC 6/27/2025 27,588.00
 Ending Amount..... \$ 72,668.00

Monthly Financial Reports

The report on revenues and expenditures; the report on contracts awarded with a value under \$50,000 and cumulative total report; and the report on monthly grant awards are attached and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations Over \$5,000			
French Immersion School	* Milwaukee French Immersion PTA	10,000.00	African Dance Programming
MacDowell Montessori	Milwaukee Public Schools Foundation, Inc	15,000.00	Camping/Nature's Classroom
<i>Total Monetary Donations Over \$5,000</i>		<i>25,000.00</i>	
Monetary Donations			
Academy Of Accelerated Learning	AAL Community Parent Teacher Association	385.00	Staff Incentives
Albert E Kagel School	The Sanchez Family	28.00	General School Supplies
Allen-Field School	Box Tops for Education	6.20	General School Supplies
Andrew S. Douglas	Ameshia Greer	135.00	Student Field Trip and Brunch
Auer Avenue School	Box Tops for Education	0.40	General School Supplies

Location	Donor	Amount	Gift or Purpose
Bay View Montessori School	Matthew Lunsford	5.00	General School Supplies
Bay View Montessori School	Anna & Ben Ehler	5.00	General School Supplies
Clarke Street School	Masterlock	5,000.00	Incentives for Students
Clement Avenue School	Box Tops for Education	14.20	General School Supplies
Engleburg School	Medical Management Services Wisconsin LLC	750.00	Supplies, Dojo Store, Paper, Pencil, Pens, Field Trips, Coats, and Educational Supplies
French Immersion School	* Milwaukee French Immersion PTA	250.00	Copy Paper
French Immersion School	* Milwaukee French Immersion PTA	2,000.00	Coach Bus to Concordia Language Village in Bemidji Minnesota
Gaenslen School	Character Playbook Community Impact Grant Project	500.00	Tackle Hunger Together
Hawthorne School	Educators Credit Union	750.00	Parent Coordinator Gala
Hawthorne School	National Park Trust	1,000.00	Discover And Explore Parks, Historic Sites, Public Lands, and Waters
Hawthorne School	Children's Health Alliance of Wisconsin	1,000.00	Love My Air Wisconsin Program
Hawthorne School	* Renee Hoover -Hicks	1,000.00	First Parent Coordinator Gala
Hi-Mount School	Beverly Conner	240.00	General School Supplies
King High School	Carol Johnstone	20.00	Spring Concert
MacDowell Montessori	Box Tops for Education	10.40	General School Supplies
MacDowell Montessori	* MacDowell Montessorian PTO	300.00	Support Staff Events
Maryland Avenue Montessori School	Joelle Worm & James Tomasello	50.00	NCI Field Trip
Maryland Avenue Montessori School	Milwaukee Catholic Home	250.00	General School Supplies
Meir School	Box Tops for Education	19.30	General School Supplies
Milwaukee School of Languages	German Fest Milwaukee	55.50	German Fest
Milwaukee School of Languages	American Red Cross	250.00	Hawks Scholarship
Milwaukee School of Languages	German Language and School Society DSSV	300.00	Germany Trip
Milwaukee School of Languages	Wisconsin Stamping and Manufacturing LLC Scott Vogt	401.00	New Novel
Milwaukee School of Languages	MSL PTSA	800.00	Hairspray Musical
Milwaukee School of Languages	* Thomas Kreuser	1,000.00	Hawks Scholarship

Location	Donor	Amount	Gift or Purpose
Milwaukee School of Languages	German Immersion Foundation	1,200.00	General School Supplies
Morgandale School	Box Tops for Education	27.60	General School Supplies
Morgandale School	Laborers Int'l Union of North America Local 113	250.00	Teacher Appreciation Week
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Milwaukee Brewers	100.00	Day Of Kindness
Office of Finance - Milwaukee Recreation	Epic Systems Corporation	100.00	In Memory Of Anthony Jordan Sr.
Parkside School	Box Tops for Education	3.90	General School Supplies
Parkside School	* Sara Feider	32.50	General School Supplies
Parkside School	Grant Woods	500.00	Parkside Aquaponics Lab In Memory Of Katie Porter
Ronald Reagan High School	SecureFutures	1,000.00	BSU Black Excellence Conference
<i>Total Monetary Donations</i>		<i>19,739.00</i>	
Non-Monetary Donations			
Academy Of Accelerated Learning	DonorsChoose	640.34	Fancy, Fresh Organization
Albert E Kagel School	Glacier Rock Farms	375.00	Cost of Admissions for Fieldtrip
Bay View High School	DonorsChoose	478.21	Literacy & Language
Bay View High School	DonorsChoose	929.68	Health Sports & Wellness
Bay View Montessori School	Becca Marten	20.00	A Large Cooler
Bradley Trade & Tech	DonorsChoose	466.67	Health Sports & Wellness
Browning School	DonorsChoose	380.41	Life Skills
Browning School	DonorsChoose	506.75	Finish Strong!
Browning School	DonorsChoose	565.49	Exploring CVC Words!
Browning School	DonorsChoose	596.07	STEM, Students with Disabilities
Browning School	DonorsChoose	721.23	Calming Corner
Burbank School	Panda Express Corp	4,920.00	Cub Meal Reward Cards
Carver Academy	DonorsChoose	490.98	Warm & Welcome!
Cass Street School	DonorsChoose	224.41	Safe, Respectful, Responsible
Curtin School	DonorsChoose	132.47	Comfort for All
Curtin School	DonorsChoose	334.97	Let's Game
Doerfler School	DonorsChoose	161.82	Music & The Arts
Doerfler School	DonorsChoose	241.68	Paper's Impact!
Doerfler School	DonorsChoose	285.88	Dry Erase It!

Location	Donor	Amount	Gift or Purpose
Doerfler School	DonorsChoose	334.82	"Hook It Up"
Doerfler School	DonorsChoose	336.08	Math Minutes!
Doerfler School	DonorsChoose	364.92	Kindle My Fire for Reading
Doerfler School	DonorsChoose	387.64	Keep It Cold!!
Doerfler School	DonorsChoose	517.16	Thirsty As A Duck!
Dr. B Carson Academy of Science	DonorsChoose	188.71	Lifelong Writers
Fairview School	DonorsChoose	283.87	STEM
Fairview School	DonorsChoose	380.69	STEM
Fairview School	DonorsChoose	541.33	Building a Resource Room
Fairview School	DonorsChoose	542.28	Flexible Seating
Fairview School	DonorsChoose	560.55	High Interest Materials
Fairview School	DonorsChoose	998.04	Health Sports & Wellness, Students with Disabilities
Fifty-Third Street School	DonorsChoose	336.72	Bold Strokes for Colorful Minds
Fifty-Third Street School	DonorsChoose	445.44	Reading Around the World
Forest Home Avenue School	DonorsChoose	486.09	Restock and Renew!
Gaenslen School	DonorsChoose	198.11	Life Skills
Gaenslen School	DonorsChoose	266.50	Literacy & Language, Students with Disabilities
Gaenslen School	DonorsChoose	388.90	Adapted Books For The Community
Gaenslen School	DonorsChoose	400.09	Classroom Restock
Gaenslen School	DonorsChoose	480.55	Life Skills, Students with Disabilities
Gaenslen School	DonorsChoose	508.87	Life Skills, Students with Disabilities
Gilbert Stuart School	DonorsChoose	131.50	Students with Disabilities
Goodrich School	DonorsChoose	182.19	Help We Need Chromebook Mice!
Goodrich School	DonorsChoose	189.87	End of Year Snacks!
Goodrich School	DonorsChoose	225.85	Bulldog Pride!
Goodrich School	DonorsChoose	227.90	Let's Sweeten Dismissal
Goodrich School	DonorsChoose	236.31	Summer Fun!
Goodrich School	DonorsChoose	263.09	A Seat for All!
Goodrich School	DonorsChoose	275.61	We Love Snacks!
Goodrich School	DonorsChoose	278.43	Art and Craft Supplies Needed!
Goodrich School	DonorsChoose	297.25	Racial Justice & Representation, Social Studies
Goodrich School	DonorsChoose	298.18	Racial Justice & Representation, Social Studies

Location	Donor	Amount	Gift or Purpose
Goodrich School	DonorsChoose	300.03	Health Sports & Wellness
Goodrich School	DonorsChoose	315.35	Art Supplies
Goodrich School	DonorsChoose	352.80	Adaptive Activity Books!
Goodrich School	DonorsChoose	353.03	Let's Do Yoga!
Goodrich School	DonorsChoose	409.67	Bubbles and Puppets
Goodrich School	DonorsChoose	410.71	Healthy Snacks
Goodrich School	DonorsChoose	413.52	Looking Forward to Fall!
Goodrich School	DonorsChoose	418.74	Spring Program Necessities
Goodrich School	DonorsChoose	470.92	Spring Clean & More Things
Goodrich School	DonorsChoose	494.52	Proficient STARS
Goodrich School	DonorsChoose	501.33	Summer Fun
Goodrich School	DonorsChoose	709.50	Summer Surprise!
Goodrich School	DonorsChoose	970.80	Kindergarten Rocks!
Green Tree Perp	DonorsChoose	761.65	Library Reading Corner
Hartford University School	DonorsChoose	682.49	STEM
Hayes Bilingual School	DonorsChoose	298.39	Sharpeners, Ink and Fidgets
Hayes Bilingual School	DonorsChoose	308.05	Art Supplies for Young Artists!
Hayes Bilingual School	DonorsChoose	366.03	Life in Color
Hayes Bilingual School	DonorsChoose	378.17	Small Group Novels
Hayes Bilingual School	DonorsChoose	391.25	El Salon de Mrs. M
Hayes Bilingual School	DonorsChoose	409.72	Classroom Supplies
Hi-Mount School	DonorsChoose	353.01	Literacy & Language
Honey Creek Elementary School	DonorsChoose	679.78	Magic Carpet Ride
Hopkins-Lloyd Community School	DonorsChoose	564.48	The Good Sport
Humboldt Park School	DonorsChoose	183.65	Whiteboard Needed!
Humboldt Park School	DonorsChoose	690.90	Literacy & Language, STEM
James Madison Academic Campus	DonorsChoose	383.10	Classroom Essentials!
Keefe Avenue School	DonorsChoose	221.82	Peaceful Walk to Regulation
Kilbourn School	DonorsChoose	481.06	Successful Ending!
Kilbourn School	DonorsChoose	518.68	Health Sports & Wellness, Literacy & Language
King High School	DonorsChoose	287.15	Energy Bites
King High School	DonorsChoose	342.36	Literacy & Language
King High School	DonorsChoose	881.87	Health Sports & Wellness, Literacy & Language
King High School	DonorsChoose	1,105.75	Life Skills, Literacy & Language
King High School	DonorsChoose	1,359.45	STEM
Kluge School	DonorsChoose	564.54	Kindergarten Ready!

Location	Donor	Amount	Gift or Purpose
Lancaster School	DonorsChoose	316.10	Hygiene Ready to Go
Lancaster School	DonorsChoose	425.03	Munch & Master the Test!
Lancaster School	DonorsChoose	664.78	Spring into Cleanliness
Lancaster School	DonorsChoose	689.20	Low Funds With High Needs
Lincoln Middle School	DonorsChoose	543.53	Health Sports & Wellness, Social Studies
Lloyd Barbee Montessori	DonorsChoose	236.73	A Cleaner Classroom
MacDowell Montessori	Walmart Store #2828	250.00	Headphones, Kleenex, Art Supplies, ClassSnacks
MacDowell Montessori	DonorsChoose	135.02	A Book of My Own
MacDowell Montessori	DonorsChoose	136.49	Vacuum=Clean Carpet
MacDowell Montessori	DonorsChoose	182.23	We Like to Jump
MacDowell Montessori	DonorsChoose	833.29	Health Sports & Wellness
Manitoba School	DonorsChoose	344.58	Healthy: Inside & Out!
Manitoba School	DonorsChoose	468.22	Life Skills, Literacy & Language
Manitoba School	DonorsChoose	472.11	Summer Bridging
Manitoba School	DonorsChoose	561.43	Magnetic Attraction
Milwaukee High School of the Arts	DonorsChoose	758.87	Lights, Camera, Action!
Mitchell School	DonorsChoose	173.31	Creative Little Minds
Mitchell School	DonorsChoose	484.08	Life Skills, Students with Disabilities
Mitchell School	DonorsChoose	486.47	Creative Children
Mitchell School	DonorsChoose	759.08	Flexible Seating
Mitchell School	DonorsChoose	1,138.93	Literacy & Language
Morgandale School	DonorsChoose	746.12	Sensory Overload
Neeskara School	DonorsChoose	464.80	Back to the Basics!
Ninety-Fifth Street School	DonorsChoose	188.69	4th Grade Organization
Ninety-Fifth Street School	DonorsChoose	196.28	Life Skills, Literacy & Language
Ninety-Fifth Street School	DonorsChoose	198.99	Crafts for Kids
Ninety-Fifth Street School	DonorsChoose	205.58	Storage and Snacks
Ninety-Fifth Street School	DonorsChoose	206.72	Where Stories Come Alive
Ninety-Fifth Street School	DonorsChoose	207.04	STEM Savvy!
Ninety-Fifth Street School	DonorsChoose	207.80	Game Time-Let's Go!
Ninety-Fifth Street School	DonorsChoose	233.50	Let's Get Artsy!
Ninety-Fifth Street School	DonorsChoose	248.34	Literacy & Language, Racial Justice &Representation
Ninety-Fifth Street School	DonorsChoose	462.95	We Love to Read!
North Division High School	DonorsChoose	316.60	Life Skills

Location	Donor	Amount	Gift or Purpose
Obama School of Career and Technical Education	DonorsChoose	346.30	Life Skills, Literacy & Language
Obama School of Career and Technical Education	DonorsChoose	417.26	Life Skills, Literacy & Language
Office of Academics - Specialized Services	Brew City Optimist Club	165.00	30 Free Sandwich Gift Cards From McDonald's
Office of Academics - Specialized Services	Jim and Chris Coughlin	295.00	59 Gently Used Hoodies In Various Sizes
Parkside School	DonorsChoose	460.07	Students with Disabilities
Parkside School	DonorsChoose	803.28	Health Sports & Wellness, Music & The Arts
Parkview School	DonorsChoose	757.57	Reading Is Fundamental
Pulaski High School	DonorsChoose	243.69	Life Skills, Students with Disabilities
Pulaski High School	DonorsChoose	274.59	Warmth Care & Hunger
Pulaski High School	DonorsChoose	357.04	Novels in High Demand
Pulaski High School	DonorsChoose	463.75	Bonding Over Nail Art
Riverwest Elementary	DonorsChoose	161.94	Life Skills
Riverwest Elementary	DonorsChoose	283.18	Warmth Care & Hunger
Ronald Reagan High School	Taco Johns (Joe Rickaby)	600.00	Food Gift Cards
Ronald Reagan High School	DonorsChoose	438.50	Black Excellence Gala
Ronald Reagan High School	DonorsChoose	1,429.79	Field Testing Supplies
Roosevelt Middle School	DonorsChoose	413.05	Health Sports & Wellness, Life Skills
Roosevelt Middle School	DonorsChoose	734.44	Hygiene Essentials
Spanish Immersion School	DonorsChoose	860.57	Flexible Seating Refresh
Spanish Immersion School	DonorsChoose	1,054.88	Spruce Up Our Science Lab
Spanish Immersion School	DonorsChoose	1,369.25	Load up the class
Trowbridge School	DonorsChoose	181.21	Soft Seating
Trowbridge School	DonorsChoose	196.17	I Want to Read!
Trowbridge School	DonorsChoose	201.46	Feed My Brain
Trowbridge School	DonorsChoose	449.89	Alphabet Updates
Victory School	DonorsChoose	454.78	Let's Read
Victory School	DonorsChoose	492.87	Time to Explore
Victory School	DonorsChoose	708.66	Set My Students Up for Success!
Victory School	DonorsChoose	1,069.57	STEM
Vieau School	DonorsChoose	379.19	Creating a Great Start!
Vieau School	DonorsChoose	395.10	Literacy & Language, Social Studies

Location	Donor	Amount	Gift or Purpose
Vieau School	DonorsChoose	737.32	Oops! Need Spare Pants.
Washington High School	DonorsChoose	816.30	Basic Need Items
Westside Academy	DonorsChoose	459.28	Health Sports & Wellness
William Cullen Bryant School	DonorsChoose	336.86	Clear Conscience, Clean Spaces
<i>Total Non-Monetary Donations</i>		<i>75,110.57</i>	
<i>Total Value of Donations</i>		<i>119,849.57</i>	
<i>* Donations from MPS Alumni</i>		<i>4,582.50</i>	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

This item does not authorize expenditures.

Administration’s Recommendation

The Administration recommends that the Board accept the donations, as listed in the attachments, with appropriate acknowledgement to be made on behalf of the Board.

Director Jackson moved to approve the recommendations of the Administration. The motion passed, the vote being as follows:

- Ayes — Directors Ferguson, Fons, Herndon, Jackson, O’Halloran, Reza, Siemsen, and President Zombor — 8.
- Noes – None – 0.

* *

(Item 6) Action on the Award of Exception-to-Bid Contracts

Background

Exception Authorization to Issue a Purchase Order to Apple Computer Inc for iPads

The Administration is requesting authorization to issue a purchase order to Apple Computer Inc for iPads for the school psychologists. The integration of technology into the field of school psychology significantly enhances the effectiveness of interventions and assessments, providing both students and professionals with a modern, efficient, and interactive approach to addressing mental health, academic, cognitive, and behavioral needs. iPads for school psychologists would enable the use of specialized applications that support social-emotional learning (SEL), such as emotion regulation tools and mindfulness. iPads also serve as invaluable tools in assessing and tracking students’ academic progress, cognitive development and behavioral concerns. Most of the standardized assessments used by school psychologists are moving towards electronic administration using iPads. These standardized assessments are needed to provide reliable data for school psychologists to contribute to IEP decisions, Section 504 decisions, as well as decisions regarding behavior and emotional support for students.

The Exception to Bid has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The total cost of the purchase will not exceed \$69,367.50.

Budget Code: GSP-0-S-MHS-DE-ESUP.....(Ex Ed & Supportive Services).....\$69,367.50

Exception Authorization to Contract with Charter Communications Operating LLC for Telephone Communication Services

The Administration is requesting authorization to enter into a contract with Charter Communications Operating LLC for telephone communication services. Contractor will be used to provide 480 concurrent call paths for all district inbound and outbound telephone communication, and to provide 105,000 monthly minutes of usage for long distance and local.

These services are necessary to support over 23,000 telephone numbers the district uses in all schools and departments to make and receive telephone calls internally and externally.

The exception to bid has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from October 1, 2025 through September 30, 2028 and will not exceed \$324,000.

Budget Code: PIN-0-0-TLN-DW-ETEL (Technology Contracted Services)\$324,000.00

Exception Authorization to Enter into a Contract with Curriculum Associates, LLC for Dedicated Professional Learning Services

The Administration is requesting authorization to enter into a contract with Curriculum Associates, LLC to provide dedicated professional learning services aligned with our district’s instructional priorities. As part of our continued efforts to support high quality Tier 1 instruction and data-driven intervention, the district has implemented the i-Ready platform to assess and support student learning in reading and mathematics. To ensure effective use of the platform and sustained capacity-building among educators, we are contracting with Curriculum Associates for dedicated professional learning services.

This contract provides our district with a dedicated i-Ready Professional Development Specialist who will work closely with district staff, school leaders, and teachers throughout the year. The specialist will engage in joint planning with district leaders to align professional learning to our instructional goals, deliver tailored coaching and training to school-based staff, and support leadership in using data to inform instruction. Key deliverables include collaborative planning sessions with district and school leaders; ongoing, in-person and virtual professional development for teachers and instructional coaches; coaching aligned to real-time data use and instructional practices; flexibility to tailor services to evolving district needs and timelines; and coordination with Curriculum Associate’s broader support team to ensure coherence with product updates and system- level implementation.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The contract will run from August 1, 2025, through June 30, 2026, and the total cost will not exceed \$244,000.00.

Budget Code: SDV-0-S-3Z6-DW-ECTS (MRI/CSI Budget)\$244,000.00

Exception Authorization to Extend the Contract with GPS Education Partners, Inc., for Alternative Education Programming

The Administration request authorization to extend the contract with GPS Education Partners, Inc. (“GPS”) to continue delivering work-based alternative education for up to 23 MPS students in grades eleven and twelve.

GPS offers a fully immersive, work-based learning experience in partnership with businesses across the manufacturing, construction, and automotive industries.

Participating students earn an MPS high school diploma while gaining paid work experience and earning industry-recognized credentials. Most students engage in manufacturing apprenticeships through the GPS Youth Apprenticeship Program, while others follow pathways in construction or automotive.

This ongoing partnership offers a consistent, career-focused option for MPS students and is reviewed annually. Either party may terminate the partnership with written notice by March 31 prior to the upcoming school year.

An exception to the competitive procurement process has been granted in accordance with Administrative Policy 3.09(7)(e)(1)(b)(iv), on the basis of continuity.

The original contract term was August 1, 2023, through July 31, 2024, with two one-year extension options. The first extension is in effect through July 31, 2025. This would be the second and final extension for Year 3, covering the period from August 1, 2025, through July 31, 2026 and total cost shall not exceed \$138,000.00.

Budget Code: GOE-0-I-KQ6-EO-ECES \$138,000.00

Exception Authorization to Issue a Purchase Order to Indeed, Inc to Provide Online Job Postings for Highly-Skilled Classified and Certificated Positions

The Administration is requesting authorization to issue a purchase order to Indeed, Inc to provide online job posting for highly-skilled classified and certificated positions.

This partnership supports the district’s priorities as we continue to recruit highly qualified staff to improve student academic achievement and district climate and culture.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The total cost will not to exceed \$54,000.00.

Budget Code: RCR-0-0-ATT-HR-ECTS..... \$54,000.00

Exception Authorization to Extend the Contract with Milwaukee Area Technical College to Provide College Courses Leading to Transferrable College Credits for MPS High School Students through Dual Enrollment & Concurrent Enrollment and M3 College Connections

The Administration is requesting authorization to extend the contract with Milwaukee Area Technical College (“MATC”) to continue serving MPS high school students through Dual Enrollment, Concurrent Enrollment, and the M³ College Connections program.

Under this agreement, students earn both high school and transferable college credit through one of the following formats:

MATC instructors teach courses on the MATC campus (used exclusively for M³ College Connections).

MATC instructors teach courses at MPS high schools.

Approved MPS teachers deliver MATC-approved courses at MPS sites.

Courses may include English, Math, Science, World Languages, and Career and Technical Education.

The M³ College Connections program, a partnership between MPS, MATC, and UWM, enables students to fulfill graduation requirements while earning college credit in pathways such as General Education, Nursing, and Education.

Students enrolled in over 6 credits will receive M-Passes; those with fewer than 6 credits may receive them at \$50 each as needed.

An exception to the competitive procurement process has been granted in accordance with Administrative Policy 3.09(7)(E)(1)(b)(iv), as the services being provided are granted on the basis of continuity.

The original contract term was September 1, 2024, through July 30, 2025, with two one- year extension options. The first extension is in effect through August 8, 2025. The Administration now seeks approval to proceed with Year 2, covering the period from August 9, 2025, through August 8, 2026.

Budget Code: APY-0-0-SBD-EO-EUWT.....\$ 406,000.00

Exception Authorization to Issue Blanket Purchase Order to Milwaukee County Transit System for Bus Passes

The Administration is requesting authorization to issue a blanket purchase order to the Milwaukee County Transit System for bus passes and tickets throughout the 2025-2026 school year.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are considered one- of-a-kind and competitive vendors do not exist (Administrative Policy 3.09(7)(e)(1)(b)(i)).

These bus passes and tickets are provided to students for various school activities. The total cost of these purchases will not exceed \$2,000,000.

Budget Code: STP-0-0-TRS-DW-EPPT (Pupil Transportation).....\$2,000,000.00

Exception Authorization to Extend a Contract with Truescreen, Inc., for Criminal Background Screenings

The Administration is requesting authorization to extend our contract with Truescreen, Inc., (“Truescreen”) to provide continued criminal background screening for applicants, student teacher/field placement students, volunteers, and vendors.

Truescreen has provided criminal background check screening services to the District since 2013. The services provided by Truescreen have increased capacity, efficiency, and accuracy in processing criminal background checks. Truescreen conducts a nationwide search and a sex offender search. Truescreen’s web-based platform is integrated with the District’s applicant tracking system so that criminal background checks can be requested with little to no manual intervention.

The district has historically provided this service internally through the Office of Human Resources. The District has and will continue to absorb the cost of criminal background checks on applicants for employment with the district and volunteers. Currently, the District bills colleges/universities and vendors for background checks conducted.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The initial contract term was from August 1, 2024, through July 31, 2025. The contract shall now be extended for the first-year extension from August 1, 2025, through July 31, 2026.

The total cost of the first-year extension will not exceed \$300,000.00.

Budget Code: BGC-0-0-EMB-HR-ECTS (Employment Benefits – Contract Services)
\$300,000.00

Exception Authorization to Issue a Blanket Purchase Order to Agile Sports Technologies, Inc. d/b/a Hudl for Subscription Services for High School Athletes

The Administration is requesting authorization to issue a blanket purchase order to Agile Sports Technologies, Inc. d/b/a Hudl for subscription services. Hudl subscriptions support an ongoing need for game film analysis, practice planning, and opponent scouting for all scheduled athletic contests. Additionally, these subscriptions enable student-athletes from sixteen MPS high schools to create individualized game highlight reels for collegiate scouts, supporting potential scholarship opportunities.

The high schools utilizing these services are:

Bay View High School, Lynde and Bradley Technology and Trade School, Alexander Hamilton High School, Edward A. MacDowell Montessori School (Juneau campus), Rufus King International High School, Milwaukee Marshall High School, North Division High School, Barack Obama School of Career &

Technical Education, Casimir Pulaski High School, Ronald Reagan College Preparatory High School, Riverside University High School, Milwaukee High School of the Arts, Milwaukee School of Languages, South Division High School, Harold S. Vincent School of Agricultural Science, and Washington High School of Information Technology.

An exception to the competitive procurement process has been granted in accordance with Administrative Policy 3.09(7)(E)(1)(b)(iv), as the services are necessary to maintain continuity. Hudl has consistently provided services to MPS athletics departments for over a decade.

The blanket purchase will be in effect from August 1, 2025, through July 31, 2028. The total cost for the first year of the subscription (August 1, 2025, to July 31, 2026) shall not exceed \$106,038.00.

Budget Code: 000-0-0-000-BL-ECTS (budget code varies by location)..... \$106,038.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Administration’s Recommendation

The Administration recommends that the Board authorize the exception-to-bid contracts as set forth in the attachments to this item.

Director Jackson moved to approve the recommendations of the Administration. The motion passed, the vote being as follows:

- Ayes — Directors Ferguson, Fons, Herndon, Jackson, O’Halloran, Reza, Siemsen, and President Zombor — 8.
- Noes – None – 0.

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(Item 7) Action on the Award of Professional Services Contracts

Background

Cooperative Authorization to Enter into a Contract with Imagine Learning LLC for Instructional Services

The Administration is requesting authorization to enter into a contract with Imagine Learning LLC for instructional services. Contractor will be used to deliver instructional services for K4- 12th grade students enrolled in the virtual program established for the 2025-26 school year. 1500 students will have access to learning through the Imagine Learning platform. For the 26-27 school year, enrollment will be 2000. For the 27-28 school year, 2500 students will have access.

Imagine Learning LLC is a provider of K-12 curriculum and blended learning solutions. In addition to their credit recovery options, currently being utilized by the district for students in grades 9-12, Imagine Learning Inc offers an extended catalog of courses aligned to Wisconsin State Standards for students in grades K4-12th grade.

Their personalized learning approach allows for maximum flexibility for the virtual student with a blend of synchronous and asynchronous instruction and support. Imagine Learning LLC utilizes WI certified teachers and offers multiple layers of support including special education and translation services to ensure effective online learning.

This purchase is made under the TIPS Cooperative Contract #230105.

This contract will run from August 1, 2025 through July 31, 2028. The total cost of the contract in the extension year will not exceed \$14,364,500.

Budget Code: GSP-0-S-BDB-VM-ECTS\$14,364,500.00

RFP Authorization to Enter into Contracts with Thirteen Community-Based Organizations to Provide After-School, Weekend, and Summer Arts and Humanities Related Programs

The Administration is requesting authorization to enter into contracts with thirteen community-based organizations (CBOs) to provide after-school, weekend, and summer arts and humanities-related programs for City of Milwaukee children, youth, and families.

The Milwaukee Public Schools Partnership for the Arts & Humanities (PAH) is an annual allocation of funds designed to support after-school, weekend, and summer arts and humanities-related programs for City of Milwaukee children, youth, and families. The goals of the Partnership for the Arts & Humanities program are as follows:

Increase access to arts and/or humanities experiences for all City of Milwaukee children, youth, and families;

Strengthen existing and establish new community partnerships that motivate students to higher levels of academic and social-emotional achievement;

Build the collective capacity of community-based organizations to effectively serve children, youth and families.

The Administration recommends entering into contracts with 13 community-based organizations totaling \$1,691,300 or \$845,650 annually for the 25/26 and 26/27 school years and summers.

The thirteen organizations are Art Start, Inc., Arts at Large Inc., Black Arts MKE, Inc., CAPITA Productions Inc, First Stage Milwaukee, Inc. Lead2Change Inc, Milwaukee Repertory Theater, Radio Milwaukee Inc, Running Rebels Community Organization, Teens Grown Greens Inc, VIBEZ Creative Arts Space LLC, Walker’s Point Center for the Arts, and Woodland Pattern Book Center. The total cost of each contract cost for each vendor is listed in the attachment.

The programs led by these organizations will serve a projected 9,830 unduplicated children, youth, and family members between September 1, 2025 and August 31, 2027.

Collectively, these organizations have demonstrated \$3,570,709 dollars in cash and in-kind matching support for the same or similar programming.

Budget Code: CSV-0-0-ART-RC-ECTS (Extension Funds-Arts & Humanities).....\$1,691,300.00

RFP 1127 Authorization to Extend the Contract with Drive USA, Inc. d/b/a Arcade Drivers School to Continue Providing Driver Education Programming

The Administration is requesting authorization to extend the contract with Drive USA, Inc. d/b/a Arcade Drivers School ("Arcade Drivers School") to support the continued delivery of driver education programming. The contractor will provide classroom and behind-the-wheel instruction for the MPS Drive and Community-based Driver Education programs.

MPS has recognized and begun addressing a significant disparity in driver’s license attainment among Milwaukee youth through the MPS Drive program. This initiative offers free driver education—including in-person, hybrid, and online classroom instruction, along with behind-the-wheel lessons—for approximately 2,000 students at 16 MPS sites. An additional 300 youth are served through the Community-Based Driver Education component, which provides behind-the-wheel and online instruction, with in-person classes available upon request. These programs are actively addressing the gap by removing financial and logistical

barriers, and it is critical that we continue this work to ensure equitable access to driver education for all eligible students.

Contractor was chosen pursuant to RFP 1127, which closed on February 27, 2024. The initial contract term runs from September 1, 2024 through August 31, 2025, with two additional one-year extensions contingent upon meeting performance metrics:

Performance Metrics	Possible Points	Year 1 Performance
Quality: 100% of Contractor DOT-certified instructors complete additional job-related trainings/professional development.	25	25
Accuracy (Cost): Program/per participant costs were as proposed; no hidden costs emerged. Contractor absorbed any requested adaptive service expenses.	10	10
Capacity: Fleet of cars for behind-the-wheel meets the demand of participants enrolled in the program each session. Participants are able to schedule behind-the-wheel lessons within 30 days of receiving their temporary permit.	25	25
Accessibility: Contractor has a designated point person who has responded to questions and requesting a timely manner (1 hour or less).	25	25
Accuracy: Contractor has submitted accurate and timely reports and data requested by MPS (2business days or less).	15	15

Drive USA, Inc. d/b/a Arcade Drivers School ("Arcade Drivers School") met all performance criteria, MPS recommends exercising the first one-year extension of the contract. The contract extension (Year 2) will run from September 1, 2025 through August 31, 2026.

The total cost under this Contract for Year 2 shall not exceed \$750,904.00.

Budget Code:

DRD-0-0-DED-DW-ECTS (MPS Drive)..... \$630,904.00

CSV-0-0-DRV-RC-ECTS Community-based Driver Ed)..... \$120,000.00

RFP 1149 Authorization to Contract with Coakley Brothers Company for Technology Moving Services

The Administration is requesting authorization to enter into a contract with Coakley Brothers Company for technology moving services. This contractor will be used to provide moving services as needed at a variety of MPS sites. Items to be moved will consist primarily of computer and other technology equipment.

These moving services are critical to operations in the Department of Technology. They are used on a routine basis to deliver computers and other electronic equipment to schools as well as pick up obsolete equipment at schools and deliver to the 7th St. Warehouse facility for recycling.

Contractor was chosen pursuant to RFP 1149, which closed on April 29, 2025. The contract will run from November 21, 2025 through November 20, 2028.

The total cost of the contract will not exceed \$315,000.

Budget Code: TSV-0-0TLN-DW-EMTC (Technology Contracted Services) \$315,000.00

RFP 1133 Authorization to Contract with The Lincoln Center for Family and Youth for Therapeutic Classroom Services

The Administration is requesting authorization to enter into a contract with The Lincoln Center for Family and Youth for therapeutic classroom services. This contractor will be used to provide specialized therapeutic classroom placements for a minimum of 30 students in grades 4 through 12 who require more

intensive social-emotional and behavioral support than our traditional comprehensive behavioral classrooms can provide.

The Department of Specialized Services, in the interest of better serving all students, has recognized a need for the option of intensive therapeutic services requiring intervention outside of our current delivery structure. A contracted relationship with Lincoln Center for Family and Youth allows for more flexible short and long-term placement options.

Contractor was chosen pursuant to RFP 1154, which closed on May 29, 2025. The contract will run from September 1, 2025 through August 31, 2026, (the "Initial Term"), with two additional one-year options to extend upon mutual agreement of the parties and board approval.

The total cost of the contract in the Initial Term will not exceed \$1,450,000.

Budget Code:

SSU-0-A-IF5-DW-ECTS (Ex Ed & Supportive Services Contracted Services).....\$1,450,000.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Administration's Recommendation

The Administration recommends that the Board authorize the professional services contracts as set forth in the attachments to this item.

Director Herndon moved to approve the recommendations of the Administration with the exception of the contract with Imagine Learning and to bring this contract back through the Committee on Accountability, Finance and Personnel.

The motion was subsequently withdrawn.

Director O'Halloran moved to approve the recommendations of the Administration. The motion passed, the vote being as follows:

- Ayes — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen, and President Zombor — 8.
- Noes – None – 0.

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(Item 8) Action on the Request to Waive Administrative Policy 3.09(9)(e) and Issue the Contracts for Prairie Farms Dairy, Inc., Alpha Baking Company, Inc., and PressSense Films LLC

Background

RFB 5829 Authorization to Waive Administrative Policy 3.09(9)(e) and Enter into a Blanket Purchase Order with Prairie Farms Dairy, Inc as the Milk Supplier/Distributor for Milwaukee Public Schools

The Administration is requesting authorization to issue a blanket purchase order to Prairie Farms Dairy, Inc for the 2025-2026 school year with the option to extend for up to three additional one-year periods. This blanket purchase order will provide the distribution of specific milk products to be directly delivered to MPS schools which will allow flexibility of delivery services based on storage capacity at each school. Milk is a USDA-required food component that must be offered at Breakfast, Lunch and Dinner.

The vendor was chosen pursuant to RFB 5829 which closed on June 16, 2025. Prairie Farms Dairy, Inc was the only bidder for the award.

The Administration is requesting to waive Administrative Policy 3.09(9)(e) three-year term and authorize the Blanket Purchase order for a four (4) year period which would allow the district to ensure price levels for four years.

The initial term of the Blanket Purchase Order will run from September 1, 2025, through August 31, 2026, with the option of three additional one-year terms.

The total cost for the initial term will not exceed \$4,000,00.00

Budget Code: 000-0-0-000-BL-ECTS Nutrition)..... \$4,000,000.00

RFB 5830 Authorization to Waive Administrative Policy 3.09(9)(e) and Enter into a Blanket Purchase Order with Alpha Baking Company, Inc as the Fresh Bakery/Bread Supplier/Distributor for Milwaukee Public Schools

The Administration is requesting authorization to issue a blanket purchase order to Alpha Baking Company, Inc for the 2025-2026 school year with the option to extend for up to three additional one-year periods. This blanket purchase order will provide the distribution of specific bread products to be directly delivered to MPS schools with flexible delivery days based on the fresh bakery needs of the menu.

The vendor was chosen pursuant to RFB 5830 which closed on June 16, 2025. Alpha Baking Company Inc was the only bidder for the award.

The Administration is requesting to waive Administrative Policy 3.09(9)(e) three-year term and authorize the Blanket Purchase order for a four (4) year period which would allow the district to ensure price levels for four years.

The initial term of the Blanket Purchase Order will run from September 1, 2025, through August 31, 2026, with the option of three additional one-year terms.

The total cost of the initial term will not exceed \$800,000.00.

Budget Code: 000-0-0-000-BL-ECTS Nutrition)..... \$800,000.00

RFB 5831 Authorization to Waive Administrative Policy 3.09(9)(e) and Issue a Blanket Purchase Order with PressSense Films LLC for Tray Wrapping Film

The Administration is requesting authorization to issue a blanket purchase order to PressSense Films LLC for tray wrapping film to provide four types of tray wrapping film to all MPS kitchens requiring the products.

The vendor was chosen pursuant to RFB 5830, which closed on June 2, 2025. PressSense Films was the lowest and complying bidder for the award.

The Administration is requesting to waive Administrative Policy 3.09(9)(e) three-year term and authorize the Blanket Purchase order for a four (4) year period which would allow the district to ensure price levels for four years.

The initial term of the Blanket Purchase Order will run from September 1, 2025, through August 31, 2026, with the option of three additional one-year terms.

The total cost of the initial term will not exceed \$75,000.00

Budget Code: 000-0-0-000-BL-ECTS.....\$75,000.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contract will begin as indicated in the attachments.

Administration's Recommendation

The Administration recommends that the Board waive Administrative Policy 3.09 and authorize the professional services contracts as set forth in the attachments to this item.

Director Siemsen moved to approve the recommendations of the Administration. The motion passed, the vote being as follows:

- Ayes — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen, and President Zombor — 8.
- Noes – None – 0.

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(Item 9) Action on Monthly Facilities Matters: FMS Award of Professional Services Contracts, Material Purchase, Contract Modification, Report of Exception to Bid Purchase and Contracts, Report of Emergency Contracts, and Change Order Notification Recommendation

Award of Contracts

The contract award recommendations for the July, 2025 Regular Board meeting are listed below for your review. Adequate funding is available in the accounts as noted.

Professional Services Contracts

The Administration requests that the Board approve the following professional services contracts:

RFP #18623 Asbestos Inspection, Abatement & Environmental Supervision Services – Various MPS Locations

A Request for Proposal (RFP) was issued by the City of Milwaukee Department of Administration – Purchasing Division to obtain a firm to provide Environmental Contracting & Consulting Services for the City of Milwaukee. Milwaukee Public Schools, DFMS, will utilize the same pricing, terms, and conditions to receive Asbestos Inspection, Abatement & Environmental Supervision Services at Various MPS Locations.

Selected firm: The Sigma Group, Inc. Spending Authority: \$750,000.00/year

Contract Period: August 1, 2025 – April 21, 2026 with an optional 1 year extension, based upon City of Milwaukee approval.

Budget Code: Various

RFP #9062, 9063, 2026 Green Infrastructure Upgrades Cohort 8 – Design Services 9064, 9065, & 9066

A Request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide design services for the 2026 Green Infrastructure Upgrades Cohort 8 – Design Services.

Selected firm: SmithGroup, Inc. Contract Amount: \$424,694.00

Contract Period: August 1, 2025 – August 21, 2026 Budget Code: Various

Material Purchase

AUDITORIUM SEATING

Morgandale School

Prime Contractor

JWC Building Specialties 540 Progress Drive

Hartland, WI 53029

Base Bid of \$95,649.00

Pricing provided through the Omnia Cooperative Contract #240106

Funds are available for the Auditorium Seating project account code GN6 00 BDK MG EOSV FEDM (Project No. 9553).

Contract Modification

Authorization to Modify a Contract for Monitoring Services with Securitas Security Services USA, Inc.

The Administration is requesting approval to waive Board Policy 3.09 (9)(e) Relative to Purchase Order and Contracts. The Administration is requesting approval to modify the contract from a 10-month contract to a 22-month contract and increase the expenditure authority with Securitas Security Services USA, Inc. by an additional \$250,000.00 per year.

The vendor was chosen pursuant to RFP #8949, with a term of March 22, 2024 – January 30, 2025. The contract was modified to run from March 22, 2024 – August 29, 2025. This second modification to the contract will run from August 30, 2025 – August 31, 2026.

Budget Code: Various

Report of Emergency Contracts

RFP #25-026 Third Party Lead Clearance Testing

Selected firms: National Property Inspections

The Sigma Group Testudo, LLC

Requested Expenditure Authority: \$700,000.00 Contract Period: July 22, 2025 – July 21, 2026

Budget Code: Various

Report of Exception-to-Bid Purchase

This exception to bid purchase is being reported as required by Administrative Policy 3.09 Purchasing and Bidding Requirements.

An exception to bid purchase of 1,500, 5-gallon buckets of Aluminum Roof Coating from Roofers Mart, at a cost of \$7.40 each for a total amount of \$131,100.00.

The Aluminum Roof Coating will be purchased with funds from account code MBM 0A CCT FM ECNC (Project No. 9388).

Report of Exception-to-Bid Contracts

Recommended for the Board’s approval at this meeting is the following continuity (exception to bid) contract for Securitas Security Services USA, Inc.

The Administration recommends that the Board authorize the continuity (exception to bid) contract, for Securitas Security Services USA, Inc. to provide Security Guard Response services for all MPS sites, with a spending authority of \$260,000.00.

Term: August 1, 2025 – August 31, 2026

Funds are available for the Security Guard Response services project account code via Various Budget Codes.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract must be provided by this contractor for continuity and the quantifiable and qualitative savings can be demonstrated to benefit the District (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

Recommended for the Board’s approval at this meeting is the following continuity (exception to bid) contract for The Concord Group.

The Administration recommends that the Board authorize the continuity (exception to bid) contract, for The Concord Group, \$795,000.00.

Term: August 1, 2023 – April 30, 2026

Funds are available for the Northside Community Center project account code CSV 00 RFI RC ECNC.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract must be provided by this contractor for continuity and the quantifiable and qualitative savings can be demonstrated to benefit the District (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

Recommended for the Board’s approval at this meeting is the following continuity (exception to bid) contract for Conservice LLC.

The Administration recommends that the Board authorize the continuity (exception to bid) contract, for Conservice LLC – with a spending authority of \$80,000.00.

Term: August 1, 2025 – July 31, 2026

Funds are available for the Utility Data Management Services project account code BLD 00 UTL DW ESUP.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract must be provided by this contractor for continuity and the quantifiable and qualitative savings can be demonstrated to benefit the District (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

Change Order

The Administration is reporting to the Board the following change orders in excess of \$50,000.00. Playfield and Fieldhouse Renovation

Lincoln Playfield, Site #756 Zignego Company, Inc.

Total Amount of Change Order: \$242,653.16

As part of the contract with Zignego Company, Inc. for playfield renovation at Lincoln Playfield, the original bid documents and the soils management plan developed by Sigma, had anticipated there was available clean material on site that could be used to provide the 1’ cap of clean soil that was determined to be necessary through coordination with the Wisconsin Department of Natural Resources (WDNR). During the project’s site grading activities, it was determined through on-site inspections by Sigma that an unforeseen condition

was identified. The condition identified was the soil that was anticipated to be clean and useable to establish the WDNR required top 1' of clean fill in all areas that weren't covered by hardscape was not in fact usable, and contained large amounts of debris and other contaminants that prevented the soil use as planned.

This change order will allow the project to use the unsuitable soils on site, by raising grades to the levels established by the design team and importing clean soils to establish the 1' of clean material mandated by WDNR.

This will avoid the cost of removing the soil from the site and disposing of it in a landfill. The change order will be funded from account code STS 00 RFI RC ECNC (Project No. 7096).

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:

Professional Services Contracts:

Total Professional Services Contracts Requested = \$1,174,694.00

Material Purchase:

Total Material Purchase Requested = \$95,649.00

Contract Modification:

Total Contract Modification Requested = \$250,000.00 per year

Emergency Contracts:

Total Emergency Contracts Reported = \$700,000.00

Exception to Bid Purchase:

Total Exception to Bid Purchase Requested = \$131,100.00

Exception to Bid Contracts:

Total Exception to Bid Contracts Requested = \$1,135,000.00

Change Order:

Total Change Order Requested = \$242,653.16

Implementation and Assessment Plan

Upon Board approval, the attached professional services contracts, material purchase, contract modification, report of exception to bid purchase and contracts, report of emergency contracts, and change order notification shall be executed.

Administration's Recommendation

The Administration recommends that the Board approve the attached professional services contracts, material purchase, contract modification, report of exception to bid purchase and contracts, report of emergency contracts, and change order notification.

Director Siemsen moved to approve the recommendations of the Administration with the contract language to include the addition of student employment of 600 hours and the career education requirement of 10 hours, per contract year. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen, and President Zombor — 8.

Noes — None — 0.

* * * * *

(Item 10) Action on Amendments to Board Rules 2.05 and 2.10 Relative to the Charges of Certain Committees of the Board

Background

At its meeting of June 24, 2025, the Board approved amendments to the charges of the Committees on Parent and Community Engagement and on Student Achievement and School Innovation.

Specifically, the Board directed that:

- Consideration of all items concerning Special Education and Title I matters be moved under the charge of the Committee on Student Achievement and School Innovation (SASI).
- The name Committee on Parent and Community Engagement be changed to the Committee on Family and Community Engagement (FACE).
- The focus of PACE (FACE) be changed. Informational reports and action items under the charge of the committee would be considered bi-monthly. In the alternate months the Committee will hold community engagement activities.

The charges of the Board's committees are codified in the Board's Rules. This item is being brought forward so that the Rules may be updated to reflect the changes to the charges of the two Committees.

BOARD RULE 2.05

COMMITTEE ON ~~PARENT-FAMILY~~ AND COMMUNITY
ENGAGEMENT — POWERS AND DUTIES

The Committee on ~~Parent-Family~~ and Community Engagement shall have the following powers and duties.

~~(1) SPECIAL NEEDS PROGRAMS~~

~~(a) The Committee on Parent and Community Engagement shall monitor and assess the District's and schools' progress in meeting state and federal mandates, as well as the Board's goals and standards in all matters relating to serving students with special needs.~~

~~(b) The Committee on Parent and Community Engagement shall consider, evaluate, and monitor the District's and schools' compliance with legal responsibilities, reform initiatives, and recommendations of parent and advocacy groups, as well as the District's development of policy in the area of special education.~~

~~(c) The Committee on Parent and Community Engagement shall have oversight responsibility relative to the monitoring of organizational performance for all departments, functions, initiatives, schools, and district services, and activities pertaining to students with special needs.~~

~~(d) The Committee on Parent and Community Engagement shall review all reports issued relating to special education to ensure that departments, divisions, and schools implement recommendations for internal control, compliance, and program effectiveness so that the Board can assure the public that all special education programs and operations are effectively serving students with special needs.~~

The Chair shall have the authority to use monthly meetings for considering business matters, for community engagement, or a combination thereto.

(1) BUSINESS MATTERS

(a) The Committee on ~~Parent~~ Family and Community Engagement shall address all issues involving ~~Title I~~, recreation; ~~parental~~-family involvement; community learning centers (CLCs); community partnerships; educational communities and school climates; and all other parental and community concerns addressed at public hearings.

(b) *Robert's Rules of Order* shall be followed during consideration of business matters.

(2) FAMILY AND COMMUNITY ENGAGEMENT

(a) The Chair shall have the flexibility to structure engagement sessions in any reasonable format, subject to the following:

1. Arrangements for guest facilitators or presenters shall be made in accordance with the district's procurement and volunteer policies.

2. Adherence to Wisconsin Open Meetings laws shall apply, particularly with respect to public access, participation, and notification.

3. The Chair shall have the authority to deviate from using Robert's Rules of Order as a meeting format; however, the Chair shall remain the presiding officer.

(b) Engagement sessions shall be for information gathering purposes only; no action will be taken by the Committee.

* * *

Board Rule 2.10

Committee on Student Achievement and School

Innovation — Powers and Duties

(1) The Committee on Student Achievement and School Innovation shall consider and make recommendations to the Board on emerging issues and new ideas in education and their relationship to achievement of the Board's goals and standards.

(2) The Committee on Student Achievement and School Innovation shall serve as the primary vehicle for ~~discussing programs, initiatives, reforms, and other subjects needing public input.~~

~~(3) The Committee on Student Achievement and School Innovation shall consider consideration of instructional reform issues and plans, charter school and partnership school proposals and contracts, including, but not limited to innovative school proposals, proposals and plans for closing/reconstituting schools, graduation standards and benchmarks, K-12 learning goals and curriculum reform; establishment of measurement criteria or standards; non-routine, futuristic instructional items; decentralization initiatives; and development of current initiatives or areas of special in the area of its focus.~~

(3) The Committee on Student Achievement and School Innovation shall consider proposals and plans for closing/reconstituting schools and decentralization/centralization initiatives.

(4) The Committee on Student Achievement and School Innovation shall consider matters concerning charter school and partnership school proposals and contracts.

(5) The Committee on Student Achievement and School Innovation shall consider matters concerning special education and Title I.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

2.05 - Committee on Parent and Community Engagement - Powers and Duties

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

Upon Board approval, the Office of Board Governance will make and publish the revisions to Board Rule 2.05, Committee on Family and Community Engagement, and to Board Rule 2.10, Committee on Student Achievement and School Innovation - Powers and Duties.

Recommendation of the Office of Board Governance

The Office of Board Governance recommends adoption of the proposed modifications to the Board's Rules, as attached.

Director Ferguson moved to forward the item to the next meeting of the Committee on Legislation, Rules and Policies. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen, and President Zombor — 8.
Noes — None — 0.

* * * * *

(Item 11) Report With Possible Action on the MPS Lead Action Plan

Background

In January 2025, the City of Milwaukee Health Department (MHD) identified peeling lead-based paint and lead dust hazards in multiple Milwaukee Public Schools (MPS) while investigating a limited number of cases of childhood lead poisoning. The discovery of environmental lead hazards in school settings raises urgent and serious concerns about student safety and the effectiveness of past inspection, maintenance, and renovation efforts.

To get back on track, MPS has launched a coordinated short-term response in partnership with the Milwaukee Health Department to assess, stabilize, and remediate hazards across all schools. This work includes:

- Immediate visual inspections and environmental sampling in every school building built before 1978 serving elementary students
- Enhanced environmental controls in high-risk areas
- Temporary school or room relocations when necessary
- Clearer, more frequent communication with families and staff
- Expanded access to blood lead testing and support services

In this plan, these short-term actions are paired with long-term improvements that include new standard operating procedures, workforce training, and stronger accountability structures to prevent future failures.

The MPS Lead Action Plan has living documents. They will be updated and edited as new details to all processes, objectives, timelines, and appendices herein become known or fine-tuned.

Lead Action Plan Report

Milwaukee Board of School Directors Resolution 2526R-001 Lead Safety: “FURTHER RESOLVED, That the Administration is directed to present a monthly report on the implementation of the Lead Action Plan until all initial school assessments and recommendations are complete at which time, the report is to be presented quarterly.” The MPS Lead Action Plan July Report addresses the following topics:

Current Progress

- Project Management
- Decluttering
- Testing & Training
- Water Safety & Soil Testing

Completed Schools (9)

- Trowbridge, Maryland Avenue, Kagel, Golda Meir, Fernwood, Starms EC, LaFollette, Brown Street Academy, Westside Academy

Phase 1 (14)

- Lead Stabilization completed, clean up in process, MHD clearance in August
- ALBA, Auer Ave., Forest Home, French Immersion, Hartford, Hayes, Humboldt Park, Longfellow, MacDowell, Mitchell, Riley, Siefert, Townsend, Vieau
- Significant additional aesthetic painting occurred. Aesthetic painting will not occur in Phase 2 & Phase 3

Phase 2 (18)

- Site Preparation Work Completed, Lead Stabilization Work in process
- Craig Mont., Fratney, Cass, Hawley, Story, Grant, Zablocki, Lincoln, Morgandale, Neeskara, Barbee, BV Montessori Upper, BV Montessori Lower, Greenfield, Burdick, Doerfler, Burbank, Manitoba
- MHD clearance mid-August.

Phase 3 (9)

- Site Preparation Work In Process
- King Jr., Hi-Mount, Hopkins-Lloyd, Clarke, Keefe, Franklin, Sherman, Hampton, 81st St.
- Classrooms are located in additions that were built post-1978 or require minimal lead stabilization work.
- MHD clearance late-August.

Project Management

JCP Construction, Inc.

- Available painters was reduced by 30 from initial projections
- Additional painters were on-board by mid-July.
- Independence Painting (Illinois Company)
- Obtained WI. Certificate of Insurance
- Workman's Compensation valid in Wisconsin
- Certified LSR Painters and LSR Supervisors
- 172 painters currently on-site

Updates to Project Scope

- Reduced initial scope at King Jr. Hi-Mount, Keefe, Hopkins-Lloyd, Sherman to only areas used by students and staff. Classrooms are in sections built after 1978.
- Classrooms and corridors that have limited lead paint use will receive basic touchup work only.
- Stairwells and corridors will receive basic touch-up work only
- Auditoriums in all schools will be addressed later. Testing is in process to determine if stabilization or removal of seating is required. Access may be limited. Building Services staff will clean and HEPA vacuum prior to each use

Goal

That all schools serving elementary students and built prior to 1950 will be cleared by the Milwaukee Health Department by the start of the school year.

Decluttering

- June 1, 2025 – July 21, 2025
- All Pre-1950 completed (Phase A, B, and C)
- +567,000 pounds disposed & +62,000 pounds recycled
- All other schools in process, to be completed by August 25, 2025

Testing & Training

Summer Efforts

- Partnership with Milwaukee Health Department, Children's Hospital, NoVir and Coalition on Lead Emergency (COLE)
- North Division HS July 23, 2025 (7 students)
- South Division HS July 29, 2025 (41 students)

Webinar on Lead Safety Available September 1, 2025

- Produced in collaboration with the Milwaukee Health Department

Water Safety

- Preparations underway to meet EPA Standard 5pb by 2027
- Collaboration with Milwaukee Health Department and Milwaukee Water Works to implement EPA Lead and Copper Rule Improvements in 2026. The Rule requires the Milwaukee water Works to test 20% of schools annually for lead level.
- MPS currently meets the 5pb for all drinking fountains and bottle fillers.
- Post clear and age-appropriate signage indicating water should not be used for drinking.
- Installing 560 filters in kitchens, nurse's offices, teacher's lounges, culinary arts classrooms, and parent centers
- Replace fixtures and filters to ensure compliance with DHS guidelines.

Soil Testing

- Milwaukee Health Department and Department of Natural Resources has begun soil testing at Golda Meir

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 5.01 - Facilities

Implementation and Assessment Plan

Moving forward, this plan shall serve as a guide and will be updated as new information and guidance become available.

The Board received the foregoing report. No action was required.

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(Item 12) Reports of the Board's Delegates

The delegate to WASB gave a report.

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(Item 13) Report of the President of the Milwaukee Board of School Directors

To support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission, the President's activities during the months of July 2025 included the following:

- Weekly Leadership Meetings: I participated in weekly meetings with the Office of the Superintendent, the Office of Accountability, and the Office of Board Governance to ensure strong collaboration and communication across these teams.
- Chief Executive Officer Evaluations: I continue to work with the Office of Board Governance (OBG) and the Wisconsin Association of School Boards (WASB) to set up the evaluation process and to facilitate a goal-setting session with the Board for all three Chief Executive Officers.
- Audit Advisory Committee: I chaired the July 8th meeting of the Audit Advisory Committee where we selected Mr. Andy Holman to be the Committee's Vice Chair, reviewed the Rumph and Associates June 17, 2025 recommendations, gave an update on the status of the FY24 Baker Tilly Audits, and conducted policy review of BG 3.08, BG 2.12, and 6.38 Policy and Procedure.
- FY25 External Audit Kickoff: Attended the kickoff meeting for the 2025 external audit with CliftonLarsonAllen.

• Principal Leadership Institute: On July 30, I joined the Professional Learning Institute (PLI) to speak with school leaders who came together to coordinate efforts to improve student learning. The theme was “Leading for Learning: Expect Great Things.”

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UNFINISHED BUSINESS

(Item 1) Annual Review of and Possible Action on Board Compensation

Background

Pursuant to the Board's action of November 28, 2000, the Board's compensation is to be reviewed annually at its organizational meeting.

It was at its November 2000 meeting, that the Board set salaries of \$18,121 per year for Board members and \$18,667 for the Board President.

April 2022, the Board adjusted its compensation to \$18,972 for Board members, with compensation of \$19,544 for the Board's president for the ensuing year.

In July 2023, the Board adjusted its compensation to \$20,490 for Board members and \$21,207 for the Board President and froze that salary for 2024.

At the April 22, 2025, Annual Organizational Meeting, action on this item was deferred until the July Board cycle.

Statute, Administrative Policy, or Board Rule Statement

1.01 - Organizational Meeting

Fiscal Impact Statement

The fiscal impact of this item is dependent on the action the Board wishes to take.

Recommendation

That the Board determines how it wishes to proceed with the review.

To approve the Consumer Price Index adjustment of 2.95% and the same administrative pay “bump” of \$2,000 for the Board, as was budgeted for employees. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Herndon, Jackson, O'Halloran, Reza, and President Zombor — 6.

Noes – Directors Fons and Siemsen - 2.

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NEW BUSINESS

(Item 1) Action on a Request to Retire to Closed Session to Consider Performance Goals Relative to the Employment of the Superintendent of Schools

Background

Pursuant to Wisconsin Statute 19.85(1)(c), the Board may retire to closed session to consider the employment, promotion, compensation or performance evaluation data of the Superintendent, relative to performance goals.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

**Statute, Administrative Policy, or Board Rule
Statement**

3.02 - Role of the Superintendent

The Board considered this item at the same time as the Item Deferred.

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ITEM DEFERRED

Having been previously deferred, the Board resumed consideration of the following item:

Action on a Request to Retire to Closed Session Relative to Litigation in Which the Board is Involved.

Director Ferguson moved to consider both the Item of New Business and the item previously deferred in closed session, pursuant to Wisconsin Statutes 19.85(1)(c) and (g). The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen, and President
Zombor — 8.

Noes – None – 0.

The Board retired to closed session at 9:32 p.m. and adjourned from closed session at 10:47 p.m.

TINA OWEN-MOORE, Ed. L.D.
Board Clerk