

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 22, 2025**

Annual Organizational meeting of the Board of School Directors called to order by the Board Clerk, Dr. Tina Owen-Moore, at 5:30 p.m.

The Board Clerk confirmed that the following individuals, who were elected or re-elected to membership on the Board on April 1, 2025, had taken the oath of office and were duly qualified to serve:

- District 4 James Ferguson
- District 5 Christopher Fons
- District 6 Mimi Reza
- District 7 Kate Vannoy

Directors Marva Herndon, Erika Siemsen, Darryl Jackson, Megan O'Halloran and Missy Zombor are continuing members.

Present — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 9.
Absent and Excused— None.

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(Item 1) Election of a Temporary Presiding Officer

Background

The Board will designate a temporary presiding officer to conduct the election of a Board president for the coming 2025.

Strategic Plan Compatibility Statement

Untitled

Fiscal Impact Statement

No fiscal impact.

Recommendation

That the Board select a Chair Pro Tem

Having received the only nomination, Director O'Halloran was elected Temporary Presiding Officer by unanimous consent.

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(Item 1) Election of a Board President for the Ensuing Board 2025

Background

Wisconsin Statutes, sec. 119.10(2), provides, in part, that the Board at its annual organizational meeting "...shall elect a president from among its members to serve for one 2025 and until a successor is chosen..."

Selection of the President was determined by roll call vote with the following result:

	<u>Nominee</u>
Director Ferguson	Director Ferguson
Director Fons.....	Director Zombor
Director Herndon.....	Director Zombor
Director Jackson	Director Ferguson
Director O'Halloran.....	Director Zombor
Director Reza	Director Ferguson
Director Siemsen.....	Director Zombor
Director Vannoy	Director Zombor
Director Zombor	Director Zombor

Director Zombor, having received a majority of the votes, was declared the President of the Board.

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(Item 2) Election of the Board's Vice President for the Ensuing Board 2025

Background

Board Rule 1.01(3) provides for the election of a vice president for the ensuing board 2025.

Selection of the Vice-President was determined by roll call vote with the following result:

	<u>Nominee</u>
Director Ferguson	Director Ferguson
Director Fons.....	Director Herndon
Director Herndon.....	Director Herndon
Director Jackson	Director Ferguson
Director O'Halloran.....	Director Herndon
Director Reza	Director Ferguson
Director Siemsen.....	Director Herndon
Director Vannoy	Director Herndon
Director Zombor	Director Herndon

Director Herndon, having received a majority of the votes, was declared the Vice-President of the Board.

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(Item 1) Designation of a Board Clerk for the Ensuing Board 2025

Background

Wisconsin Statutes, sec. 119.10(2), provides, in part, that the Board at its annual organizational meeting "...shall designate an individual to serve as a clerk...."

The Board has a contract in-force with Dr. Tina Owen-Moore to serve in this capacity.

Recommendation

That the Board select its Board Clerk for the ensuing Board 2025.

On April 17, 2025, the board renewed its contract with Dr. Tina Owen-Moore to serve as Board Clerk. Hearing no objections, President Zombor declared that Dr. Owen-Moore would continue to serve as the Board Clerk.

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(Item 1) Designation of the Board's Representative to the Library Board

Background

Board Rule 1.17(6) prescribes that "[t]he President is a member ex officio of the Library Board as of his/her election to the presidency. If he/she advises the Board that he/she elects not to serve as a member ex officio of the Library Board, the Board shall at the next regular meeting by roll-call vote elect one of its other members to serve as a member ex officio of the Library Board."

Director Siemsen was the Board's representative on the Library Board for the 2024-25 Board 2025.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

If the President elects not to serve, the Board will need to elect a representative by a roll call vote at its regular May meeting.

Recommendation

That, the President determine whether they wish to serve as the Board's representative to the Library Board. If the President chooses not to serve as the Board's representative on the Library Board, pursuant to Board Rule 1,17(6), the Board hold this item until the Board's regular May 2025 meeting, at which time the Board shall elect its representative.

Director Zombor stated that she did not wish to serve as the delegate. Therefore, pursuant to Board Rule 1.17(7), selection of the delegate will be held to the next Regular Meeting of the Board.

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(Item 2) Designation of the Board's Delegate to the Wisconsin Association of School Boards (WASB)

Background

At its meeting of April 2023, the Board elected Director Garcia to serve as its delegate to WASB until a notice of an upcoming election. To date, no such notice has been received. However, as Director Garcia is retiring from the Board, it is necessary to designate a delegate to serve the remainder of the term.

Statute, Administrative Policy, or Board Rule Statement

1.28 - Board Memberships

Fiscal Impact Statement

No fiscal impact.

Recommendation

That the Board designate its representative to WASB to serve the remainder of the term.

Designation of the delegate to the Wisconsin Association of School Boards (WASB) was determined by roll call vote with the following result:

	<u>Nominee</u>
Director Ferguson	Director Reza
Director Fons.....	Director Fons
Director Herndon.....	Director Fons
Director Jackson	Director Reza
Director O'Halloran.....	Director Fons
Director Reza	Director Reza
Director Siemsen.....	Director Fons
Director Vannoy	Director Reza
Director Zombor	Director Fons

Having received a majority of the votes, Director Fons was declared the delegate to WASB.

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(Item 3) Appointment of the Board's Representative to CESA #1

Background

CESAs (Cooperative Educational Service Agencies) "...serve educational needs in all areas of Wisconsin by serving as a link between school districts and between school districts and the state. Cooperative Educational Service Agencies may facilitate communication and cooperation among all public and private schools, agencies, and organizations that provide services to pupils." (Wisconsin State Statutes, Chapter 116, 1983)

CESA #1 is a cooperative governed by an 11-member Board of Control representing 45 public school districts in southeastern Wisconsin. The Board of Control is elected by a delegate assembly at the CESA #1's annual convention. The delegate assembly consists of one school board member from each of the school districts in the CESA #1 region, with special provisions made for areas served by union high/K-8 districts.

The Board of Control sets policy, determines and assesses services to be delivered, and approves program costs. The Board of Control is also responsible for authorizing expenditures to operate CESA #1, including those for personnel, space, and equipment. It also appoints the executive director for CESA #1.

The Board's representative is also a member of the Board of Control for the current 2025. Director O'Halloran was the delegate to CESA #1 for the 2024-25 Board 2025.

Statute, Administrative Policy, or Board Rule Statement

1.28 - Board Memberships

Recommendation

That the Board select its representative to CESA #1 for the current board 2025.

Designation of the Board's Representative to CESA #1 was determined by roll call vote with the following result:

Director Ferguson	Director Vannoy
Director Fons.....	Director Vannoy
Director Herndon.....	Director Vannoy
Director Jackson	Director Vannoy
Director O'Halloran.....	Director Vannoy
Director Reza	Director Vannoy
Director Siemsen.....	Director Vannoy
Director Vannoy	Director Vannoy
Director Zombor	Director Vannoy

Having received all nine votes, Director Vannoy was declared the delegate to CESA #1.

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(Item 4) Appointment of the Board's Liaison to the Title I District Advisory Council (DAC)

Background

Milwaukee Public Schools established the District Advisory Council (DAC) to ensure that parents of all students have an opportunity to share their ideas about the needs of children, to assist in the planning and operation of Title I programs for children, and to participate in evaluating the success of Title I efforts.

The DAC meets monthly to learn about and advise on district strategies and programs that have an impact on families, particularly those related to Title I. All school leaders must identify two family members of students in their schools as their schools' representatives to the DAC.

Director Leonard was the Board's liaison to the Title I District Advisory Council during the 2024-25 Board 2025.

Strategic Plan Compatibility Statement

- Goal 1, Academic Achievement
- Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

1.28 - Board Memberships

Fiscal Impact Statement

No fiscal impact.

Recommendation

That the Board select its liaison to the Title I District Advisory Council for the ensuing Board 2025. Vice-President Herndon was in the Chair from 6:56 to 6:57 p.m.

Designation of the liaison to the Title I District Advisory Council (DAC) was determined by roll call vote, with the following result:

Director Ferguson	Director Reza
Director Fons.....	Director Ferguson
Director Herndon.....	Director Ferguson
Director Jackson	Director Reza
Director O'Halloran.....	Director Reza
Director Reza	Director Reza
Director Siemsen.....	Director Reza
Director Vannoy	Director Reza
Director Zombor	Director Reza

Having received a majority of the votes, Director Reza was declared the liaison to the DAC.

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(Item 1) Transmittal of and Possible Action on the Tentative 2025-26 Board Calendar, Including the Possible Waiver of Board Rules 1.01 and 1.02.

Background

The proposed tentative calendar will be formulated after the Regular Meeting of the Board, to be held on April 17, 2025.

Unlike the Board's regular monthly meetings and its annual organizational meeting, whose scheduling is dictated by Board rules (see attached), the tentative scheduling of committee meetings, while based on the

Board’s practice over the past several 2025s, is flexible, and the scheduling of any committee meeting may be adjusted by the chair of that committee, in consultation with the Board Clerk and the Administration.

As Board Rule 1.02 (attached) sets the days and times of the Board’s regular monthly meetings, any changes to the date of any regular Board meeting will require a suspension of that Rule. It must be noted, however, that Wisconsin Statutes, ch. 119.10(3), which governs the scheduling of regular monthly Board meetings, states in part, "The board shall hold a regular meeting at least once each month at times fixed and published by the board in its rules..." In light of this, the City Attorney's Office has advised the Office of Board Governance that the public has the right to expect that the Board will adhere to its rules as they apply to the scheduling of its regular monthly Board meetings.

Likewise, as Board Rule 1.01 (attached) sets the day of the Board’s annual organizational meeting, any changes to the date of the Board’s 2026-27 organizational meeting will require a suspension of that Rule.

Proposed Meeting Calendar

Approved Tentative 2025-26 Board Calendar

AFP = Committee on Accountability, Finance, and Personnel; LRP = Committee on Legislation, Rules and Policies (scheduled at the call of the Chair); PACE = Committee on Parent and Community Engagement; SASI = Committee on Student Achievement and School Innovation; SPB = Committee on Strategic Planning & Budget

All meetings are to be conducted in the Central Services Auditorium unless noted otherwise.

Calendar is subject to change.

May 2025

- 13.....5:30 PM PACE
- 15.....5:30 PM SASI
- 20.....5:30 PM AFP
- 27.....5:30 PM Board Retreat on Charter School Program
- 29.....5:30 PM Regular monthly meeting

June 2025

- 2.....Superintendent’s Proposed Budget for FY26 released
- 5.....5:30 PM SPB
- 10.....TBD PACE, SASI, and AFP
- 12.....5:30 PM SPB
- 17.....5:30 PM Statutory public hearing on the Proposed FY26 Budget
- 24.....5:30 PM SPB
- 26.....5:30 PM Regular monthly meeting, including possible adoption of FY26 budget

July 2025

- 31.....5:30 PM Regular monthly meeting

August 2025

- 12.....5:30 PM PACE
- 14.....5:30 PM SASI
- 19.....5:30 PM AFP
- 21.....5:30 PM Tentative Board Retreat
- 28.....5:30 PM Regular monthly meeting

September 2025

- 9.....5:30 PM PACE
- 11.....5:30 PM SASI
- 16.....5:30 PM AFP
- 25.....5:30 PM Regular monthly meeting

October 2025

- 14.....5:30 PM PACE
- 16.....5:30 PM SASI
- 21.....5:30 PM AFP
- 23.....5:30 PM Tentative Board Retreat

- 28.....5:30 PM Special Meeting for Adoption of the FY26 Final Budget
- 30.....5:30 PM Regular monthly meeting
- November 2025
 - 11.....5:30 PM PACE
 - 13.....5:30 PM SASI
 - 18.....5:30 PM AFP
 - 20.....5:30 PM Regular monthly meeting
- December 2025
 - 9.....5:30 PM PACE
 - 11.....5:30 PM SASI
 - 16.....5:30 PM AFP
 - 18.....5:30 PM Regular monthly meeting
- January 2026
 - 13.....5:30 PM PACE
 - 15.....5:30 PM SASI
 - 20.....5:30 PM AFP
 - 29.....5:30 PM Regular monthly meeting
- February 2026
 - 10.....5:30 PM PACE
 - 12.....5:30 PM SASI
 - 17.....5:30 PM AFP
 - 26.....5:30 PM Regular monthly meeting
- March 2026
 - 10.....5:30 PM PACE
 - 12.....5:30 PM SASI
 - 17.....5:30 PM AFP
 - 19.....5:30 PM Tentative Board Retreat – Board Self Evaluation
 - 26.....5:30 PM Regular monthly meeting
- April 2026
 - 21.....5:30 PM Tentative Board Retreat – Board Self-Evaluation Follow-up
 - 23.....5:30 PM Regular monthly meeting
 - 28.....5:30 PM Annual Organizational Meeting

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

1.08 - Meeting Agendas and Reports

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

Upon adoption of the tentative 2025-26 Board calendar, the Office of Board Governance will publish the calendar and set up the meetings for the approved dates and times. In addition, the Office of Board Governance will bring to the Board for approval any necessary revisions to Board Rules relative to the calendar.

Recommendation

- The Office of Board Governance recommends that the Board
1. waive Board Rules 1.01 and 1.02, if necessary, in order to set its 2025-26 calendar; and
 2. determine how it wishes to proceed relative to the attached tentative calendar.

Director Siemsen moved adoption of the tentative calendar, as presented. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Herndon, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 7.

Noes — Director Jackson — 1.

Present – Director Fons – 1.

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(Item 2) 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 2025 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 2025.

In July 2023, the Board adjusted its compensation to \$20,490 for Board members and \$21,207 for the Board President. This compensation level was maintained for the 2024-25 Board year.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

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 determine how it wishes to proceed with the review.

Director O'Halloran moved that consideration of this item be deferred until July 2025, after the adoption of the FY26 budget. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 9.

Noes — None – 0.

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(Item 1) Action on the Disposition of Unfinished Business Pending Before the Board and Its Committees at the Close of Business on April 17, 2025

Background

Since the Board, by statute, is a continuing body, items of business pending before the Board at the close of its last business meeting of the board 2025 (April 17, 2025) are to be submitted to the Board at its annual organizational meeting for referral to the appropriate Committees or for other disposition, as the Board sees fit.

Pending Items of Business

The following are resolutions that have previously been adopted by the Board, where directives of the Board’s action remain pending.

Item	Topic	Introduced	Directive	History
<i>Accountability, Finance and Personnel</i>				
Resolution 1920R-007	On the creation of a defined contribution retiree health benefit	June 2019	Explore the options and report back.	Carried over April 2020, 2021, 2022, 2023, 2024
Monthly Finance Report		September 2023	Bring a report to the Board on a) a school-by-school Chromebook inventory, with the number of Chromebooks distributed to each school and b) protocols that will be implemented to address lost, stolen, or broken Chromebook devices and ensure all active devices are either used, returned, or accounted for.	Carried over 2024
Resolution 2324R-003	Building Leases	September 2023	Admin and OBG develop Policy and Procedure for facility leases reflective of the intent to eliminate all costs to the Board.	Carried over 2024
November AFP, Item 7	Professional Services Contracts	n/a	Bring back a report on the progress of contracts C033214 and C033215 (services for violence reduction)	
<i>Parent and Community Engagement</i>				
2425R-010	Establish Operational Review Advisory Committee	February 2025	Develop the charge of the committee. First report to be presented in August	
<i>Student Achievement and School Innovation</i>				
2324R-006	Menstrual Equity	December 2023	Begin a pilot program, conduct a survey, and bring a report back before October 2025-26 budget cycle	Carried over 2024
<i>Legislation, Rules and Policies</i>				
Resolution 2223R-001	On Youth Engagement	May 2022	Revise Administrative Policy 9.14 to include student-focused language	Carried over 2023 and 2024

Director O’Halloran set aside Resolution 2425R-010; 2324R-006; and 2223R-001 and the follow up reports on Contracts 033214 and 033215.

Director Siemsen set aside Resolution 1920R-013.

Director Zombor set aside Resolution 2324R-003.

Director O’Halloran moved to place the remaining items on file. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Jackson, O’Halloran, Reza, Siemsen, Vannoy, and President Zombor — 9.
Noes — None - 0.

Disposition of Unfinished Business

The following are resolutions that have not yet been dispensed with or other items introduced that have not yet been considered by the Board.

Item	Topic	Introduced	History
<i>Student Achievement and School Innovation</i>			
Resolution 1920R-013	On elementary classroom sizes	January 2020	Carried over April 2020, 2021, 2022, 2023, 2024

Statute, Administrative Policy, or Board Rule Statement

1.08 - Meeting Agendas and Reports

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Any items set aside will be carried over for action during the 2025-26 board 2025. All remaining items will be placed on file.

Recommendation

That the Board determine how it wishes to proceed with the pending items of business as attached.

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(Item 1) Introduction and Referral of Communication 2526C-001 on Milwaukee Italian Immersion School

Background

The following communication has been submitted for introduction and referral.

April 14, 2025
Dr. Tina Owens-Moore
Board Clerk, Milwaukee Public Schools Office of Board Governance
5225 W. Vliet Street Milwaukee, WI 53208
Dear Dr. Owen-Moore:

By way of this communication, I am formally requesting on behalf of staff, students, families, and community members that a public hearing be scheduled no later than the May 2025 monthly meeting of the Milwaukee Board of School Directors regarding the MPS Italian Immersion School, established in 2006. This request is being made in accordance with Governance Policy 2.06 of the Milwaukee Board of School Directors.

Specifically, the community is requesting the opportunity to give public testimony regarding:

- The MPS administration's proposed change in programming to the MPS Italian Immersion School originally established via the Milwaukee Board of School Directors' action; and,
- A suggested location change for the existing MPS Italian Immersion School to continue the rich immersion tradition MPS is known for and contribute to increased district enrollment.

It is important that the requested public hearing take place before any changes are made to the program for the 2025-26 school year. It is also important that the public hearing be noticed for public testimony so that the community's viewpoints are heard regarding the continuation of the program as an immersion program as opposed to transitioning to a world language program as suggested by the administration.

Thank you in advance Dr. Owen-Moore! Should you have any questions regarding my formal request for a public hearing with the chance for members of the community to give public testimony no later than the May 2025 full Board meeting, please do not hesitate to contact me.

Sincerely,
Gina Jorgensen

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

1.10 - Communications, Petitions, Resolutions for Referral

The communication was referred to the Office of Board Governance.

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(Item 1) Introduction and Referral of Resolutions

Resolution 2526R-001

Lead Safety

By Directors Zombor and O'Halloran

WHEREAS, Milwaukee Public Schools (MPS) and the Milwaukee Health Department (MHD) have developed an MPS Lead Action Plan to strengthen lead risk identification and create a transparent, actionable approach to school assessments; and

WHEREAS, The use of lead paint was first banned in Wisconsin in 1978 which means that many structures in Milwaukee still have lead paint; and

WHEREAS, Milwaukee Public Schools has over 15 million square feet of facilities that were built prior to 1978 which means there is a great risk that these facilities contain lead paint; and

WHEREAS, An estimated one-quarter of paint-related work orders in the last year have not been completed; and

WHEREAS, The Milwaukee Board of School Directors wishes to achieve the highest levels of safety, accountability, and transparency in all facilities related matters, now therefore be it;

RESOLVED, That the Board direct the Administration to develop an Administrative Policy and Procedure to address lead paint that includes:

1. Key practices to be employed based on the MPS Lead Action Plan;
2. Key expectations to be monitored required by the MPS Lead Action Plan approved by the City of Milwaukee Health Department and federal and state requirements;
3. Annual school inspection schedules;
4. Training requirements and protocols for all school-based staff;
5. Work order categorization and prioritization practices;
6. Communication protocols for notifying parents and guardians of lead-based paint remediation activities;
7. Protocols for water safety testing and filtration replacement for any water fixture that may be used for drinking, growing food, or cooking;
8. Protocols for soil testing;

9. Protocols for MPS contracted schools operating buildings not owned by the district; and be it; 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; and be it;

FURTHER RESOLVED, That the report shall include information about:

1. Progress made towards addressing the recommendations in the MPS Lead Action Plan;
2. The quantity aging analysis in days, and average response time of all work orders related to lead paint
3. The current number of district positions for which the employee has a primary responsibility for ensuring lead safety, including, in whole or in part, but not limited to, monitoring risk of lead exposure, facilitating remediation work, implementing safety measures, providing training, and ensuring that employees follow proper lead safety procedures; and, be it

FURTHER RESOLVED, That the Administration is directed to maintain a dedicated web page with information for families and staff that includes:

1. A dashboard to show progress made toward the recommendations of the MPS Lead Action Plan;
2. Related policies and procedures;
3. Lead and water testing/inspection/surveillance results;
4. Water filtration maintenance data;
5. A tool to submit lead-related concerns;
6. Lead screening clinic information;
7. Checklists for completed remediation or abatement activity;
8. Links to family letters or updates;
9. A link to the MHD website;
10. Information about other resources that may be available to families; and be it;

FURTHER RESOLVED, That the Office of Accountability and Efficiency is directed to include a review of the above requirements in the Annual Audit Plan of activities for Fiscal Year 2026; and be it;

FURTHER RESOLVED, That the school audit process shall include a review of the extent to which a school has completed required lead safety surveillance and inspection activities, beginning with the Fiscal Year 2026 and in accordance with the Annual Audit Plan.

Referred to the Committee on Accountability, Finance and Personnel

The Board adjourned at 7:15 p.m.

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

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
APRIL 30, 2025**

Special meeting of the Board of School Directors called to order by President Zombor at 5:33 p.m.

Present — Directors Ferguson, Fons, Herndon, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.
Absent and Excused— Director Jackson – 1.

The Board Clerk read the following call of the meeting:

April 29, 2025

To the Members of the Board of School Directors:

At the request of President Missy Zombor, a Special Meeting of the Milwaukee Board of School Directors is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin.

This meeting will be broadcast on WYMS radio— 88.9 FM, or on Time-Warner/Spectrum Channel 13, and via livestream and the MPS YouTube Stream at: <https://mpsmke.com/boardcast>.

SPECIAL BOARD MEETING

5:30 P.M., WEDNESDAY, APRIL 30, 2025

1. Report With Possible Action on the MPS Lead Action Plan
2. Action on a Request to Approve the Milwaukee Public Schools' Confidentiality Agreement with the Milwaukee Health Department
3. Action on a Request for a Closed Session for the Purpose of Considering Collective Bargaining Negotiations Strategy with Respect to Wages
4. Consideration of and Possible Action on the Employment, Compensation, and Performance-evaluation of the Superintendent of Schools

PUBLIC HEARING

The Board will accept public comment on Item 1, Report With Possible Action on the MPS Lead Action Plan. This is the only item for which the Board will give public hearing.

EXECUTIVE SESSION

The Board may retire to closed session on the following items:

On Item 3, pursuant to Wisconsin Statutes, Section 19.85(1)(e) which allows a governing body to go into closed session for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.

On Item 4, pursuant to Wisconsin Statutes 19.85(1)(c), which provides that a governmental body may convene in executive session for the purpose of “considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility,” the Board may convene in executive session for the purpose stated above.

The Board may reconvene in open session to take action on matters considered in executive session or to continue with the remainder of its agenda.

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

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(Item 1) Report With Possible Action on the MPS Lead Action Plan**Background**

On 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.

Next Phase of Lead clean-up

Immediate Priorities:

- Expand capacity for inspections and hazard monitoring.
- Partner with third-party consultants to expedite building surveys and hazard identification.
- Identify potential contractors to complete lead stabilization.

Strengthened Lead Compliance Program

- Hire additional certified lead-risk assessors and inspectors.
- Conduct annual reviews and update lead hazard protocols.
- Increase cleaning duration, documentation, and staff training.
- Pursue additional funding (grants and budget reallocations) for stabilization.

High-Risk Facility Prioritization Strategy

- Focus remediation inspections on buildings built prior to 1978 serving the youngest children the most at risk
- Prioritize buildings based on condition severity and clinical risk factors.
- Adjust schedule as new inspections are completed.

Remediation and Control Measures

- Conduct lead stabilization using certified personnel.
- Isolate work areas during renovation; require full containment and HEPA cleaning.
- Implement aggressive dust control measures across all facilities.

Protecting Students at Increased Risk

- Expand blood lead level screening for high-risk students.
- Reassign classrooms for children under 6 or those with clinical risks to safer areas.
- Implement specialized cleaning protocols depending on the level of renovation and visual verification.

Temporary Relocation Plan

- Relocate school communities when 50%+ of surfaces are deteriorated; partial relocations at 10–50%.
- Identify alternate temporary sites for displaced students and staff.
- Minimize disruption to instruction through proactive planning.
- Isolated lead block and cleaning until extensive summer renovations begin.

Communications and Transparency

- Maintain dedicated MPS Lead Updates webpage.
- Notify families and staff promptly of findings, closures, and remediation.
- Continue town hall meetings and virtual school tours for reassurance.

Next Steps and Long-Term Vision

- Complete stabilization efforts in schools built before 1950 by the end of Summer break 2025. (54 buildings, 7 of which have been or are close to being cleared.)
- Complete stabilization efforts in schools built between 1950–1978 by the end of the calendar year. (52 buildings)
- Integrate lead hazard mitigation into the Long Range Facilities Master Plan.
- Review/refine protocols regularly based on evolving health standards.

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:

This plan shall serve as a guide moving forward and will be updated as new information and guidance become available.

Director Ferguson was in the chair from 6:29 to 6:44 p.m.

The Board received the foregoing report. Although it was noticed for possible action, no action was taken.

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(Item 2) Action on a Request to Approve the Milwaukee Public Schools' Confidentiality Agreement with the Milwaukee Health Department

This item was withdrawn at the request of the Administration.

* * * * *

(Item 3) Action on a Request for a Closed Session for the Purpose of Considering Collective Bargaining Negotiations Strategy with Respect to Wages

Background

The Administration is requesting a closed session for the purpose of considering collective bargaining negotiations strategy with respect to wages.

This request is made pursuant to Wisconsin Statutes, Section 19.85(1)(e) which allows a governing body to go into closed session for the purpose of deliberating or negotiating the purchasing of public

properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.

The Board may reconvene in open session to take action on matters considered in executive session or to continue with the remainder of its agenda.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.20 - Contracts, Employee Benefits, and Compensation Plans

Fiscal Impact Statement

No fiscal impact.

Recommendation

The Administration recommends that the Board move to a Closed session pursuant to Wisconsin Statutes, Section 19.85(1)(e) for the purpose of considering collective bargaining negotiations strategy with respect to wages.

Items 3 and 4 were acted on together, see below.

* * * * *

(Item 4) Consideration of and Possible Action on the Employment, Compensation, and Performance-evaluation of the Superintendent of Schools

Background

At the request of President Zombor, the Board of School Directors will consider and possibly take action on employment, compensation, and performance-evaluation of the Superintendent of Schools.

Pursuant to Wisconsin Statutes 19.85(1)(c), which provides that a governmental body may convene in executive session for the purpose of “considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility,” the Board may convene in executive session for the purpose stated above. The Board may reconvene in open session to take action on matters discussed in executive session and/or to continue with the remainder of its agenda; otherwise, the Board will adjourn from executive session.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.02 - Role of the Superintendent

Fiscal Impact Statement

Dependent upon any action which the Board may take in regard to these matters.

Recommendation

That the Board consider this item in closed session and determine what action, if any, it wishes to take.

Director O'Halloran moved to consider Items 3 and 4 in closed session, pursuant to Wisconsin Statutes 19.85(1)(c) and (e). The motion passed, the vote being as follows:

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

The Board retired to closed session at 6:51. The Board returned to open session at 8:20 p.m., whereupon Director Reza moved to authorize the Administration to bargain with the Milwaukee Teacher Education Association (All Units), as directed in the closed session.

The motion passed, the vote being as follows:

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

The Board adjourned at 8:23 p.m.

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

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 13, 2025**

Special 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, Vannoy, and President Zombor — 9.
Absent and Excused— None.

The Board Clerk read the following call of the meeting:

REVISED
May 12, 2025

To the Members of the Board of School Directors:

At the request of President Missy Zombor, a Special Meeting of the Milwaukee Board of School Directors is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin.

This meeting will be broadcast on WYMS radio— 88.9 FM, or on Time-Warner/Spectrum Channel 13, and via the MPS YouTube Stream at: <https://mpsmke.com/boardcast>.

Special Board Meeting
5:30 p.m, Tuesday, May 13, 2025

1. Action on a Request for a Closed Session for the Purpose of Considering Collective Bargaining Negotiations Strategy with Respect to Wages
2. Consideration of, and Possible Action on, a Settlement Agreement
3. Work Session, with Possible Action, on the District Reorganization Plan
4. Public Hearing on Central Services' Restructuring and Realignment to Improve Academic Achievement

Public Hearing

Public comments will be taken in person and virtually during the meeting on Item 4 only.

Executive Session

Relative to Item 1, the Board may retire to closed session, pursuant to Wisconsin Statutes, Section 19.85(1)(e) which allows a governing body to go into closed session for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.

Relative to item 2, under the provisions of Wisconsin Statute 19.85(1)(g), the Board may retire to a closed session for the purpose of conferring with legal counsel who is rendering oral or written advice concerning litigation in which the Board is or is likely to become involved.

The Board may return to open session to take action on matters discussed in closed session or to continue with its agenda, or the Board may adjourn from closed session.

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

President Zombor called for Item Three, the work session, to be called first. Item Four, the public hearing, was held next. The two items noticed for closed session, Items One and Two, were handled in one motion.

(Item 1) Action on a Request for a Closed Session for the Purpose of Considering Collective Bargaining Negotiations Strategy with Respect to Wages

Background

The Administration is requesting a closed session for the purpose of considering collective bargaining negotiations strategy with respect to wages.

This request is made pursuant to Wisconsin Statutes, Section 19.85(1)(e) which allows a governing body to go into closed session for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.

The Board may reconvene in open session to take action on matters considered in executive session or to continue with the remainder of its agenda.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.20 - Contracts, Employee Benefits, and Compensation Plans

Fiscal Impact Statement

No fiscal impact.

Recommendation

The Administration recommends that the Board move to a Closed session pursuant to Wisconsin Statutes, Section 19.85(1)(e) for the purpose of considering collective bargaining negotiations strategy with respect to wages.

Items One and Two, were handled in one motion. See below.

* * * * *

(Item 2) Consideration of, and Possible Action on, a Settlement Agreement

Background

Under the provisions of Wisconsin Statute 19.85(1)(g), the Board may retire to a closed session for the purpose of conferring with legal counsel who is rendering oral or written advice concerning litigation in which the Board is or is likely to become involved.

The Board may return to open session to take action on matters discussed in closed session or to continue with its agenda, or, the Board may retire from closed session.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation

The recommendation is that the Board retire to closed session, pursuant to Wisconsin Statute 19.85(1)(g).

Director Siemsen moved to retire to closed session on Items One and Two, pursuant to Wisconsin Statutes 19.85(1)(e) and (g). The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 9.
Noes — None — 0..

The Board was in closed session from 8:13 p.m. to 8:38 p.m.

Upon returning to open session Director Ferguson moved to authorize the Superintendent or her designee to bargain with the Psychologists Association of the Milwaukee Public Schools (PAMPS), as discussed in the closed session. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 9.
Noes — None — 0..

Director Fons moved to authorize the Office of the City Attorney to negotiate a settlement agreement, as discussed in the closed session. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 9.
Noes — None — 0..

* * * * *

(Item 3) Work Session, with Possible Action, on the District Reorganization Plan

Background

The newly proposed organizational chart is designed to maximize efficiency, costs, and, most importantly, ensure that student learning remains at the forefront of every decision we make. Guided by the findings of a comprehensive operational audit, this revised structure addresses areas of redundancy, clarifies reporting lines, and realigns roles to better support instructional goals.

The proposed changes are in alignment with the district's vision, mission and core belief. By streamlining administrative functions and enhancing cross-departmental collaboration, we are creating an environment where educators and support staff are better positioned to focus on what matters most: teaching and learning.

This new organizational framework reflects our commitment to being both fiscally responsible and academically driven. With these changes, we are confident in our ability to increase productivity, support staff more effectively, and direct more resources where they have the greatest impact: in the classroom.

Proposed Structure

The proposed structure described below refers only to that of the Administration. The Office of Board Governance and the Office of Accountability and Efficiency have their own structures that were neither considered nor acted upon as part of this work session.

Reporting Directly to the Superintendent

- Chief of Staff
- Two Deputy Superintendents
- Chief Advisor
- Manager of Governmental Affairs
- Director II, Labor Relations
- Two Assistant City Attorneys from the Office of the City Attorney

Reporting to the Deputy Superintendents

- Chief Financial Officer
- Chief Operations Officer
- Chief Human Resources Officer
- Chief Academic Officer

- Chief Schools Officer
- Chief Family, Community and Partnership Officer

Reporting to Chief Officers

The following would report to the Chief Financial Officer:

- Director II, Financial Planning and Budget Services
- Comptroller, Financial Services and Payroll
- Director I, Procurement and Risk Management
- Director I, State and Federal Programs

The following would report to the Chief Operations Officer:

- Director I, Nutrition Services
- Senior director, Facilities and Maintenance
- Senior Director, Business and Transportation Services
- Senior Director, Technology

The following would report to the Chief Human Resources Officer:

- Senior Director, Benefits, Pension and Compensation
- Senior Director, Talent Management
- Director, Organizational Development

The following would report to the Chief Communications Officer

- Senior Director, Communications

The following would report to the Chief Academic Officer:

- Senior Director, Teaching and Learning
- Director I, College and Career Readiness
- Director I, Multilingual/Multicultural Education
- Senior Director, Specialized Services
- Director I, Research, Assessment and Data

The following would report to the Chief Schools Officer:

- Secondary and Elementary Academic Superintendents
- Manager III, School Operations
- Senior Director, Student Services
- Director I, School Safety and Security

The following would report to the Chief Family, Community and Partnership Officer:

- Senior Director, Recreation
- Director I, Strategic Partnership and Customer Service
- Director I, Contracted School Services
- The Executive Director, MPS Foundation (reporting indirectly)

Principals

Principals would report to the Secondary and Elementary Academic Superintendents

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 2.03 - Administrative Organization Plan

Fiscal Impact Statement

N/A

Recommendation

To approve the FY26 proposed Administrative structure.

The Board was in recess at 5:41 to transition to the room in which the work session would be held. The work session was opened at 5:50 p.m.

The Board was in recess at 7:01 p.m. to return to the Board floor. The meeting resumed at 7:10 p.m.

Director O'Halloran moved to approve the Administration's recommendation as it pertains to administrative restructure, with the exception that the Manger of Governmental Affairs is to remain with the Office of Board Governance until further discussion can be had. The motion passed, the vote being as follows:

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

Noes — None — 0..

Present — Director Fons — 1.

* * * * *

(Item 4) Public Hearing on Central Services' Restructuring and Realignment to Improve Academic Achievement

Background

President Zombor, at the request of Dr. Brenda Cassellius, has scheduled a public hearing to receive comments relative to the restructuring and realignment of Central Services to improve academic achievement.

Statute, Administrative Policy, or Board Rule Statement

1.03 - Special Board Meetings

The Board gave public hearing on the restructuring and realignment of Central Services.

The Board adjourned at 8:41 p.m.

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

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 22, 2025**

Special meeting of the Board of School Directors called to order by President Zombor at 5:32 p.m.

Present — Directors Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.
Absent and Excused— Director Ferguson - 1.

The Board Clerk read the following call of the meeting:

May 16, 2025

To the Members of the Board of School Directors:

At the request of President Missy Zombor, a Special Meeting of the Milwaukee Board of School Directors is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin.

This meeting will be broadcast on WYMS radio— 88.9 FM, or on Time-Warner/Spectrum Channel 13, and via the MPS YouTube Stream at: <https://mpsmke.com/boardcast>.

**Special Board Meeting
5:30 p.m., Thursday, May 22, 2025**

1. Action on a Request to Approve the Milwaukee Public Schools' Confidentiality Agreement with the Milwaukee Health Department
2. Action on a Request to Retire to Closed Session Relative to a Process for Internal Investigations

PUBLIC HEARING

As is customary at Special meetings of the Board, public testimony will not be taken at this meeting.

EXECUTIVE SESSION

The Board may retire to closed session to consider Item 2, pursuant to Wisconsin Statute 19.85(1)(d) to consider strategies for crime detection or prevention.

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

(Item 1) Action on a Request to Approve the Milwaukee Public Schools' Confidentiality Agreement with the Milwaukee Health Department

Background

This Memorandum of Understanding (MOU) would serve as the written consent for Milwaukee Public Schools (MPS) and the Milwaukee Health Department (MHD) to jointly aid in reconciliation of immunization records, support communicable disease control and investigate blood lead poisoning records. The information would comply with the requirement in federal and state law and Resolution 241848.

The draft MOU was provided under separate cover.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Fiscal Impact Statement

n/a

Implementation and Assessment Plan

n/a

Recommendation

Administration recommends that the board approve the Milwaukee Public Schools' Agreement with the Milwaukee Health Department to jointly aid in reconciliation of immunization records, support communicable disease control and investigate blood lead poisoning records.

Director O'Halloran moved to approve the confidentiality agreement. The motion passed, the vote being as follows:

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

* * * * *

(Item 2) Action on a Request to Retire to Closed Session Relative to a Process for Internal Investigations

Background

The Board may retire to closed session to consider this item, pursuant to Wisconsin Statute 19.85(1)(d) to consider strategies for crime detection or prevention.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Recommendation

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

Director O'Halloran moved to retire to closed session pursuant to Wisconsin State Statute 19.85(1)(d). The motion passed, the vote being as follows:

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

The Board retired to closed session at 5:41 p.m.

The Board adjourned from closed session at 7:22 p.m., taking no action.

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

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
MAY 29, 2025**

Regular meeting of the Board of School Directors called to order by President Zombor at 5:32 p.m.

Present — Directors Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen (5:35 pm.), Vannoy, and President Zombor — 8.

Absent and Excused— Director Ferguson – 1.

Before commencing with the items on the agenda, President Zombor asked for a moment of silence to commemorate the passing of the following member of the MPS community:

- Damien Bean, a 12th grade student from Transition
- Amere Brewer, a 6th grade student from King M.S.
- Dajon Davis, an 11th grade student from Bay View H.S.
- Robert Green, a retired Educational Assistant from Dr. King Elementary
- Maynard Hintz, a retired Safety Assistant Supervisor
- Karen Huff, a Home & Hospice Teacher
- Jalerian McDade, a 10th grade student from MVP
- Anne Presser, a Retired Substitute Teacher
- Zakiy Robertson, an 11th grade student from Assata High School
- Maurice Whitters, a 9th grade student from Bay View H.S.

The Board also recognizes the passing of Melanie Moore Steen, retired principal from Juneau Business High School. Under her leadership, Juneau enjoyed a strong student climate. Juneau housed the district's visual impairment program and, in Ms. Moore Steen's time as principal, Juneau was the only public high school in the United States to be certified as safe for training seeing eye dogs.

APPROVAL OF MINUTES

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

NOTE: President Zombor called for the public hearing on Communication 2526C-001 to be given next.

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COMMUNICATIONS FROM CITY AND COUNTY DEPARTMENTS

(Item 1) Action on a Request from the City Comptroller for Adoption of a Resolution Authorizing the Sale of Revenue Anticipation Notes (RANs)

Background

The City of Milwaukee anticipates the issuance of Revenue Anticipation Notes (RANs) for the Milwaukee Public Schools in order to provide temporary funds in advance of the receipt of the payments of state aid. Should the Milwaukee Board of School Directors determine the temporary borrowing is desirable, Mr. Bill Christianson, the City Comptroller, has forwarded the attached resolution, which the Board will have to adopt in order to authorize issuance of the RANs.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.01 - Annual Operating Budget

Fiscal Impact Statement

Adoption of the resolution will provide MPS temporary funds in advance of the receipt of payments of state aid.

Implementation and Assessment Plan

If the Board adopts the resolution, the Office of Board Governance will prepare and forward to the City Comptroller the required certified copies of the resolution as well as certification relating to the meeting at which the resolution will have been adopted (members present, specific Board Vote, etc.).

Committee's Recommendation

That the Board approve the attached resolution to authorize the issuance of Revenue Anticipation Notes.

Director Jackson moved adoption of the resolution to authorize the sale of Revenue Anticipation Notes. The motion passed, the vote being as follows:

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

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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 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.

Lead Update

- Fernwood reopened April 24, 2025
- Stars ECC cleared for occupancy
- Westside Academy and Brown Street Academy Relocated
- Town hall Meeting Last Night
- Some Summer School programs moving

Finance Update

- Working diligently to meet May 30 deadline
- Budget Proposal Presentation Next week

Activities Attended

- Arbor Day
- Denim Day
- Cantos de las Americas
- Wick Field Grand Reopening
- UNSIL World Fair
- Peace Week

Donation

The Greater Milwaukee Committee announced a donation of local organizations of \$500,000 to support the goals of the new Milwaukee Public Schools leadership.

Teacher of the Year

The school day started with a huge surprise for Spanish Immersion second-grade teacher Toni Fink on Wednesday, May 14. State and district representatives arrived at Milwaukee Spanish Immersion School to present her with a Wisconsin Teacher of the Year award.

Wisconsin Department of Public Instruction State Superintendent Jill Underly, MPS Superintendent Brenda Cassellius, Milwaukee Board of School Directors President Missy Zombor, past Board President and District 1 Director Marva Herndon, and others joined Principal Marybell Nieves Harris in congratulating Fink.

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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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

Background

The Office of Board Governance (OBG) submits, with grateful appreciation for all those contributing to its efforts, the following report on OBG activities.

Communications Updates

As suggested in the MGT Operational Review, we have been working to combine communications between the Office of Board Governance and the Office of the Superintendent. Media contacts are now going directly through the Office of Communications, and the Communications team is reaching out to our office when we can be of assistance. This week, the Office of Board Governance and members of the Communications team met to discuss digital newsletters, listservs, and other systems of notification. We aim to continue to collaborate on how we get messages out to the community, families and staff.

Our office continues to send out individual press releases and communications when necessary. However, we are working much more intentionally across the arms of governance.

We also continue to create and send board member digital newsletters. This month, the team worked with the IT Department to create listserv groups for the schools in each board members' districts. School leaders and parent coordinators are now receiving newsletters and are able to share these communications with staff and families. At the suggestion of one of our board members, we have also added a school profile to each board member's newsletter each month. We hope that this will help share the news about the opportunities and programs within MPS.

Social Media Lawsuit

Earlier this academic year, the Milwaukee Board of School Directors authorized the Board Clerk and the Office of the City Attorney to work with Keller Rohrback to include Milwaukee Public Schools in ongoing legal action against social media companies. Over the past month, we have been coordinating with the administration to complete the plaintiff's fact sheet, which required a significant amount of responsive data and information. The fact sheet was submitted this week.

Collaboration with the Office of the City Attorney and External Legal Counsel

On a weekly basis, the Office of Board Governance coordinates with our City and Assistant City Attorneys to gather information and assistance on the legal matters relevant to the Board's work. This month, there have been numerous projects and activities requiring collaboration and consultation. We are grateful for the expertise and collaboration these partners bring to the table as we do our work.

Board Retreat – Charter School Authorizing

Following a request from Board members earlier this year, the Office of Board Governance collaborated with the Office of Contracted School Services to provide training on what it means to be an authorizer for charter schools. This session provided information and an opportunity for board members to ask questions about the laws, practices and standards that guide their work. In the upcoming year, the Board will review several charter school renewal applications.

Policy Updates and Considerations

Every couple of weeks, the Office of Board Governance convenes a group of administrators to review and revise policies with the Neola team. Each of these sessions requires a half-day engagement and a thoughtful discussion around the policy language to be recommended to the Board. This is a project that will take 18-24 months to complete; however, at the end of the process, all of the MPS policies will be up to date and will be reviewed at regular intervals. While this is a big lift for administrators and their support staff, we

are certain that the end goal will be stronger internal controls and guidelines for practice. We are thankful for all the efforts of these individuals and teams.

While this project is taking place, we are also identifying policies that require immediate attention and revision and working with administration to bring those policies forward immediately. This past month we collaborated to revamp our Title IX policy and to create a promotion policy to meet the requirements of ACT 20.

End of Year Activities and Events

It's graduation and awards season! The Board Services Team is working to ensure that board members have the information and support they need to celebrate their schools and graduations through this exciting time of year.

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.

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.

* * * * *

(Item 3) Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation Matters

Background

The Board may retire to closed session, pursuant to Wis. Stat. 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 body with respect to litigation in which it is or is likely to become involved.

Recommendation

That the Board determine how it wishes to proceed.

Consideration of this item was 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

Background

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 April 6, 2025, and May 17, 2025, Accountability and Efficiency Services completed two requests for information/research, four constituent support inquiries, and satisfied two impartial hearing officer (IHO) requests. Additionally, the OAE presented during the Board Director Orientation on Monday, April 21, 2025.

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 month, the CCS team focused on strengthening student engagement programming. Two student interns were interviewed and hired for ambassador (peer mentoring) roles, providing valuable work-based learning opportunities.

CCS staff participated in four events at Bayview, Obama/S.C.T.E., Vincent, and Washington High Schools. These engagement events supported student development by offering one-on-one training on workplace etiquette, job placement tips, and information about current and summer CCS internship opportunities.

We continue to build partnerships within the District and with external sponsors to support these efforts. CCS remains committed to the District's implementation of Administrative Policies 3.10 and 3.13, ensuring compliance and promoting 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 April 15, 2025, through May 18, 2025, include:

Audit Completions and Activities:

- Achieved FY25 Annual Audit Plan Goals with 96% of the Planned Activities completed (goal was 93%, with 48 of 50 planned projects completed to date)
- Corrective Action Plan updates: drafted ESB item on Audit Committee nominations for May 2025 Board cycle that are paused pending further discussion with the Board on the results of the Rumph review.
- Issued two school audits and one charter school audit
- Scheduled one new principal school audit, Reviewed one charter school external auditor’s report
- Conducted several ongoing investigations resulting from fraud hotline tips
- Recorded the 65th fraud hotline tip this fiscal year, which is 19 more than the number of complaints received for the entire FY24, and on pace to set a record (76 recorded in FY19)
- Provided continued analysis and feedback to the Procurement Department on certain contract services matters
- Audit Services Association of Local Government Auditors (ALGA) Peer Review for the office was conducted the week of April 14, 2025, with the report issued on April 16, 2025. Resulted in a “Pass Opinion” with no management letter comments. This is the highest level of quality assurance that can be received.
- Issued one special review

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

* * * * *

(Item 2) Action to Approve Appointees to the Audit Advisory Committee

Background

In March 2025, the Milwaukee Board of School Directors approved the establishment of the Audit Committee (AC), and its guiding charter, to provide the Board with an objective, independent, unbiased, and knowledgeable audit advisory body. The Audit Committee supports Internal Audit operations and advises the Board on both external and internal audit matters.

The Audit Committee consists of five voting members and may include one non-voting member along with the Chief Auditor and the Audit Charter includes membership nomination provisions.

Per the membership language approved by the Board in March 2025 the following nominations have been for the Board’s consideration.

- Director Missy Zombor as the nominee of the Board
- Mr. Nik Kovac, the Mayor of the City of Milwaukee’s nominee
- Mr. Charles Roedel, the Comptroller of the City of Milwaukee’s nominee
- Mr. Andy Holman, the Board’s nominee
- Ms. Ronda Kohlheim, the OAE’s voting member nominee

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

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

Upon approval by the Board, the membership of the Audit Committee will be set, consistent with the Audit Committee charter.

Recommendation

The Office of Accountability and Efficiency recommends the Board approve the nominations as listed in this item.

Director O’Halloran moved to approve the nominations as listed in this item. The motion passed, the vote being as follows:

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

Noes — None – 0.

* * * * *

REPORTS OF THE INDEPENDENT HEARING OFFICERS OF THE MILWAUKEE BOARD OF SCHOOL DIRECTORS

The Board Clerk presented ___ expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director O’Halloran moved to accept the reports of the Independent Hearing Officers of:

- | | |
|------------------------------|-------------------------------|
| April 28, 2025, at 9:00 a.m. | April 29, 2025, at 11:00 a.m. |
| April 28, 2025, at 1:00 p.m. | May 2, 2025, at 9:00 a.m. |
| April 29, 2025, at 9:00 a.m. | May 23, 2025, at 2:00 p.m. |

The motion to accept the reports prevailed, the vote being as follows:

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

Noes — None.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

From the Report of the Committee on Accountability, Finance and Personnel, Item 5, Action on the Award of Professional Services contracts, has been set aside at the request of the Administration.

From the Report of the Committee on Legislation, Rules and Policies, Item Five, Report on the Policy Review Project, has been set aside as a procedural matter.

On the motion of Director Siemsen, the balance of the Committees’ Reports was approved, the vote being as follows:

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

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director O'Halloran presented the following report for the Committee on Accountability, Finance, and Personnel:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Accountability, Finance, and Personnel presents the following report:

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

Classified Personnel Transactions

Code	Position and Salary	Position	Date	Salary
NEW HIRES				
2	Charmaine Allen	Building Service Helper I	04/21/2025	\$17.88 /hr
2	Talonna Doss	Building Service Helper I	04/21/2025	\$17.88 /hr
2	Keith Johnson	Building Service Helper I	03/31/2025	\$17.88 /hr
2	Tydrianna Perkins	Building Service Helper I	04/21/2025	\$17.88 /hr
4	Luis Rodriguez Gurrero	Building Service Helper I	03/31/2025	\$17.88 /hr
4	Raquel Ruz Ross	Building Service Helper I	03/31/2025	\$17.88 /hr
2	Delilah Alexander	Health Assistant	04/21/2025	\$22,103.36
2	Jochebed Allen	Health Assistant	04/28/2025	\$22,103.36
2	Judy Chesser	Health Assistant	04/21/2025	\$22,103.36
2	Eboni Fortune	Health Assistant	04/01/2025	\$22,103.36
2	Amirah Harms	Health Assistant	04/07/2025	\$22,103.36
2	Shenquella Holland	Health Assistant	03/31/2025	\$23,526.63
2	Kiriana Mosley	Health Assistant	03/31/2025	\$22,103.36
2	Shamaro Myles	Health Assistant	03/31/2025	\$22,103.36
2	Paris Thompson	Health Assistant	04/07/2025	\$22,103.36
2	Latoya Vance	Health Assistant	03/31/2025	\$22,103.36
2	Zaniya Wesley Carter	Health Assistant	04/04/2025	\$22,103.36
4	Andres Gallardo	Food Service Assistant	04/07/2025	\$17.88 /hr
2	Sharon Hairston	Food Service Assistant		\$17.88 /hr
2	Marvin Grant	Painter	04/14/2025	\$40.64 /hr
5	Eric Schams	Painter	04/14/2025	\$40.64 /hr
2	Antoniesha Brown	Paraprofessional	04/28/2025	\$23,580.88
2	Yliana Calderon	Paraprofessional	04/28/2025	\$22,218.26
2	Isabelle Guerrero	Paraprofessional	04/21/2025	\$22,218.26
2	Ashanta Hill	Paraprofessional	04/21/2025	\$22,218.26
5	Sasami Langford	Paraprofessional	04/21/2025	\$22,218.26
2	Jo-Naizah McBeath	Paraprofessional	04/21/2025	\$22,218.26
4	Malena Orlando	Paraprofessional	04/21/2025	\$22,218.26
2	Ky Eric Powell	Paraprofessional	03/31/2025	\$22,218.26
2	Deshaun Williams	Paraprofessional	04/28/2025	\$25,921.31
2	Jaida Young	Paraprofessional	04/21/2025	\$22,218.26
2	Tamesha Bunn	School Safety Assistant	04/09/2025	\$28,658.91

2	Diamond Jackson	School Safety Assistant	04/09/2025	\$28,658.91
2	Markeisha Johnson	School Safety Assistant	04/09/2025	\$28,658.91
2	Damerius Dearbone	School Kitchen Manager Trainee	04/07/2025	\$18.29 /hr
2	Imanii Mitchell	School Kitchen Manager Trainee	04/07/2025	\$18.29 /hr
PROMOTIONS				
2	Willie Harrison	Boiler Attendant Trainee	03/31/2025	\$64,316.13
4	Cecilia Reyna	School Secretary 1-12	04/28/2025	\$40,136.41
2	Carey Sinclair	School Engineer I	04/28/2025	\$65,248.59
2	Brandy Howard	School Kitchen Manager I	04/17/2025	\$32,634.89
2	Josephine Kroon	School Kitchen Manager I	04/28/2025	\$32,634.89
REHIRES				
2	Shon Horton	Building Service Helper I	04/21/2025	\$17.88 /hr
3	Pathau Lee	Food Service Assistant	03/10/2025	\$32,534.64
7	Wendy Appleton	Paraprofessional	04/21/2025	\$23,580.88
2	Tavares Brown	Paraprofessional	04/28/2025	
2	Shapira Johnson	School Safety Assistant	04/10/2025	\$28,658.91
2	Keonta Randall	School Safety Assistant	03/13/2025	\$28,658.91
2	Mariangelly Rivera	Paraprofessional	4/7/2025	\$46,030.57
2	Kristen Walton	Paraprofessional	3/31/25	\$22,218.26
2	NaStassja Clements	School Safety Assistant	3/12/25	03/12/2025

Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER				
3,r	Araujo,Aaron	01/BA	\$52,827.70	4/12/2025
SPECIALTY PROGRAM				
ACTION ON CERTIFICATED APPOINTMENTS - LIBRARY MEDIA SPECIALIST				
2,r	Newell,Terrance	01/2FB	\$55,317.33	4/7/2025
LIBRARY				
ACTION ON CERTIFICATED APPOINTMENTS -SCHOOL COUNSELOR				
2,r	Howard Sr,Demaryl Ramon	XX/4W2	\$52,827.70	3/31/2025
GUIDANCE				

Counts	Male	Female	Native	African	Asian/ Pacific	Hispanic	White	Other	Two or More Ethnic Codes (8)
			American (1)	American (2)	Islander (3)	(4)	(5)	(6)	
Teachers	2	0	0	1	1	0	0	0	0
SSW's	0	0	0	0	0	0	0	0	0
Psychologists	0	0	0	0	0	0	0	0	0
Other	1	0	0	1	0	0	0	0	0
TOTAL	3	0	0	2	1	0	0	0	0

B - (BA) Bachelor's Level (Teacher's)

C - (MA) Master's Level (Teacher's)

Leaves of Absence

Illness Leave April 2025	Present Assignment	Effective From
Adan Murphy	Vieau School	April 22, 2025
Tanya Reed	Story School	April 8, 2025

Jennifer Terry	Riverside	April 23, 2025
Personal Leave April 2025	Present Assignment	Effective From
Maria Hickman	Zablocki School	April 9, 2025
Illness Leave March 2025	Present Assignment	Effective From
Sheila Conley Patterson		March 12, 2025
Illness Leave December 2024		Effective From
Jocelyn Osborne		December 16, 2024

Certificated Resignations and Classified Retirements

Certificated Resignations						
Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Other Dist	12.0	5	Kimberly Anderson	Teacher	MSL	06/16/2025
Personal	6.4	5	Caitlin Anguil	Teacher	Clement Ave	06/16/2025
Personal	24.7	5	Stacey Bast	Lib Med Spc	Bradley Tech	06/18/2025
Retire	27.7	2	Patricia Bent	Teacher	Holmes	06/16/2025
Other Work	8.7	5	Anna Bernhardt	Teacher	MacDowell	06/16/2025
Retire	13.7	5	Catherine Bronikowski	Teacher	North Division	06/30/2025
Retire	30.2	5	Laura Budoff	Teacher	81st Street	06/16/2025
Personal	10.0	5	Ashley Buell	Teacher	Garland	06/16/2025
Retire	27.7	5	Edith Chiappetti	Teacher	Allen Field	06/16/2025
Retire	27.0	5	Ann Cirillo	Teacher	Central Svcs	11/03/2024
Personal	8.7	7	Jaide Cole	Teacher	Meir	06/16/2025
Retire	32.5	4	Magdalena Danes	Teacher	Greenfield	07/07/2025
Retire	31.0	2	Nochelle Davis	Teacher	Bruce	06/16/2025
Personal	3.8	5	Mary DeStarkey	Speech Path	Starms	06/16/2025
Retire	39.0	5	Jennifer Doucette	Principal	Cooper	06/18/2025
Retire	23.6	5	Marta Ewig	Teacher	Longfellow	06/16/2025
Retire	16.1	2	Cassandra Fancher	Teacher	Congress	06/16/2025
Personal	28.0	2	Jason Galien	Principal	Kilbourn	06/18/2025
Other Dist	6.8	5	Elizabeth Garrett	Teacher	MacDowell	06/16/2025
Retire	28.6	5	Daniel Gatewood	Teacher	Rufus King HS	06/17/2025
Personal	5.7	4	Idalis Guzman Pagan	Teacher	Doerfler	06/16/2025
Retire	34.7	5	Tracy Holmes	Teacher	Sherman	06/16/2025
Personal	2.7	5	Salvador Ingram	Teacher	81st Street	06/16/2025
Retire	32.6	2	Alisha Jones	Teacher	Elm	06/16/2025
Retire	26.8	5	Christine Koch	SSW	Green Tree Prep	06/18/2025
Retire	26.9	5	David Kurczewski	Teacher	Burbank	06/16/2025
Retire	32.2	5	Kristen LeCapitaine	Teacher	Trowbridge	06/16/2025
Retire	32.6	5	Theresa Lehner	Teacher	Burbank	06/16/2025
Retire	10.7	5	Diane Liewen	SLP	Grantosa	07/18/2025
Personal	5.6	5	Juana Luna	Teacher	Spanish Imm	04/25/2025
Retire	39.7	2	Sheila McKeown	Teacher	Thoreau	06/16/2025
Other Dist	7.7	2	Sariah Merryfield	AP	Townsend	06/18/2025
Personal	1.5	5	Mariia Mykhailenko	Teacher	Vieau	06/16/2025
Other Dist	10.7	5	Mark Nagle	Counselor	Bay View HS	06/16/2025
Retire	32.1	5	Kathleen Navarre	Teacher	Clement Ave	06/16/2025
Retire	19.7	5	Heidi Panosh	Principal	Bay View Mont	06/18/2025

Personal	0.7	5	Agatha Pietrzak	Teacher	Auer	06/16/2025
Retire	5.7	4	Marta Pinion	Teacher	Mitchell	06/16/2025
Personal	10.6	2	Demetrius Rice	Teacher	Lincoln MS	06/16/2025
Personal	2.8	6	Evelyn Puga Ruiz	Teacher	Bay View HS	06/16/2025
Other Dist	6.8	5	Alexandra Schley	Teacher	Meir	06/16/2025
Personal	5.7	5	Ashley Schuh	Psych	Gaenslen	06/18/2025
Retire	33.6	5	Mary Shea	Teacher	Emerson	06/16/2025
Personal	20.7	2	Samantha Smith	Teacher	Obama SCTE	06/16/2025
Personal	14.7	6	Kara Takiguchi	Teacher	Central Svcs	06/16/2025
Retire	26.4	5	Jane Scholtus	Teacher	Townsend	06/16/2025
Retire	37.6	5	Jodi Silverstein	Teacher	Emerson	06/16/2025
Other Dist	17.4	2	LeeQuanda Turner	Teacher	Central Svcs	06/16/2025
Retire	26.1	4	Luis Veloz	Teacher	Wedgewood Park	06/17/2025
Personal	24.6	5	Nicole Verheyden	Teacher	Carson Acad	06/16/2025
Personal	1.8	5	Nicole Vujosevich	SSW	WCLL	06/18/2025
Retire	33.0	5	Ann Ward Jagodzinski	Teacher	Central Svcs	06/16/2025
Retire	26.7	5	Amy Wheelock Brodzik	Teacher	Story	06/16/2025
Personal	3.0	2	Leola Williams	Teacher	WCLL	05/01/2025
Personal	3.7	5	Megan Wirth	Teacher	Central Svcs	06/16/2025
Retire	9.7	2	Jacqueline Woods	Teacher	Rufus King HS	06/16/2025
Retire	30.7	5	James Woyte	Psych	Gropi	06/27/2025
Classified Resignations						
Retire	36.0	2	Kevin Boles	Carpenter	F & M	05/09/2025
Personal	5.8	2	Brian Brooks	Para	Vincent	04/14/2025
Other Work	1.4	2	Kayla Brookshire	FSA	Clarke	04/21/2025
Personal	1.8	2	Ariana Buck	Para	Project STAY	06/16/2025
Retire	31.3	2	Beverly Burnett	CHA	Emerson	06/16/2025
Other Work	1.1	2	Kailen Campbell	FSA	WCLL	04/22/2025
Personal	3.0	2	Tarsha Carter	Para	Grant	04/15/2025
Other Work	8.1	2	Tamera Coleman	Coord II	Central Svcs	03/21/2025
Personal	11.7	5	Jessica Das	Dietician	Central Svcs	04/30/2025
Retire	36.6	5	June DeGuzman	Para	Parkview	06/17/2025
Retire	34.0	5	Deborah Deschler	FSM Trainee	Parkview	06/16/2025
Other Work	3.7	5	Karla Engel	Assistant I	Finance	04/18/2025
Retire	39.7	5	Suzanne Engelbart	Supervisor II	Central Svcs	05/01/2025
Retire	9.6	5	Joanne Fabish	FSA	Parkside	05/02/2025
Retire	34.3	2	Dorothy Ford	FSM I	Sherman	06/13/2025
Personal	10.0	5	Michael Gall	Specialist I	Technology	05/02/2025
Personal	2.6	2	Meranda Gladney	FSA	Pratt	06/13/2025
Personal	1.1	2	Ariel Griffin	FSA	Hawthorne	04/04/2025
Retire	36.6	4	Robert Gutierrez	BSH I	Fac & Maint	05/29/2025
Retire	23.6	4	Marlin Hernandez Labecki	Secretary II	Central Svcs	06/20/2025
Personal	4.2	2	Savavva Hewings	FSA	Riverwest	04/03/2025

Personal	0.1	2	Shenquella Holland	CHA	Riverside	03/31/2025
Personal	23.2	2	Sonya Kelly	CHA	Marshall	05/06/2025
Other Work	16.1	2	Candace Knaebe	Para	Maryland	04/25/2025
Personal	2.6	3	Pathau Lee	FSA	Lancaster	04/15/2025
Personal	1.6	2	Jordan McElrath	Safety Asst	School Safety	04/18/2025
Other Work	0.1	4	Lina Montero	BSH I	Central Svcs	03/28/2025
Personal	3.6	5	Emma Ortiz	Secretary I	Gaenslen	04/02/2025
Personal	2.5	2	Alicia Putman	Para	53rd Street	03/31/2025
Personal	0.4	5	Tiffany Rankin	Para	Parkside	04/23/2025
Personal	0.1	5	Julian Rich	Para	Bay View Mont	06/13/2025
Retire	28.6	4	John Rosales	Para	Allen Field	06/16/2025
Personal	0.8	5	Amber Rybnick Boffeli	Para	Hampton	06/16/2025
Retire	15.4	2	Cory Satterfield	Boiler Att	WCLL	01/02/2025
Retire	23.0	2	Willie Smith	FSA	53rd Street	06/13/2025
Retire	29.7	5	Martin Weber	Grndskepr	Central Services	06/26/2025
Retire	25.4	5	Craig Wentworth	Supervisor I	F & M	07/07/2025
Retire	31.3	2	Yolanda Willis Whitley	Para	Riverside	06/20/2025
Retire	2.7	5	Michelle Witt	SWA II	Forest Home	06/16/2025
Other District – 6 (Classified 0 – Certificated – 6)						
Other Work – 7 (Classified 6 – Certificated – 1) Personal – 37 (Classified 17 – Certificated – 20)						
Retirement – 46 (Classified 16 – Certificated – 30)						

Monthly Personnel Report

The Affirmative Action Report for April 2025 is attached. This is an informational report only.

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 FY25 budget.

Implementation and Assessment Plan

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

Committee’s Recommendation

Your Committee 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.

Approved with the roll call vote to approve the balance of the Committees’ reports.

* * * * *

(Item 2) Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

The Superintendent recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board

(2)(r)	Catherine Coleman	Director I, Title IX	Schedule 03, Range 14A
(5)(r)	Meghan Dunlap	Office of the Chief of Staff Principal I K-6, River west	\$140,595 Schedule 03, Range 13T
(2)(r)	Natalie Fluker	Office of the Chief of School Administration Employment Relations Specialist I	\$120,475 Schedule 03, Range 08A
(5)(nr)	Michelle Kloss-Gonzalez	Office of the Chief of Human Resources Associate II, Recreation Supervisor (CLC)	\$91,260 Schedule 03, Range 04A
(5)(nr)	Matthew Ryan	Office of the Chief of Operations Associate II, Recreation Supervisor (Adult Sports)	\$90,032 Schedule 03, Range 04A
(4)(nr)	Cesar Miranda	Office of the Chief of Operations Associate I, Family & Communication Engagement	\$81,000 Schedule 03, Range 03A
(5)(r)	Jennifer Hofschulte	Office of the Chief of Human Resources Associate I, Family & Communication Engagement	\$62,000 Schedule 03, Range 03A
(4)(r)	Raphael Gray Jr.	Office of the Chief of Human Resources Planning Assistant II	\$61,000 Schedule 03, Range 02A
		Office of the Chief of Academics	\$58,924

Recommended Reassignment

The Superintendent has reassigned the following individual(s) to the classification indicated for the purpose of implementing the Corrective Action Plan set forth by the Department of Public instruction in June 2024.

(5)(r)	Kim-Lien Callies	Interim Comptroller	Schedule 03, Range 15A
	Previous Position	Office of the Chief of Finance Business Specialist I	\$166,501 \$119,591

Recommended LTE Contracts (To be effective upon the Boards approval)

(5)(nr)	Kymm Mutch	School Nutrition Office of the Superintendent 05/01/25 to 10/31/25	\$80.00
(5)(r)	James Dunn	Employment Specialist III Office of the Chief of Human Resources 05/05/25 to 11/05/25	\$55.00
(5)(r)	Suzanne Engelbart	Data Management Supervisor II Office of the Chief of Human Resources 05/02/25 to 11/02/25	\$50.00
(5)(nr)	Lisa Napoli	School Support Administrator	\$50.00

		Office of the Chief of School Administration 08/25/25 to 02/24/26	
(5)(r)	William Molbeck	Interscholastic Athletics & Academics Special Projects	\$40.00
		Office of the Chief of Operations 04/30/25 to 10/31/25	
(2)(r)	Eric Coleman	Title IX Investigator	\$40.00
		Office of the Chief of School Administration 02/28/25 to 08/31/25	
(5)(nr)	Jacqueline Meifert	Extended Learning Opportunities	\$40.00
		Office of the Chief of School Administration 07/01/25 to 12/19/25	
(2)(r)	Curtis Williams	Climate and Culture Mentor	\$30.00
		Office of the Chief of School Administration 04/21/25 to 06/13/25	
(2)(r)	Lorraine Applewhite	Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals	\$40.00
		Office of the Chief of School Administration 01/01/25 to 06/30/25	
(5)(r)	Jeffrey Krupar	Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals	\$40.00
		Office of the Chief of School Administration 01/01/25 to 06/01/25	
(5)(r)	Barbara Hickling	Educator Effectiveness Implementation Coach (EEIC) Mentors for Principals	\$40.00
		Office of the Chief of School Administration 01/01/25 to 06/30/25	
(5)(r)	Erin Wolf	Radio Regan Club Advisor	\$30.00
		Office of the Chief of School Administration 09/02/25 to 01/26/26	
(5)(nr)	Lynnae Ortiz	Tutoring Site Coordinator	\$30.00
		Office of the Chief of Academics 04/01/25 to 06/13/25	
(2)(nr)	MacKenzie Menefee	Tutoring Site Coordinator	\$30.00
		Office of the Chief of Academics 04/01/25 to 06/13/25	
(2)(nr)	Melody Ratney	Tutoring Site Coordinator	\$30.00
		Office of the Chief of Academics 04/01/25 to 06/13/25	
(2)(nr)	Venetia Best	Tutoring Site Coordinator	\$30.00
		Office of the Chief of Academics 04/01/25 to 06/13/25	
(5)(r)	Amanda Carvalho	Tutoring Site Coordinator	\$30.00
		Office of the Chief of Academics 04/01/25 to 06/13/25	
(5)(nr)	Elizabeth Miller	Tutoring Site Coordinator	\$30.00
		Office of the Chief of Academics 04/01/25 to 06/13/25	
(5)(r)	Kris Bertram	Scanning/Filing	\$25.00
		Office of the Chief of Human Resources 04/29/25 to 10/26/25	
(5)(r)	Jessica Pierson	Theater Director	\$25.00
		Office of the Chief of School Administration 05/01/25 to 06/13/25	
(2)(r)	F. Roxanne Fair	Dance Choreography Instruction	\$20.00
		Office of the Chief of School Administration	

04/21/25 to 06/20/25

- 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 FY25 budget.

Committee’s Recommendation

Your Committee 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.

Approved with the roll call vote to approve the balance of the Committees’ reports.

* * * * *

(Item 3) Action on Resolution 2526R-001 by Directors Zombor and O’Halloran on Lead Safety

Background

At the April 2025 Board meeting, Resolution 2526R-001 by Directors Zombor and O’Halloran on Lead Safety was introduced.

Subsequent to the introduction of the resolution, its sponsors have added additional provisions, as shown in the revised attachment.

The Resolution calls for the development of an Administrative Policy and Procedure, monthly reporting to the Board on progress made, a web page on the MPS website, and inclusion in the Annual Plan of Audits. The Resolved portion of the resolution reads:

- RESOLVED, That the Board direct the Administration to develop an Administrative Policy and Procedure to address lead paint that includes:
1. Key practices to be employed based on the MPS Lead Action Plan;
 2. Key expectations to be monitored required by the MPS Lead Action Plan approved by the City of Milwaukee Health Department and federal and state requirements;
 3. Annual school inspection schedules;
 4. Training requirements and protocols for all school-based staff;
 5. Work order categorization and prioritization practices;
 6. Communication protocols for notifying parents and guardians of lead-based paint remediation activities;

- 7. Protocols for water safety testing and filtration replacement for any water fixture that may be used for drinking, growing food, or cooking;
- 8. Protocols for soil testing;
- 9. Protocols for MPS contracted schools operating buildings not owned by the district; and be it;

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; and be it;

FURTHER RESOLVED, That the report shall include information about:

- 1. Progress made towards addressing the recommendations in the MPS Lead Action Plan;
- 2. The quantity aging analysis in days, and average response time of all work orders related to lead paint;
- 3. The current number of district positions for which the employee has a primary responsibility for ensuring lead safety, including, in whole or in part, but not limited to, monitoring risk of lead exposure, facilitating remediation work, implementing safety measures, providing training, and ensuring that employees follow proper lead safety procedures; and, be it

FURTHER RESOLVED, That the Administration is directed to maintain a dedicated web page with information for families and staff that includes:

- 1. A dashboard to show progress made toward the recommendations of the MPS Lead Action Plan;
- 2. Related policies and procedures;
- 3. Lead and water testing/inspection/surveillance results;
- 4. Water filtration maintenance data;
- 5. A tool to submit lead-related concerns;
- 6. Lead screening clinic information;
- 7. Checklists for completed remediation or abatement activity;
- 8. Links to family letters or updates;
- 9. A link to the MHD website;
- 10. Information about other resources that may be available to families; and be it;

FURTHER RESOLVED, That the Office of Accountability and Efficiency is directed to include a review of the above requirements in the Annual Audit Plan of activities for Fiscal Year 2026; and be it;

FURTHER RESOLVED, That the school audit process shall include a review of the extent to which a school has completed required lead safety surveillance and inspection activities, beginning with the Fiscal Year 2026 and in accordance with the Annual Audit Plan.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 5.01 - Facilities

Fiscal Impact Statement

No fiscal impact,

Implementation and Assessment Plan

The resolution will be followed upon adoption.

Committee's Recommendation

Your Committee recommends the Board adopt Resolution 2526R-001 on Lead Safety as presented in the revised attached.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 4) Action on Monthly Finance Matters: Authorization to Make Purchases; 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.

Purchases

Cooperative Authorization to Issue a Purchase Order to Frontline Technologies Group LLC dba Frontline Education for Employee Evaluation Management

The Administration requests authorization to issue a purchase order to Frontline Technologies Group LLC ("Frontline Education") for the continued use of its online platform in managing employee evaluations for district personnel, including teachers, counselors, social workers, speech-language pathologists, coaches, library media specialists, occupational and physical therapists, school nurses, school psychologists, assistant principals, and principals. The annual Educator Effectiveness grant, provided by the Department of Public Instruction, will fully cover all associated costs.

Since 2016, Frontline Education's Employee Evaluation Management system has provided a centralized platform for administrators to conduct evaluations while ensuring compliance with district and state requirements. The system offers role-specific evaluation frameworks, facilitates collaboration between evaluators and staff, tracks performance and compliance, and integrates seamlessly with other HR tools. These features enhance efficiency and support ongoing staff development and effectiveness.

This purchase is made under The Interlocal Purchasing System (TIPS) Contract #240402.

The total cost of this purchase will not exceed \$173,253.70.

Budget Code: SDV-0-S-DZ6-OD-ECTS Online Platform)..... \$173,253.70

Frontline Technologies Group LLC dba Frontline Education

HUB PARTICIPATION

Required 0%

Proposed0%

\$ Value.....NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Cooperative Authorization to issue a Purchase Order with Hand2Mind, Inc. for Early Literacy Manipulatives

The Administration is requesting authorization to issue a purchase order for a onetime purchase of literacy manipulatives from Hand2Mind, Inc. to support special education students. These resources will be distributed to 74 K–8 schools identified under ESSA as More Rigorous Intervention (MRI), Comprehensive Support and Improvement (CSI), and Additional Targeted Support and Improvement (ATSI) schools.

The early literacy manipulatives will equip 291 special education teachers to deliver targeted instruction in foundational literacy skills to special education students. These additional resources will enhance the implementation of systematic, sequential, and explicit decoding instruction—aligning directly with each school's DPI-endorsed evidence-based strategy: Science-Based Early Literacy Instruction.

This purchase will be funded by the CSI/MRI Grant, designated for continuous improvement initiatives.

This purchase is made under The Interlocal Purchasing System (TIPS) Contract #220802.

The total cost of goods purchased from Hand2Mind will not exceed \$140,910.93.

Budget Code: SDV-0-S-3Z5-DW-ESUP (Supplies)\$140,910.93

Hand2Mind, Inc.

HUB PARTICIPATION

Required0%

Proposed0%

\$ Value.....NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Cooperative Authorization to Issue a Purchase Order to Next Level Libraries, LLC for Decodable Books

The Administration is requesting authorization to issue a purchase order to Next Level Libraries LLC for the purchase of 27 sets of decodable books for each 3rd–5th grade teacher ATSI, CSI, and MRI schools.

These books are specifically designed to support students who are reading significantly below grade level and are aligned with the Science of Reading approach. While our current district-adopted curriculum provides decodable texts for grades K5–2, there is a critical gap in available materials for upper elementary students requiring continued phonics-based instruction.

The primary purpose of this purchase is to equip teachers with the appropriate tools to deliver differentiated small group reading instruction, tailored to students' specific decoding and fluency needs. This investment is essential to ensuring that all students, regardless of grade level, have access to instructional materials that meet them where they are and support their progression toward grade-level proficiency.

This purchase will be funded by the CSI/MRI Grant, designated for continuous improvement initiatives. This one-time purchase shall be made under the TIPS RFP 220802 with the Department of Texas Education Service Center Region 8.

The total cost of goods purchased from Next Level Libraries, LLC will not exceed \$464,390.40.

Budget Code: SDV-0-S-3Z5-DW-ESUP (CSI BUDGET SUPPLIES)\$464,390.40

Next Level Libraries, LLC

HUB PARTICIPATION

Required0%

Proposed0%

\$ ValueN/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

Cooperative Authorization to issue a Purchase Order with Really Good Stuff, LLC., for Early Literacy Manipulatives

The Administration is requesting authorization to issue a purchase order for a onetime purchase of literacy manipulatives from Really Good Stuff, LLC. The early literacy manipulatives will equip 488 teachers across the district to deliver targeted instruction in foundational literacy skills, particularly for students identified as struggling readers. These materials will strengthen the implementation of systematic, sequential, and explicit

decoding instruction—directly supporting each school’s DPI endorsed evidence-based strategy: Science-Based Early Literacy Instruction.

In alignment with the Wisconsin Act 20 legislation, teachers are required to develop Personal Reading Plans (PRPs) for any student who scores below the 25th percentile on the aims web Plus reading screener. These plans identify specific foundational skills that must be addressed through intervention. The manipulatives being purchased are intentionally aligned to those skill areas, ensuring that teachers have appropriate tools to provide hands-on, skill-specific practice during intervention and small-group instruction. This investment ensures compliance with state mandates while supporting our broader goal of improving early literacy outcomes through high quality, differentiated instruction.

This purchase will be funded by the CSI/MRI Grant, designated for continuous improvement initiatives.

This purchase is made under The Interlocal Purchasing System (TIPS) Contract #240804.

The total cost of goods purchased from Really Good Stuff, LLC., will not exceed \$147,965.89.

Budget Code:

SDV-0-S-3Z5-DW-ESUP (SUPPLIES)..... \$100,000.00

OSC-0-S-UO5-RH-ESUP(SUPPLIES)..... \$47,965.87

Really Good Stuff, LLC.

HUB PARTICIPATION

Required 0%

Proposed0%

\$ Value.....NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

RFB 5813 Authorization to Extend a Blanket Purchase Order with Oliver Packaging & Equipment Co. for Trays and Polyester Film for Heat Seal Machine and Tray Accumulator

The Administration is requesting authorization to extend a blanket purchase order with Oliver Packaging & Equipment Co. for the 2024-2025 school year with the option to extend for up to one additional one-year period. This blanket purchase order will provide the distribution of a variety of heat seal plant -based fiber trays and polyester heat sealable film for the trays. MPS is always in pursuit of sustainability and protecting the environment. Thus, priority will be provided to plant-based containers. Currently, the School Nutrition Department operates four Central Kitchens using the heat seal machines.

The vendor was chosen pursuant to RFB 5813 which closed on June 6, 2023. Oliver Packaging & Equipment Co. was the lowest and complying bidder for the award. The initial term of the blanket purchase order ran from August 1, 2023, through July 31, 2024. The first additional one-year extension of the blanket purchase order ran from August 1, 2024, through July 1, 2025.

The second additional one-year term of the blanket purchase order will run from August 1, 2025, through July 31, 2026 (“Year 3”) with the option of one additional one-year terms.

The total cost for Year 3 will not exceed \$200,000.00

Budget Code: 000-0-0-000-BL-ECTS Nutrition \$200,000.00

Oliver Packaging & Equipment Co.

HUB PARTICIPATION

Required0%

Proposed0%

\$ ValueN/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 10 HOURS

RFB 5817 Authorization to Extend a Blanket Purchase Order to Virtucom, Inc. for MS Windows Based Computers

The Administration is requesting authorization to extend a blanket contract with Virtucom, Inc., (“Virtucom”) to provide MS-Windows based computers to all MPS schools and departments. Virtucom will be used to deliver staff and student laptop and desktop computers for use throughout the District.

These devices will be used by staff and students for various educational needs including PLTW coursework, graphics and multimedia instruction, business application instruction, programming and coding, point-of-sale equipment for food sales, classroom teacher functions as well as administrative and clerical needs.

The contractor was chosen pursuant to RFP 5817, which closed on March 22, 2024. The initial term of the blanket contract ran from July 1, 2024 through June 30, 2025. The contract extension will run from July 1, 2025 through June 30, 2026, (“Year 2”), with three additional one-year options to extend based on vendor performance.

The total cost of the contract in Year 2 will not exceed \$8,000,000.

Budget Code: Varies by Location purchasing goods.....\$8,000,000.00

Virtucom, Inc.

PRIME CONTRACTOR INFORMATION Certified HUB Contractor? NO

Total # of Employees219

Total # of Minorities121

Total # of Women38 HUB PARTICIPATION

RequiredNA

Proposed100%

\$ Value TBD

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 400 HOURS

Student Career Awareness Commitment: 10 HOURS

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

Contract: C033028

Hazard, Young, Attea & Associates

On September 1, 2024, the Milwaukee Board of School Directors and Hazard, Young, Attea & Associates entered into Professional Services Contract number CO33028 (“Contract”), with a term of September 1, 2024, through August 31, 2026, for a national search for the position of Superintendent of Schools. On February 20, 2025, a Request to Change Contract (RCC) was approved to add \$15,000 for additional expenses related to the Superintendent search. On April 4, 2025, an RCC was approved to add a nationwide search for 4-6 cabinet positions to the scope of services and to add funds of \$150,000.

Original Contract Amount: \$75,000.00

RCC 2/20/2025 \$15,000.00

RCC 4/4/2025..... 150,000.00
 Ending amount: \$240,000.00

Contract: C032781

Aura Staffing Partners Chicago LLC

On August 1, 2024, the Milwaukee Board of School Directors and Aura Staffing Partners Chicago LLC entered into Professional Services Contract number C032781 (“Contract”), with a term of August 1, 2024, through July 31, 2027. On April 28, 2025, a Request to Change Contract (RCC) was approved to add an additional \$100,000 and modify Scope of Services to allow new staff and student services. Vendor had previously been on an abbreviated contract for continuity of care for existing students. Several vendors awarded under RFP 1124 were underperforming so use of Aura is being expanded to make greater use of their services. An increase of \$100,000 was approved and vendor will be permitted to make new staff placements and accept new student referrals.

Original Contract Amount:.....\$100,000.00
 RCC 4/28/25:.....\$100,000.00
 Ending amount:\$200,000.00

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			
Allen-Field School	Amy Kolo	765.00	General School Supplies
Bay View Montessori School	MPS Foundation	32.00	Primary Classrooms Field Trips
Craig Montessori School	Milwaukee Bucks, LLC	1,000.00	State of Wisconsin Teacher of the Month
Doerfler School	Wanda Pabon	20.00	Parent Activity Fund
Fratney Street School	Anonymous	10.00	3rd Grade Madison Trip
French Immersion School	Sarah Fouquart	15.00	K4 Field Trip
French Immersion School	Sarah Fouquart	15.00	K4 Field Trip
French Immersion School	Anonymous	15.00	5th Grade Field Trip
French Immersion School	Anonymous	20.00	Playground Renovation
French Immersion School	Milwaukee French Immersion Foundation	2,000.00	Annual 5th Grade Field Trip
King High School	Marilyn Byrd	140.00	Student Fees
King High School	Double Good	300.50	General School Supplies
King High School	Charities Aid Foundation America C/O	2700.00	Athletic Program
Meir School	Courage MKE	350.00	Gay Straight Alliance
Meir School	Milwaukee School of Engineering	500.00	Robotics
Meir School	Forest Industry Safety & Training Alliance, Inc.	4,035.00	Coach Bus

Location	Donor	Amount	Gift or Purpose
Office of Finance - Milwaukee Recreation	Knights of Columbus South Milwaukee Council #1709	1,000.00	Special Olympics Transportation Fees
Ronald Reagan High School	Green Bay Packers	5,000.00	General School Supplies
Vieau School	Sharp Literacy, Inc.	200.00	Bus
Vincent High School	Milwaukee County Farm Bureau	3,950.00	Vincent AG Program
<i>Total Monetary Donations</i>		<i>22,067.50</i>	
Non-Monetary Donations			
Academy Of Accelerated Learning	DonorsChoose	19.64	Classroom Essentials
Albert E Kagel School	DonorsChoose	774.33	Health Sports & Wellness, Literacy & Language
Browning School	DonorsChoose	210.28	Safety First!
Browning School	DonorsChoose	593.35	Wordplay Workshop
Burbank School	DonorsChoose	305.50	Positive Periods!
Cass Street School	DonorsChoose	31.13	Classroom Essentials
Doerfler School	DonSass	730.00	Electric Keyboard
Doerfler School	DonorsChoose	18.40	Classroom Essentials
Doerfler School	DonorsChoose	20.32	Classroom Essentials
Forest Home Avenue School	DonorsChoose	491.00	Life Skills, Music & The Arts
Fratney Street School	Bella McLandau	300.00	Supplies & Games
Fratney Street School	Carmen Maysonet Pa' Ti Mujer	700.00	Books in Spanish
Fratney Street School	DonorsChoose	418.55	Health Sports & Wellness, Music & The Arts
French Immersion School	Anonymous	75.00	Gently Used Binders
French Immersion School	DonorsChoose	318.77	Health Sports & Wellness, STEM
Gaenslen School	DonorsChoose	34.86	Classroom Essentials
Gaenslen School	DonorsChoose	229.90	Back to Basics
Gaenslen School	DonorsChoose	261.78	Too Hot!
Gaenslen School	DonorsChoose	349.66	Math Fun: Learning Through Play
Gilbert Stuart School	WISN-TV	5,000.00	Broadcasting Equipment for Programs, Graduation, & Events
Goodrich School	DonorsChoose	172.05	Health Sports & Wellness, STEM
Goodrich School	DonorsChoose	244.27	Building a Love for Reading
Goodrich School	DonorsChoose	280.43	Indoor Recess Games
Goodrich School	DonorsChoose	287.75	Engage Them with Books!
Goodrich School	DonorsChoose	307.32	Bring Energy to Indoor Recess
Goodrich School	DonorsChoose	408.61	Board Books
Hamilton High School	DonorsChoose	24.31	Classroom Essentials
Hawthorne School	DonorsChoose	44.45	Classroom Essentials

Location	Donor	Amount	Gift or Purpose
King High School	DonorsChoose	398.92	Menstruation Products
King High School	DonorsChoose	631.09	Ms. B's Classroom
Kluge School	DonorsChoose	371.49	Gardening In Full Bloom
MacDowell Montessori	DonorsChoose	233.00	Students with Disabilities
MacDowell Montessori	DonorsChoose	339.06	Big Book Display Shelf
MacDowell Montessori	DonorsChoose	339.06	Big Book Shelf
MacDowell Montessori	DonorsChoose	339.06	Big Book Shelf
MacDowell Montessori	DonorsChoose	339.06	Display Shelf
MacDowell Montessori	DonorsChoose	339.06	Book Display Shelf
MacDowell Montessori	DonorsChoose	444.29	Meeting in the Half Round
Milwaukee High School of the Arts	DonorsChoose	760.76	Eye in the Sky
Milwaukee Sign Language School	DonorsChoose	136.21	Learning About Self Regulation!
Milwaukee Sign Language School	DonorsChoose	385.13	Get Ready to Write
Morgandale School	DonorsChoose	424.74	Under Construction
Morgandale School	DonorsChoose	837.97	Life Skills, Students with Disabilities
Ninety-Fifth Street School	DonorsChoose	134.56	Playfoam Sand
Ninety-Fifth Street School	DonorsChoose	134.57	We Need Tissues-Achoo!
Ninety-Fifth Street School	DonorsChoose	136.22	Warmth Care & Hunger
Ninety-Fifth Street School	DonorsChoose	141.47	Easy Reading Books
Ninety-Fifth Street School	DonorsChoose	163.57	ART: Kwik Stix and Paper
Ninety-Fifth Street School	DonorsChoose	172.54	We Need Markers and Crayons
Ninety-Fifth Street School	DonorsChoose	174.10	Paper, Glue and Pencils
Ninety-Fifth Street School	DonorsChoose	219.60	Wishtree: A Book of Our Own
Ninety-Fifth Street School	DonorsChoose	314.40	A Book of My Own
Ninety-Fifth Street School	DonorsChoose	314.40	A Book to Take Home
Ninety-Fifth Street School	DonorsChoose	314.40	Wishtree Book for All Students
Ninety-Fifth Street School	DonorsChoose	504.00	Wishtree Book for Students
Ninety-Fifth Street School	DonorsChoose	978.01	Wishtree Book for ALL Students
Ninety-Fifth Street School	DonorsChoose	978.01	Warmth Care & Hunger
Office of Academics - Specialized Services	4EveryKid - Soles4Souls	59,575.00	Shoes and Socks
Office of Academics - Specialized Services	Jim and Chris Coughlin	550.00	Sweatshirts
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Liz Schuster	2,500.00	McDonalds Gift Cards
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Maria Isberner	100.00	Mittens, Gloves, & Hats

Location	Donor	Amount	Gift or Purpose
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Andrea Pogach	44,100.00	Underwear for Children
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Probo Medical	1,175.00	HP Elite X2 G8 Tablets
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Probo Medical	8,096.00	HP Elite X2 G8 Tablets
Parkside School	DonorsChoose	1,087.87	Love Language
Parkview School	DonorsChoose	414.93	Clothes When Needed!
Pulaski High School	DonorsChoose	274.70	Hygiene Products at School
Riverwest Elementary	DonorsChoose	12.02	Classroom Essentials
Riverwest Elementary	DonorsChoose	422.36	Warmth Care & Hunger
Story School	DonorsChoose	18.98	Classroom Essentials
Trowbridge School	DonorsChoose	131.94	Warmth Care & Hunger
Trowbridge School	DonorsChoose	132.90	Warmth Care & Hunger
Trowbridge School	DonorsChoose	134.77	Warmth Care & Hunger
Trowbridge School	DonorsChoose	151.63	Warmth Care & Hunger
Trowbridge School	DonorsChoose	192.70	Warmth Care & Hunger
Trowbridge School	DonorsChoose	253.23	Fun and Engaging Math Materials
Victory School	DonorsChoose	14.32	Classroom Essentials
Victory School	DonorsChoose	971.20	Buddy Reading
Vieau School	DonorsChoose	138.06	Health Sports & Wellness, Students with Disabilities
Vieau School	DonorsChoose	222.90	Bilingual and Biliterate!
Vieau School	DonorsChoose	363.67	Restock, Refresh, Rewards
Walt Whitman School	DonorsChoose	456.18	Literacy & Language, STEM
Washington High School	Milwaukee Professional Firefighters	560.00	Clothing
<i>Total Non-Monetary Donations</i>		<i>145,700.77</i>	
<i>Total Value of Donations</i>		<i>167,768.27</i>	
<i>* Donations from MPS Alumni</i>		<i>-</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 authorizes expenditures as indicated on the attachment.

Committee’s Recommendation

Your Committee recommends that the Board (1) authorize the purchases and (2) accept the donations as listed in the attachments, with appropriate acknowledgement to be made on behalf of the Board.

Approved with the roll call vote to approve the balance of the Committees’ reports.

* * * * *

(Item 5) Action on the Award of Professional Services Contracts

Background

The Administration recommends that the Board approve the following professional services contracts. Prime Contractor information, including HUB, COIN, and Student Engagement information may be found in the attachments to your Committee’s meeting.

RFP 1075 Authorization to Contract with Community-Based Organizations for 21st Century Community Learning Centers and Safe Places

The Administration is requesting authorization to enter into contracts with two community- based organizations to provide comprehensive summer learning programs at 21st Century Community Learning Centers (CLCs) and Safe Place locations. Vendors will facilitate academic and recreation enrichment programming to youth throughout the city of Milwaukee.

Summer programs provide youth with academic supports, engaging recreation enrichment activities, and nutritious meals during the summer months. Dependent on the respective program times, a combination of breakfast, lunch, and dinner will be offered at all locations.

Upon Board approval, the Administration may enter into contracts with two community- based organizations to provide 21st Century Community Learning Center and Safe Place programs at a number of locations to be determined by facility availability. Implementation of programs is contingent upon State of Wisconsin Legislative orders, community need, community-based partner capacity, and building modification projects.

Contractors were chosen pursuant to RFP 1075, which closed on August 8, 2022.

The Administration recommends contracts run from June 1, 2025 through August 31, 2025. Actual program locations, start and end dates may vary. The total amount of the contracts will not exceed \$1,375,000.00, and will be distributed amongst the CLCs as follows:

Boys & Girls Clubs of Greater Milwaukee \$1,285,000.00

Neu-Life Development Center \$ 90,000.00

Budget Codes:

CSV-0-0-CNR-XX-ECTS (Extension Fund - Contracted Services) \$1,240,000.00

000-0-0-W2C-XX-ECTS (Wisconsin Shares)..... \$135,000.00

RFP 1081 Authorization to Extend Blanket Contracts to Follett Content Solutions, LLC and Mackin Educational Resources for Library Books and Library Materials

The Administration requests authorization to extend contracts with Follett Content Solutions, LLC and Mackin Educational Resources to supply library books and library materials throughout MPS. All schools throughout the district will be able to place purchase orders as needed throughout the term of each contract.

Contractors were chosen pursuant to RFP 1081, which closed on October 24, 2022. In December 2022, the Board approved a contract with both Follett Content Solutions, LLC and Mackin Education Resources with a term of January 1, 2023, through December 31, 2025, (the “Initial Term”), with the possibility of two one-year extensions if certain performance metrics incorporated into the contract are met.

The first extensions will run from January 1, 2026, through December 31, 2026, and the total cost for each contract in the first one-year extension will not exceed \$800,000.00 for a total of \$1,600,000.

Budget Code: 000-0-0-000-BL-ECTS (Library Resources).....\$1,600,000.00

RFP 1098 Authorization to Extend contracts with Catapult Learning West LLC, and The Owners Group dba Learning Exchange, and Mainstream Development Educational Group for Title IA Services for Non-Public School Students, Title IIA Professional Development Services for Non-Public School Personnel, Title IIIA Services for Non-public School Students who are English learners, and Title IVA Student Support/Academic Achievement Services to Non-public Schools Personnel

The Administration is requesting authorization to extend contracts with Catapult Learning West LLC, The Owners Group dba Learning Exchange, and Mainstream Development Educational Group for Title IA, Title IIA, Title IIIA, and Title IVA services.

MPS is required by federal legislation to provide equitable Title IA services to eligible Milwaukee-resident students in non-public schools, Title IIA professional development services for non-public school personnel, Title IIIA services to eligible non-public school students who are English learners and Title IVA student support services to students in non-public schools and professional development services for non-public school personnel.

These vendors were chosen pursuant to RFP 1098. The contracts in the initial term ran from July 1, 2023 through June 30, 2024 with two one-year extensions based on attaining 85 percent of points from the performance metrics listed in the Contracts. The first one-year extension ran from July 1, 2024 through June 30, 2025. The contracts will now be extended for the second and final one-year option to extend based on Contractors' performance metrics below:

Vendor	Title Fund	Points x/100	Overall Points x/300	Percentage
Catapult Learning West LLC	IA & IIA	90	285	95%
	IIIA	99		
	IVA	96		
	IA & IIA	92		
The Owners Group dba Learning Exchange	IA & IIA	92	287	95.67%
	IIIA	97		
	IVA	98		
Mainstream Development Educational Group	IA & IIA	88	258	86%
	IIIA	96		
	IVA	74		

These contracts will run from July 1, 2025 through June 30, 2026.

The contract amounts are based on estimated budget amounts, using a formula determined by federal law and the Wisconsin Department of Public Instruction's guidance. The contracted amount for non-public school services is not to exceed \$24,635,297.09 and is available through the following budget codes for the following third-party providers:

Catapult Learning West LLC

- GOE-0-I-1N6-1S-ECES INSTRUCTIONAL SERVICES – Title IA.....\$5,011,158.65
- PRT-0-S-1N6-1S-ECTS FAMILY ENGAGEMENT SERVICES – Title IA.....\$56,643.86
- MSS-0-S-1N6-1S-ECTS PROFESSIONAL DEVELOPMENT – Title IA\$283,219.31
- MSS-0-S-236-1S-ECTS CONTRACT SERVICES – Title IIA\$518,914.57
- GOE-0-I-T36-1S-ECES CONTRACT SERVICES – Title IIIA\$168,913.22
- PRT-0-S-T36-1S-ECTS FAMILY ENGAGEMENT SERVICES –Title IIIA.....\$1,796.95

SDV-0-S-T36-1S-ECTS PROFESSIONAL DEVELOPMENT - TITLE IIIA.....	\$8,984.75
SFH-0-S-4B6-1S-ECTS SAFE & HEALTHY SERVICES - Title IVA	\$201,151.17
WRE-0-S-4B6-1S-ECTS WELL-ROUNDED SERVICES - Title IVA.....	\$201,151.17
EUT-0-S-4B6-1S-ECTS EFFECTIVE USE OF TECH – Title IVA.....	\$44,700.26
TOTAL:	\$6,496,633.91

The Owners Group dba Learning Exchange

GOE-0-I-1N6-1S-ECES INSTRUCTIONAL SERVICES – Title IA	\$12,190,253.51
PRT-0-S-1N6-1S-ECTS FAMILY ENGAGEMENT SERVICES –Title IA	\$137,793.09
MSS-0-S-1N6-1S-ECTS TITLE I PROFESSIONAL DEVELOPMENT - Title IA	\$688,965.45
MSS-0-S-236-1S-ECTS CONTRACT SERVICES – Title IIA	\$1,152,913.49
GOE-0-I-T36-1S-ECES INSTRUCTIONAL SERVICES – Title IIIA.....	\$184,151.29
PRT-0-S-T36-1S-ECTS FAMILY ENGAGEMENT SERVICES –Title IIIA	\$1,959.06
SDV-0-S-T36-1S-ECTS PROFESSIONAL DEVELOPMENT -TITLE IIIA.....	\$9,795.28
SFH-0-S-4B6-1S-ECTS SAFE & HEALTHY SERVICES - Title IVA	\$446,913.45
WRE-0-S-4B6-1S-ECTS WELL-ROUNDED SERVICES - Title IVA.....	\$446,913.45
EUT-0-S-4B6-1S-ECTS EFFECTIVE USE OF TECH – Title IVA.....	\$99,314.10
TOTAL:	\$15,358,972.17

Mainstream Development Educational Group

GOE-0-I-1N6-1S-ECES INSTRUCTIONAL SERVICES – Title IA	\$2,249,839.74
PRT-0-S-1N6-1S-ECTS FAMILY ENGAGEMENT SERVICES – Title IA	\$25,431.17
MSS-0-S-1N6-1S-ECTS PROFESSIONAL DEVELOPMENT -Title IA	\$127,155.83
MSS-0-S-236-1S-ECTS CONTRACT SERVICES – Title IIA	\$198,292.84
GOE-0-I-T36-1S-ECES CONTRACT SERVICES – Title IIIA	\$7,668.82
PRT-0-S-T36-1S-ECTS FAMILY ENG.– Title IIIA	\$81.58
SDV-0-S-T36-1S-ECTS PROFESSIONAL DEVELOPMENT -TITLE IIIA.....	\$407.92
SFH-0-S-4B6-1S-ECTS SAFE & HEALTHY SERVICES - Title IVA	\$76,865.90
WRE-0-S-4B6-1S-ECTS WELL-ROUNDED SERVICES - Title IVA.....	\$76,865.90
EUT-0-S-4B6-1S-ECTS EFFECTIVE USE OF TECH – Title IVA.....	\$17,081.31
TOTAL:	\$2,779,691.01

RFP 1124 Authorization to Extend a Contract with Ro Health LLC for Nursing Services

The Administration is requesting authorization to extend a contract with Ro Health LLC for Nursing Services. This contractor will be used to provide nursing services to students when staff vacancies exist or for short- and long-term employee leaves.

MPS may periodically seek to directly hire contracted staff on a regular, full-time basis.

The initial term of the contracts ran from August 1, 2024 through July 31, 2025, with the possibility of two additional one-year extensions based upon the satisfaction of performance metrics. The vendor demonstrated satisfaction of performance metrics over the first term as follows:

Performance Metrics for – Registered School Nurses (RN’s) Possible Points Points Awarded

Provision of RN personnel with appropriate credentials and training for assigned positions in a timely manner (3-5 business days). This includes both replacing personnel in the short and long term (e.g. when your agency personnel leave, take leaves, etc.)	25	25
Regularly submit accurate invoices detailing hours worked at specific locations	20	20
100% of staff complete evaluations, IEP reports, participate in IEP staff meetings, and complete all required paperwork on time	20	10
Responsiveness to any contact from MPS within 48 hours	20	20
Documentation of Medicaid billing submissions	15	15
Total	100	90

Performance Metrics for – 1:1

Ventilator/Tracheostomy Certified Licensed Practical Nurses (LPN’s) Possible Points Points Awarded

Provision of LPN personnel with appropriate credentials and training for assigned positions in a timely manner (3-5 business days). This includes both replacing personnel in the short and long term (e.g. when your agency personnel leave, take leaves, etc.)	35	30
Regularly submit accurate invoices detailing hours worked at specific locations	20	20
Responsiveness to any contact from MPS within 48 hours	20	20
Documentation of Medicaid billing submissions	25	20
Total	100	90

The contract extension will run from August 1, 2025 through July 31, 2027, and the total cost shall not exceed \$450,000.00.

Budget Code: NRR-0-0-BDN-DW-ECTS.(Specialized Services – Contracted Services)\$450,000.00

RFP 1126 Authorization to Extend a Contract with The Stepping Stones Group LLC for Speech Language Pathology Services

The Administration is requesting authorization to extend a contract with The Stepping Stones Group LLC for Speech Language Pathology Services. This contractor will be used to provide speech-language services as required by Individual Education Plans when staff vacancies exist or for short- and long-term employee leaves.

Contractor was chosen pursuant to RFP 1126, which closed on April 4, 2024. The initial term of the contract runs from July 1, 2024 through June 30, 2025. The contractor satisfied performance metrics for extension of the contract per the following:

Criteria for Renewal Maximum Points Evaluation Points

Provision of speech pathologists within a given timeframe	20	20
Ability to coordinate specific MPS functions, including CFY year supervision, monitoring of license renewal, performance evaluations and discipline of agency employees as needed	20	18
Ability and process for replacing personnel in the short and long term (e.g. when your agency personnel leave, takes leaves, etc.)	20	20
Responsiveness to any contact from the department within 48 hours	20	18
Documentation of Medicaid billing submissions and completion of all IEP mandated documents	20	20
Total	100	96

Therefore, MPS is exercising the option to extend the contract for Years 2 and 3, with a term of July 1, 2025 through June 30, 2027.

The compensation in the initial term of contract was \$333,333. The compensation in Years 2 and 3 shall not exceed \$799,999.00.

Budget Code:

SPL-0-I-EEN-DW-ECTS (Speech Pathology – Contract Services) \$799,999.00

RFP 1133 Authorization to Extend a Contract with Playworks Education Energized for Recess Support Services and Professional Development

The Administration is requesting authorization to extend a blanket contract with Playworks Education Energized for recess support and professional development services. This vendor will be used for the operation and coordination of recess support services targeting K-8th grade for schools in the district that make the decision to order the services.

The recess support services will consist of three components:

Component A: Full-time program staff providing recess support on-site at a single school location.

Component B: Full-time program staff providing recess support and training that is split equally between four school sites in each month.

Component C: Provide professional development on an hourly basis to schools.

Playworks will report to MPS department of Curriculum and Instruction program outputs and deliverables twice during each contract year by March 15th and June 30th.

The vendor was chosen pursuant to RFP 1133, which closed on April 22, 2024. The original contract provided for two one-year options to extend if certain performance metrics were met. Playworks Education Energized met the performance metrics codified in the contract.

The original contract ran from August 1, 2024 through July 31, 2025. The contract extension will run from August 1, 2025 through July 31, 2026 (Year 2).

The total cost of the contract in Year 2 will not exceed \$600,000.00.

Budget Code: 000-0-0-000-BL-ECTS(Varies by location)..... \$600,000.00

RFP 1147 Authorization to Enter into Contracts with First Student, Inc., Lakeside Buses of Wisconsin, Inc., Lamers Bus Lines, Inc., and Safeway Transportation Services Corporation for Busing Services for MPS Students for Orthopedically Impaired and Specialty Programs

The Administration is requesting authorization to enter into contracts with First Student, Inc., Lakeside Buses of Wisconsin, Inc., Lamers Bus Lines, Inc., and Safeway Transportation Services Corporation to provide transportation services for Orthopedically Impaired Students and Specialty Programs. Transportation will be provided for students from the City of Milwaukee to various suburban districts to attend school packaged with daily district sponsored runs to and from MPS Schools to respective Learning Journey and back to their school.

The contractors were chosen pursuant to RFP 1147 which closed on March 11, 2025. The contract will run for a three (3) year term from July 01, 2025 through June 30, 2028.

The Administration is requesting the approval of the contracts and is seeking authorization of an amount not to exceed \$31,066,324.80 to be distributed over the three (3) year term. Total amount not to exceed \$10,355,441.60 per year.

Budget Codes: Three (3) Year Total

TPH-0-0-TRS-DW-EPPT Transportation \$18,643,128.00

SM1-0-0-TRS-DW-EPPT Transportation \$3,816,461.00

RWT-0-0-TRS-DW-EPPT Transportation.....\$8,606,736.00

Contractor Three (3) Year Total

First Student, Inc.\$8,053,236.00

Lakeside Buses \$3,636,576.00

Lamers Bus Lines, Inc. \$1,512,888.00

Safeway Transportation Services Corporation \$17,863,624.80

RFB 5823 Authorization to Enter into Blanket Contracts with Five Contractors for Transportation Services for Summer Programs

The Administration is requesting authorization to enter into blanket contracts with the following contractors for transportation services for summer programs: First Student, Inc.; North America Central School Bus Intermediate Holding Company, LLC dba Illinois Central School Bus, LLC; Lamers Bus Lines, Inc.; Durham School Services, L.P.; and Safeway Transportation Wisconsin LLC.

The contractors were chosen pursuant to RFB 5823 which closed on April 29, 2025. The blanket contracts will run for a three (3) year term from June 27, 2025 through June 26, 2028.

The Administration is requesting the approval of the contracts and is seeking authorization of an amount not to exceed \$1,857,115 to be distributed over the three (3) year term. Total amount not to exceed \$619,038.33 per year.

The following table provides information on the amount not to exceed for each contract:

Program Contractor Three (3) Year Total

Extended School Year (ESY) with Club Recreation Program Illinois Central School Bus, LLC \$355,104.00

First Student, Inc.\$239,405.00

Lamers Bus Lines, Inc. \$263,250.00

Durham School Services, L.P. \$187,856.00

Safeway Transportation Wisconsin LLC \$385,000.00

Club Recreation Field Trips, Summer Academy Field Trips, & CLC Excel Program Illinois Central School Bus, LLC \$100,000.00

First Student, Inc.\$16,000.00

Lamers Bus Lines, Inc. \$15,500.00

Durham School Services, L.P. \$12,000.00

Safeway Transportation Wisconsin LLC \$80,000.00

Summer Stars Teen Program Illinois Central School Bus, LLC \$60,000.00

First Student, Inc.\$30,000.00

Lamers Bus Lines, Inc. \$26,000.00

Durham School Services, L.P. \$18,000.00

Safeway Transportation Wisconsin LLC \$40,000.00

Summer Playground Traveling Adventures Illinois Central School Bus, LLC \$12,000.00

First Student, Inc.\$4,000.00

Lamers Bus Lines, Inc. \$3,000.00

Durham School Services, L.P. \$2,000.00

Safeway Transportation Wisconsin LLC \$8,000.00
 Budget Code: 000-0-0-000-BL-ECTS (blanket contract)..... \$1,857,115.00

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.

Committee’s Recommendation

Your Committee recommends that the Board authorize the professional services contracts as set forth in the attachments to this item, with the exception of the contract with Mainstream Development Edu Group.

Director O’Halloran moved to authorize the professional services contracts as set forth in the attachments to this item, inclusive of the contract with Mainstream Development Edu Group. The motion passed, the vote being as follows:

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

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(Item 6) Action on the Request to Waive Administrative Policy 3.09(9)(e) and Extend Professional Services Contracts for Teletherapy Services

Background

RFP 1082 Authorization to Extend Contracts with Huddle Up Care, Inc., and Kennedy’s Circle of Wellness for Teletherapy Services

The Administration is requesting authorization to extend contracts with Huddle Up Care, Inc., and Kennedy’s Circle of Wellness for teletherapy services. These contractors will be used to provide limited term, virtual (maximum of 8 sessions at 45 minutes per session) intensive support, including family therapeutic supports such as family sessions involving parent/guardian and/or siblings, for students with acute mental health needs, precipitated by the experience of a traumatic event.

Contractors were chosen pursuant to RFP 1082, which closed on May 19, 2022. The original contract and first extensions ran from October 1, 2022 through July 31, 2025.

Administration is seeking a waiver of Administrative Policy 3.09(7)(d) for an additional one-year term based on the School-Based Mental Health allocation timeline and an uncertain longer-term funding outlook, making competitive re-bidding (RFP) undesirable.

The second and final extensions will run from August 1, 2025 through July 31, 2026 and will not exceed \$200,000, as follows:

Vendor	Amount
Huddle Up Care, Inc.....	\$100,000.00

Kennedy’s Circle of Wellness..... \$100,000.00
 Budget Code: OHM-0-I-HU5-DE-ECTS (Specialized Services-Contracted Services)\$200,000.00
 Prime Contractor information may be found in the attachments to this item.

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.

Committee’s Recommendation

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

Approved with the roll call vote to approve the balance of the Committees’ reports.

* * * * *

(Item 7) 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 with Apple Computer Inc for iPads. Contractor will be used to provide 241 iPads, 241 Jamf licenses, 4-Year Apple Care + for Schools for 111 devices, 4-Year Apple Care + for Schools for 130 devices, 4 Brenthaven Bounce iPad cases, and 110 Brenthaven Edge Folio iPad cases.

These iPads will serve as replacement iPads for ones currently in circulation. The current iPads are outdated (6th edition) and the iOS is no longer able to update, therefore they are a security threat, and need to be replaced. Of these, 41 are for the Vision department, 45 for the Speech and Language department, and 25 for the Occupational and Physical Therapy department. These iPads are used by staff during therapy or instruction and are also used by used by students for access to their education. The remaining 130 iPads are for the Assistive Technology Department and will be added to the Assistive Technology Lending Library to assist special education students in accessing their education and communicate.

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 \$109,209.80.

Budget Code: GN6-0-0-TLN-DW-ENCQ (Technology).....\$109,209.80

Exception Authorization to Enter into a Contract with Wisconsin Center District for the 51st MPS Biennial Music Festival Rehearsals and Performances

The Administration is requesting authorization to enter into a contract with Wisconsin Center District for the 51st MPS Biennial Music Festival rehearsals and performances. Contractor will be used to deliver services including setting up, cleaning, staffing, video, sound, and lights for rehearsals and performances.

The UWM Panther Arena has been the site of the MPS Biennial Music Festival for over 100 years. The Wisconsin Center District is uniquely qualified to provide exceptional service for an event of this size. The professional quality of the sound and lights available at this venue will enable MPS students and families to appropriately celebrate 102 years of making music in Milwaukee Public Schools.

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 continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from October 1, 2025 through May 17, 2026. The total cost of the contract will not exceed \$272,371.31.

Budget Code: CCM-0-0-MFE-DW-ECTS (Curriculum & Instruction)..... \$272,371.31

Exception Authorization to Extend a Contract and MOU Agreement with Cooperative Educational Service Agency (CESA) #1 for Title IA, Title ID, Title IIA, and Title IVA services at Lad Lake St. Rose, St. Charles Youth and Family Center, and Bakari Center

The Administration requests authorization to enter into a contract with Cooperative Educational Service Agency #1 (CESA) for Title IA, Title ID, Title IIA, and Title IVA services. This contractor will provide Title IA, Title ID, Title IIA and Title IVA services at Lad Lake St. Rose. The Contractor will provide Title IA, Title ID, Title IIA and Title IVA services at St. Charles Youth and Family Center, Focus Program. The contractor will provide Title ID services at Bakari Center. The contract includes the CESA #1 membership and service flat fee.

MPS, as the Local Education Agency, is obligated to provide Title IA, Title ID, Title IIA and Title IVA services for students at these institutions especially for students at risk of failing. The allocation amounts are provided through the Wisconsin Department of Public Instruction and are estimated based on a formula determined by federal law.

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)).

The original contract had an initial term of July 1 2023 through June 30, 2024 with the possibility of two additional one-year extensions. The contract was extended for the first one-year extension from July 1, 2025 through June 30, 2026. The parties now agree to extend the contract using the final one-year option to extend.

This contract extension will run from July 1, 2025 through June 30, 2026. The total cost of the agreement in this extension year will not exceed \$94,869.15.

Budget Codes:

Estimated Allocation for CESA Service Fees:

SCF-0-0-CTG-DW-ECTS The Basic CESA Membership Fee	\$12,500.00
SCF-0-0-CTG-DW-ECTS A Basic Service Flat Fee.....	\$900.00
Total	\$13,400.00

Estimated Allocation for CESA Services at Lad Lake St. Rose

GOE-0-I-9A6-KY-ETCS Title ID	\$17,329.56
GOE-0-I-1N6-1S-ECES Title IA	\$12,536.25
PRT-0-S-1N6-1S-ECTS Title IA	\$141.70
MSS-0S-1N6-1S-ECTS Title IA	\$708.52
MSS-0-S-236-1S-ECTS Title IIA	\$1,034.93
EUT-0-S-4B6-1S-ECTS Title IVA	\$89.15
SFH-0-S-4B6-1S-ECTS Title IVA.....	\$401.18

WRE-0-S-4B6-1S-ECTS Title IVA	\$401.18
Total	\$32,642.47

Estimated Allocation for CESA Services at St. Charles Youth & Family Services

GOE-0-I-9A6-25-ETCS Title ID	\$21,661.94
GOE-0-I-1N6-1S-ECES Title IA	\$13,372.00
PRT-0-S-1N6-1S-ECTS Title IA	\$151.15
MSS-0S-1N6-1S-ECTS Title IA	\$755.76
MSS-0-S-236-1S-ECTS Title IIA	\$1,103.93
EUT-0-S-4B6-1S-ECTS Title IVA	\$95.09
SFH-0-S-4B6-1S-ECTS Title IVA	\$427.92
WRE-0-S-4B6-1S-ECTS Title IVA	\$427.92
Total	\$37,995.71

Estimated Allocation for CESA Services at Bakari Center

GOE-0-I-9A6-5A-ETCS Title ID	\$10,830.97
Total	\$10,830.97

Cooperative Education Service Agency (CESA)

CONTRACT NOT TO EXCEED	\$94,869.15
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Exception Authorization to Enter into a MOU Agreement with Milwaukee County Youth Education Center for Title ID Services

The Administration requests authorization to enter into a MOU agreement with Milwaukee County Youth Education Center (MCYEC) for Title I, Part D, Subpart 2 services. This school is an MPS school that provides instruction and continuity of services for a population of Milwaukee County Jail inmates ages 12-20. MPS, as the Local Education Agency for MCYEC, is obligated to provide these Title ID services for students continuing to learn while incarcerated. The Title ID allocation amount is provided through the Wisconsin Department of Public Instruction and is estimated based on a formula determined by federal law.

The exception from the requirement of a competitive procurement process for this agreement has been granted on the basis that the services under this contract are required via a grant (Title ID grant funding) (Administrative Policy 3.09(2)(c)).

This agreement will run from July 1, 2025 through June 30, 2026. The total cost of the agreement in this term will not exceed \$16,271.46.

Budget Codes: OPI-0-I-9A4-MY-ECTS	\$16,271.46
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Exception Authorization to Enter into a Blanket Contract with Danceworks, Inc. for Multi- Arts Lessons

The Administration is requesting authorization to enter a blanket contract with Danceworks, Inc., ("Danceworks") to provide multi-arts (dance, dance fitness, visual art, theater or music) lessons for MPS students.

The regular usage of Danceworks by MPS schools as an augmentation to their curriculum has driven the need for a district-wide contract. MPS schools will select which program(s) shall be provided in their school.

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)).

This blanket contract will run from August 1, 2025 through July 31, 2028 and the total cost of the services will not exceed \$250,000.

Budget Code: Varies by location using services..... \$250,000.00

Exception Authorization to Issue a Purchase Order to Houghton Mifflin Harcourt Company for Decodable Books

The Administration is requesting authorization to issue a purchase order to Houghton Mifflin Harcourt Company (HMH) for the purchase of Know It, Show It student workbooks (K5 & 1st Grade) and sound wall cards (K5-3rd Grade) to support literacy instruction in K5 through 3rd grade classrooms at ATSI, CSI, and MRI schools.

The Know It, Show It consumable workbooks provide targeted practice and reinforcement of the foundational literacy and comprehension skills taught during whole group and small group instruction. The workbooks help ensure that students have meaningful opportunities to apply and extend their learning in alignment with our core curriculum.

In addition to the workbooks, this purchase includes sound wall cards that will be used in classrooms to support letter-sound correspondence and speech-to-print instruction. These resources are closely aligned with the Science of Reading and will directly support professional learning from the LETRS (Language Essentials for Teachers of Reading and Spelling) training required by Wisconsin’s Act 20 literacy legislation.

This investment ensures that educators are equipped with the appropriate materials to implement science-based literacy instruction, as outlined in Act 20, and provides students with essential supports to strengthen their foundational reading skills.

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

The total cost of goods purchased from Houghton Mifflin Harcourt Company will not exceed \$216,508.25.

Budget Code: SDV-0-S-3Z5-DW-ESUP (CSI BUDGET SUPPLIES)..... \$216,508.25

Exception Authorization to Issue a Purchase Order to Pearson Assessments for BASC-3 Q-Global Administration Report

The Administration is requesting authorization to enter into a purchase order to Pearson Assessments for the digital BASC-3 Q-Global Administration Report. Product will be used by school psychologists in the district. This product will allow school psychologists to use the online behavior rating scales to email families for needed data for special education evaluations. This will increase the return rate of these forms and therefore the needed data for decisions.

The Exception to Bid has been granted on the basis of One-of-a-Kind: The goods have no available competitive product alternatives (Administrative Policy 3.09(7)(E)(1)(b)(i)).

The total cost of the purchase shall not exceed \$343,567.20.

Budget Code:

DTI-0-S-6W5-DE-ESUP Exceptional Education and Supportive Services) \$343,567.20

Exception Authorization to Issue a Purchase Order to Quavered Inc for Music Curriculum Subscriptions

The Administration is requesting authorization to issue a purchase order to Quavered Inc for music curriculum subscriptions. The subscriptions will be used to support students in grades K-5, and will include music lessons, automated assessments, song library, customizable lesson plans, resources in Spanish, parent resources, and professional development.

Quavered Inc music has been our district general music resource since 2017. As our music programs have expanded, so has our use of this resource. In 2023 our K-5 General Music Curriculum Guide was revised to include a direct connection to Quavered Inc to provide continuity for children and teachers throughout MPS.

Quavered Inc provides a comprehensive music resource for teachers AND students. MPS music teachers are able to share the platform and resources with students in the classroom for hands on and interactive music

making. The Quavered Inc platform also allows teachers to customize lessons for all types of learners in both English and Spanish.

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

The total cost of the purchase will not exceed \$221,000.

Budget Code: GN6-0-0-LAM-DW-EOSV (Curriculum & Instruction)\$221,000.00

Exception Authorization to Issue a Contract to UnboundED Learning, Inc. for Professional Development in the Areas of Leadership and English Language Arts Pathway

The Administration is requesting that the Board authorize a contract with UnboundEd Learning, Inc. to provide professional development for 308 K5–Grade 5 teachers and 70 district and school leaders representing 43 schools. The training will be held from June 23–26, 2025, and will consist of 32 hours of intensive, standards-based professional development focused on unpacking K-5 state literacy standards.

UnboundEd’s Standards Institute is a nationally recognized training program that offers a research-driven approach to implementing rigorous academic standards. This professional development experience will significantly strengthen educators’ and leaders’ understanding of the Wisconsin State Academic Standards and support consistent, high- quality literacy instruction across the district. This will equip 308 teachers working within our CSI/ATSI/MRI schools and 70 district and school leaders in research-based instructional practices for teaching literacy aligned to state standards, practical tools to close persistent learning gaps and improve student outcomes and leadership strategies to support sustainable instructional improvement.

This initiative represents a critical investment in our district’s instructional capacity and equity priorities. By empowering educators with deeper content knowledge and aligned strategies, the training will promote greater instructional coherence, student engagement, and academic achievement.

An Exception to Bid has been granted under Administrative Policy 3.09(7)(E)(1)(b)(i), as one of a kind. UnboundEd Learning, Inc. is recognized as a sole-source provider of the Standards Institute training. The services offered are one-of-a-kind, with no available competitive product alternatives.

The contract will run from June 23, 2025, through June 26, 2025 and the total cost will not exceed \$1,020,600.00.

Budget Code:

OSC-0-S-UO5-RH-ECTS (Project 280 - ATSI/CSI).....\$102,060.00

SDV-0-S-3Z5-DW-ECTS (Project 283 – CSI/MRI).....\$918,540.00

Exception Authorization to Enter into a Contract with the Urban Ecology Center for Provision of Field Trips and Environmental Educational Activities

The Administration requests authorization to enter into a blanket contract with Urban Ecology Center (“UEC”) to provide field trips and environmental educational activities and services to participating schools within the District.

UEC offers a package of field trips, (including transportation), to schools within two miles of any of their three centers in Riverside Park, the Menomonee Valley and Washington Park. The Neighborhood Environmental Education Project (NEEP) is based on research that shows consistent contact with a piece of land from a young age is vital to becoming an environmentally literate adult. The field trips are offered to students from grades K3 - 12 and are aligned to the Next Generation Science Standards.

MPS has been in partnership with UEC and has participated in NEEP since 1999.

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(E)(1)(b)(iv)).

The contract will run from September 1, 2025 through August 31, 2028. The total cost of the contract will not exceed \$825,000.

Budget Code: Varies by location using services...\$825,000.00

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.

Committee's Recommendation

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

Approved with the roll call vote to approve the balance of the Committees' reports.

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(Item 8) Action on Monthly Facilities Matters: FMS Award of Construction, Emergency Contracts and Emergency Purchases Recommendation

Award of Contracts

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

Construction Contracts

ROOF REPLACEMENT
Department of Facilities & Maintenance Services

Prime Contractor

FJA Christiansen Roofing Co., Inc., 2101 West Purdue Street Milwaukee, WI 53209

Low Bidder, Base Bid of.....	\$1,400,000.00
HUB	
Certified HUB Vendor?.....	No
Total # of Employees	89
Total # of Minorities	56
Total # of Women	3
Required	10%
Submitted	10%
\$ Value	\$140,000.00
COIN	
Required	0%
Student Engagement	
Paid Employment (Required Hours)	400 Hours

Career Education Activity (Required Hours)..... 10 Hours

Funds are available for the Roof Replacement project from account code FAR 00 MM2 DW ECNC (Project No 1693). The project contract start date is scheduled for May 30, 2025, and completion date is October 31, 2025.

ROOF REPLACEMENT
Roosevelt School of the Arts

Prime Contractor

FJA Christiansen Roofing Co., Inc. 2101 West Purdue Street Milwaukee, WI 53209

Low Bidder, Base Bid of..... \$1,686,800.00

HUB

Certified HUB Vendor? No

Total # of Employees 89

Total # of Minorities 56

Total # of Women 3

Required..... 10%

Submitted..... 10%

\$ Value \$168,680.00

COIN

Required..... 0%

Student Engagement

Paid Employment (Required Hours)..... 600 Hours

Career Education Activity (Required Hours)..... 10 Hours

Funds are available for the Roof Replacement project from account code FAR 00 MM2 DW ECNC (Project No 2948). The project contract start date is scheduled for May 30, 2025, and completion date is August 29, 2025.

ROOF REPLACEMENT
Bay View High School

Prime Contractor

FJA Christiansen Roofing Co., Inc. 2101 West Purdue Street Milwaukee, WI 53209

Low Bidder, Base Bid of..... \$1,840,000.00

HUB

Certified HUB Vendor? No

Total # of Employees 89

Total # of Minorities 56

Total # of Women 3

Required..... 10%

Submitted..... 10%

\$ Value \$184,000.00

COIN

Required 0%

Student Engagement

Paid Employment (Required Hours) 400 Hours

Career Education Activity (Required Hours) 10 Hours

Funds are available for the Roof Replacement project from account code FAR 00 MM2 DW ECNC (Project No 3380). The project contract start date is scheduled for May 30, 2025, and completion date is August 29, 2025.

Total construction contract dollars awarded.....\$4,926,800.00

Total dollars HUB participation.....\$492,680.00

% of HUB participation..... 10%

% Minority employees within company..... 62.91%

% Women employees within company 3.39%

Report of Emergency Contracts

This emergency contract is being reported as required by Administrative Policy 3.09 Purchasing and Bidding Requirements.

Due to the emergent needs of the Lead Based Paint Stabilization within various MPS locations, the following emergency contracts were entered into:

RFP #24-021 Authorization to Approve Contract Labor Contracts

Selected firm: Thomas A. Mason Co., Inc. Trade: Painter

Requested Expenditure Authority: Not to exceed \$1,350,000.00

Contract Period: April 2, 2025 – December 31, 2027

Budget Code: Various

RFP #25-021 Construction Manager at Risk – Lead Safe Renovation

Selected firm: JCP Construction

Requested Expenditure Authority: \$10,000,000.00

Contract Period: May 19, 2025 – October 31, 2025

Budget Code: Various

Report of Emergency Purchases

These emergency purchases are being reported as required by Administrative Policy 3.09 Purchasing and Bidding Requirements.

Due to the emergent needs of the Lead Based Paint Stabilization within various MPS locations, the following emergency purchases were made to consolidate affected schools to Douglas:

School Outfitters

\$158,348.18

The purchases were funded through budget code FAR 00 MRP DW ECNC, project 9480.

The following emergency purchases were made to consolidate affected schools to South Division:

School Outfitters

\$191,618.68

The purchases were funded through budget code FAR 00 MRP DW ECNC, project 9480.

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:

Construction Contracts:

Total Construction Contracts Requested = \$4,926,800.00

Emergency Contracts and Purchases:

Total Emergency Contracts/Purchases Requested = Not to Exceed \$11,699,966.86

Implementation and Assessment Plan

Upon Board approval, the attached construction contracts, emergency contracts and emergency purchases shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached construction contracts, emergency contracts and emergency purchases.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 9) Action on a Request to Approve the Eighth Amendment to the Lease Agreement with Banner Day Learning Corp. at the 35th Street School Property Located at 3517 West Courtland Avenue

Background

Milwaukee Public Schools and Banner Preparatory School of Milwaukee (Banner Prep) have a long-standing relationship. Banner Prep was established in the fall of 2006 to provide a continuum of services for students who have been expelled through a Central Services hearing process. The mission of Banner Prep is to provide an alternative small school setting for secondary-level students when academic and/or behavioral issues have become major barriers in a student's success in school.

In June 2018, the Board entered into a lease agreement with Banner Prep for a portion of the 35th Street School property located at 3517 West Courtland Avenue. In June 2019, the Board authorized a lease amendment that extended the lease term through June 30, 2020. In June 2020, the Board authorized another lease from July 1, 2020 through June 30, 2021. In May 2021, the Board authorized another lease term from July 1, 2021 through June 30, 2022. In May 2022, the Board authorized another lease term from July 1, 2022 through June 30, 2023. In May 2023, the Board authorized another lease term from July 1, 2023 through June 30, 2024. In March 2024, the Board authorized another lease term from July 1, 2024 through June 30, 2025. In July 2024, the Board authorized another lease term from August 1, 2024 through June 30, 2025.

The Administration is requesting approval of the proposed eighth amendment to the lease agreement with Banner Day Learning Corp. that will extend the lease term from July 1, 2025, through June 30, 2026, which aligns with the term of the current partnership contract with Banner Prep.

Lease Term: July 1, 2025 through June 30, 2026

The lease rent revenue shall be as follows:

July 1, 2025 - June 30, 2026 = \$138,897.56

Draft lease documents are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 5.02 - Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item. Total lease revenue for lease term is \$138,897.56

Implementation and Assessment Plan

Upon Board approval, the attached Eighth Amendment to the Lease Agreement with Banner Day Learning Corp. will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the Eighth Amendment to the Lease Agreement with Banner Day Learning Corp.

* * * * *

(Item 10) Action on a Request to Terminate a Lease Agreement with Lit'l Scholars Day Care at the Thurston Woods Campus Located at 3320 West Wren Avenue

Background

Milwaukee Public Schools and Lit'l Scholars Day Care have a long-standing relationship with the District and began leasing space to Lit'l Scholars Day Care in May 1996. Lit'l Scholars Day Care serves children from 6 weeks to 12 years of age. Current enrollment at the day care is approximately 30 children.

In April 2025, Lit'l Scholars Day Care requested to terminate their lease agreement as of May 31, 2025.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 5.02 - Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item.

Implementation and Assessment Plan

Upon Board approval, the attached Termination of the Lease Agreement with Lit'l Scholars Day Care will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached Termination of the Lease Agreement with Lit'l Scholars Day Care.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 11) Action on a Request to Enter into a Lease Agreement with Granny V's Learning Center, LLC at the Thurston Woods Campus Located at 3320 West Wren Street

Background

Milwaukee Public Schools previously leased the Thurston Woods SE building to Lit'l Scholars Day Care since 1996. The owner of Lit'l Scholars Day Care will be retiring and has made plans to transition the business and families to a new daycare provider, Granny V's Learning Center LLC.

The Administration is requesting approval of a lease agreement commencing on June 1, 2025, and terminating on May 31, 2030, with an annual lease rate for year one of \$46,000 with an annual increase of 3% per year with Granny V's Learning Center LLC. The enrollment of the center will remain at approximately 30 and serve children ages 2 weeks through 13 years of age.

Draft lease documents are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 5.02 - Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item. Total lease revenue for the lease term is \$244,220.25.

Implementation and Assessment Plan

Upon Board approval, the attached lease agreement with Granny V's Learning Center, LLC shall be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached lease agreement with Granny V's Learning Center, LLC at Thurston Woods, located at 3320 West Wren Street.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Zombor presented the following report for the Committee on Legislation, Rules and Policies:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Legislation, Rules and Policies presents the following report:

(Item 1) Action on a Request to Approve Revisions to Administrative Policy 2.03: Administrative Organizational Plan

Background

Per Administrative Policy 2.11, every fifth year, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

The proposed revisions previously approved on May 13, 2025, were attached but with an organizational chart that included all three executive offices, with reporting structures shown, as approved by the Board on May 13, 2025..

ADMINISTRATIVE POLICY 2.03
ADMINISTRATIVE ORGANIZATION PLAN

(1) The legal authority of the Board is transmitted through the school system's major offices under the authority and responsibility of the Superintendent; through the Office of Board Governance under the authority and responsibility of the Board Clerk/Chief Officer, ~~Director of the Office of Board Governance/Board Clerk~~; and under the authority and responsibility of the ~~Managers~~ Senior Director of the Office of Accountability and Efficiency.

(a) The major offices and staff headed by the Superintendent are as follows:

- Office of the Superintendent
- Deputy Superintendent(s)
- Office of the Chief Communications ~~and School Performance Officer~~
- Office of the Chief Academic Officer
- Office of the Chief Schools ~~Administration Officer~~
- Office of the Chief Human Resources Officer
- Office of the Chief Financial Officer

(b) The service areas headed by the Board Clerk/Chief Officer, ~~Director of the Office of Board Governance/Board Clerk~~ are as follows:

- ~~Audit/Review Services~~
- Clerk Services
- ~~Contracted Schools Advocacy Services~~ Board Services
- Constituent Ombudsperson and Board Information Services
- Legislative Services

(c) The service areas headed by the ~~Managers~~ Senior Director of the Office of Accountability and Efficiency are as follows:

- Accountability and Transparency Services
- Process Improvement and Efficiency
- Contract Compliance Services
- Audit/Review Services

Administrative authority is passed along specific paths as shown in the Board-approved organizational chart of the school system. The lines of authority on the chart represent direction of authority and responsibility and shall be regarded as visual representations of policy.

(2) Any major change in the administrative organization plan of the Milwaukee Public Schools and/or the elimination and creation of positions shall require the Board's review approval.

(3) The organizational structure of the school district and position titles are updated each year by the Board's adoption of the annual budget, which represents approval.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 2.03 - Administrative Organization Plan

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Revised Administrative Policy 2.03: Administrative Organizational Plan will be implemented upon Board approval.

Committee's Recommendation

Your Committee recommends the Board approve Administrative Policy 2.03: Administrative Organizational Plan as attached.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 2) Action on a Request to Approve Revisions to Administrative Policy 2.04: Superintendent's Cabinet

Background

Per Administrative Policy 2.11, every fifth year, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

The proposed revisions previously approved on May 13, 2025, were attached.

ADMINISTRATIVE POLICY 2.04 SUPERINTENDENT'S CABINET

(1) Any person serving in any of the following positions serves at the pleasure of the Superintendent:

- Deputy Superintendent, Academics
- Deputy Superintendent, Operations
- Chief Communications and ~~School Performance~~ Marketing Officer
- ~~Director, Business, Community and Family Partnerships~~
- Chief Families, Communities, and Partnerships Officer
- ~~Director, Communications and Outreach~~
- ~~Chief School Administration Officer~~
- High School Regional Academic Superintendent
- ~~K-8 Regional Superintendent~~
- Elementary Academic Superintendent
- ~~Director, Black and Latino Male Achievement~~
- Chief of Staff
- Chief Advisor
- Chief Academic Officer
- ~~Senior Director, Curriculum and Instruction~~
- ~~Senior Director, Organizational Development~~
- ~~Senior Director, Specialized Services~~
- Chief Human Resources Officer
- ~~Senior Director, Benefits and Compensation~~
- ~~Senior Director, Talent Management~~
- Chief Financial Officer
- Chief Operations Officer
- Chief School Officer
- ~~Senior Director, Financial Planning & Budget Services~~
- ~~Senior Director, Technology~~
- ~~Senior Director, Facilities and Maintenance~~
- ~~Senior Director, Recreation and Community Services~~

- ~~Director, MPS Foundation~~
- Executive Secretary – Superintendent
- Special Assistant - Superintendent

(2) The organizational structure of the school district and position titles are updated each year by the Board’s adoption of the annual budget.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 2.04 - Superintendents Cabinet

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Revised Administrative Policy 2.04: Superintendent's Cabinet will be implemented upon Board approval.

Committee’s Recommendation

Your Committee recommends the Board approve Administrative Policy 2.04: Superintendent's Cabinet as attached.

Approved with the roll call vote to approve the balance of the Committees’ reports.

* * * * *

(Item 3) Action on a Request to Approve Administrative Policy 7.36 Promotion and Retention of Students

Background

In 2023, Act 20 was put in place to improve reading across the state by ensuring every student is a capable reader by the end of grade 3. Part of Act 20 requires school districts, independent charter schools, and private schools receiving funds through choice programs to consider a student's reading ability when considering promotion from grade 3 to grade 4.

Administrative Policy 7.36 Promotion and Retention of Students governs the promotion of Milwaukee Public School students who have not completed their personalized reading plan from grade 3 to grade 4 in accordance with Wisconsin Statutes 118.33. This policy is aligned to the model policy provided by the Wisconsin Department of Public Instruction.

The policy outlines the factors to be considered when determining whether a student should be promoted, promotion for students with incomplete reading plans, exceptions to post-promotion requirements, and mid-year enrollment/transfers.

A new section (2) was inserted as below. No other changes were recommended.

(2) THIRD GRADE PROMOTION AND RETENTION: AT-RISK STUDENTS

(a) Introduction

This policy governs the promotion of students from 3rd grade to 4th grade in accordance with 118.33, Wis. Stats. The policy applies to all students being considered for promotion from 3rd to 4th grade, effective on September 1, 2025

The District intends to make promotion decisions based on a thorough and equitable process that considers individual student needs in reading. For any student who has not completed their personal reading plan by the end of 3rd grade, a team will determine whether retention or promotion to 4th grade, with intensive instructional support, progress

monitoring, and supports to remediate the identified areas of deficiency, is in the student's best interest. The determination process will consider relevant factors such as reading proficiency, social and emotional development, and available supports.

(b) Definitions

“Personal Reading Plan” means a reading plan provided for five (5) year-old-kindergarten to third grade students that are identified as at risk based on a universal screening assessment or diagnostic assessment, in accordance with 118.016(5), Wis. Stats.

“Limited English-Proficient Student” means a student whose ability to use the English language is limited because of the use of a non-English language in the student's family or the student's daily, non-school surroundings, and who has difficulty in performing ordinary classwork in English as a result of such limited English proficiency.

“Completed” - means a student who has “completed” their personal reading plan if the student's parent(s) and the District agree that the student has met the goals outlined in the personal reading plan and the student scores at grade-level in reading on a summative assessment.

(c) Promotion of Third Grade Students with Personal Reading Plans

For any student who has not completed their personal reading plan by the end of the student's third grade year, the District will engage in a process to determine whether to promote that student to the fourth grade. The District will not promote a student from third to fourth grade who has not completed their personal reading plan by the end of third grade unless the District, in consultation with the student's parent(s), believes retention is not in the best interest of the student.

1. In reaching the decision to promote or retain the student, the District will carefully consider all relevant factors, including but not limited to:

A. Whether a team of interested individuals, including the parent(s) of the student and school representatives who have knowledge of the reading instruction, supports, and interventions provided to the student, believe promotion is in the best interest of the student;

B. All relevant and available data demonstrating the student's response or progress to reading instruction and intervention, and data demonstrating the student's progress towards meeting personal reading plan goals;

C. Why the student has not completed their personal reading plan;

D. Whether or which alternatives to retention can help support the student to achieve reading proficiency;

E. Any other factor(s) relevant in deciding whether to retain or promote a student;

F. Those factor(s) or conditions considered elsewhere in District policy or administrative guidelines pertaining to student promotion and retention;

G. Whether the student is eligible for an exception contained under this policy;

H. The potential long-term adverse risks of retention.

2. Based on the comprehensive evaluation of factors above, the District will make one of the following determinations:

A. Promotion: Promotion to fourth grade with applicable supports and services is more appropriate than retention to third grade.

B. Promotion: The student's non-completion of their personal reading plan was not primarily due to the student's lack of reading proficiency.

C. Promotion: The District recommends retention with applicable supports and services but the student's parent(s) do not agree with the District's recommendation.

D. Retention: The District determined that, in consultation with the student's parent(s), retention with applicable supports and services is more appropriate than promotion to fourth grade.

(d) Promoting Students with Incomplete Personal Reading Plans

If the District promotes a third-grade student who has not completed their personal reading plan by the end of third grade, the District shall conduct all of the following post-promotion requirements:

1. In the following and subsequent school year(s) provide intensive instructional services, progress monitoring, and supports to remediate the identified areas of deficiency until the student scores at grade level in reading on a summative assessment;

2. Notify the student's parent(s), in writing, that the student did not complete their personal reading plan, including a description of the instructional services and supports that will be provided to the student to remediate the identified areas of deficiency; and

3. Provide the student with an intensive summer reading program each summer until the student scores at grade-level in reading on a summative assessment.

(e) Exceptions to Post-Promotion Requirements

The following are good cause exceptions. Any student who meets one or more of the following good cause exceptions may be exempt from the promotion policy, the intensive summer reading program, and/or the intensive reading intervention requirements:

1. The student is identified as a Limited-English Proficient student as per the definition included in this policy;

2. The student has an individualized education plan (IEP) that indicates that neither taking the universal reading screener nor the State summative assessment in reading is appropriate for the student;

3. The student scores as proficient in reading on the alternative Statewide standardized summative assessment;

4. The student has an IEP or Section 504 plan under the Rehabilitation Act of 1973 that indicates that the student has received intensive intervention in reading for more than two (2) years if the student continues to demonstrate a deficiency in reading and was previously retained in 5K, grades one, two, or three;

5. The student has received intensive reading interventions for two (2) or more school years, continues to demonstrate a deficiency in reading, and was previously retained in 5K, grades one, two, or three for a total of two (2) years.

(f) Mid-Year Enrollment/Transfers

Any student who enrolls as a third-grade student late in the school term without any accompanying record of a personal reading plan shall be promoted to fourth grade under the criteria that the student did not have a personal reading plan in effect at the end of third grade.

If a student transfers into a school enrolled as a fourth-grade student and the provided records indicate the student may have met requirements to be retained in third grade (e.g., incomplete personal reading plan), the District shall provide all supports and services that the student would have otherwise received as a post-promotion requirement including intensive instructional services, progress monitoring and supports to remediate the identified areas of deficiency, parent notification, and an intensive summer reading program each summer until the pupil scores at grade-level in reading on a summative assessment.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.36 - Promotion and Retention of Students

Fiscal Impact Statement

NA

Implementation and Assessment Plan

Upon approval by the Milwaukee Board of School Directors, the Office of Board Governance will make and publish revisions to the policy.

Committee's Recommendation

Your Committee recommends that the Board approve revisions to Administrative Policy 7.36 Promotion and Retention of Students as indicated in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 4) Action on a Request to Adopt Revisions to Administrative Policy 8.02 Student Anti-Sexual Harassment

Background

Per Administrative Policy 2.11, every fifth year, the Board and its designee shall revisit all of its policies, rules, and procedures to determine their coherence and appropriateness to the present mission of the district.

The Administration has reviewed Administrative Policy 8.02 Student Anti-Sexual Harassment and made revisions in alignment with local, state and federal statutes.

The previous wording of this policy is recommended to be replaced entirely with the following language:

Administrative Policy 8.02 Student Anti-Sexual Harassment

Introduction

The Board does not discriminate on the basis of sex (including sexual orientation or gender identity), in its education programs or activities, and is required by Title IX of the Education Amendments Act of 1972, and its implementing regulations, not to discriminate in such a manner. The requirement not to discriminate in its education program or activity extends to admission and employment. The Board is committed to maintaining an education and work environment that is free from discrimination based on sex, including sexual harassment.

The Board prohibits sexual harassment that occurs within its education programs and activities. When the District has actual knowledge of sexual harassment in its education program or activity against a person in the United States, it shall promptly respond in a manner that is not deliberately indifferent.

Pursuant to its Title IX obligations, the Board is committed to eliminating sexual harassment and will take appropriate action when an individual is determined responsible for violating this policy. Members of the School District community who commit Sexual Harassment are subject to the full range of disciplinary sanctions set forth in this policy. Third Parties who engage in sexual harassment are also subject to the disciplinary sanctions listed in this policy. The Board will provide persons who have experienced Sexual Harassment ongoing supportive measures as reasonably necessary to restore or preserve access to the District's education programs and activities.

Coverage

This policy applies to sexual harassment that occurs within the District's education programs and activities and that is committed by a Board employee, student, Third Party vendor or contractor, guest, or other members of the school community.

This policy does not apply to sexual harassment that occurs off school grounds, in a private setting, and outside the scope of the Board's education programs and activities; such sexual misconduct/sexual activity may be prohibited by the Student Code of Conduct if committed by a student, or by Board policies and administrative guidelines, applicable State and/or Federal laws and/or Employee/Administrator Handbook(s) if committed by a Board employee.

Consistent with the U.S. Department of Education's implementing regulations for Title IX, this policy does not apply to sexual harassment that occurs outside the geographic boundaries of the United States, even if the sexual harassment occurs in the District's education programs or activities. Sexual harassment that occurs outside the geographic boundaries of the United States is governed by the Student Code of Conduct if committed by a student, or by other applicable Board policies and administrative guidelines, applicable State and/or Federal laws and/or Employee/Administrator Handbook(s) if committed by a Board employee.

Complaints alleging sexual harassment and/or discrimination on the basis of sex are also covered by and subject to the investigation procedures in Administrative Policy 8.02: Student Anti-Sexual Harassment. Complaints not covered by this policy may still be governed by and subject to the procedures in Administrative Policy 8.02: Student Anti-Sexual Harassment.

Definitions

Words used in this policy shall have those meanings defined herein; words not defined herein shall be construed according to their plain and ordinary meanings.

Sexual Harassment: "Sexual Harassment" means conduct on the basis of sex that satisfies one or more of the following:

A. A Board employee conditioning the provision of an aid, benefit, or service of the District on an individual's participation in unwelcome sexual conduct (often called "quid pro quo" harassment);

B. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's education program or activity; or

C. "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)A(v), or "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).

1. "Sexual assault" means any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent, and the "nonforcible" sex offenses of incest and statutory rape. Sexual assault includes rape, sodomy, sexual assault with an object, fondling, incest, and statutory rape.

a. Rape is the carnal knowledge of a person (i.e., penetration, no matter how slight, of the genital or anal opening of a person), without the consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

b. Sodomy is oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

c. Sexual Assault with an Object is using an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity. An "object" or "instrument" is anything used by the offender other than the offender's genitalia.

d. Fondling is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

e. Incest is nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by State law.

f. Statutory Rape is nonforcible sexual intercourse with a person who is under the statutory age of consent as defined by 948.02 or 948.09, Wis. Stats. or whose status as a student prohibits such sexual contact per 948.095, Wis. Stats.

g. Other Sexual Contact includes the intentional emission of bodily fluids on the complainant, or at the direction of the Respondent, for the purposes of sexual gratification as defined in 940.225(5)(b), Wis. Stats.

h. Consent refers to words or actions that a reasonable person would understand as agreement to engage in the sexual conduct at issue. A person may be incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity. A person who is incapacitated is not capable of giving consent.

i. Incapacitated refers to the state where a person does not understand and/or appreciate the nature or fact of sexual activity due to the effect of drugs or alcohol consumption, medical condition, disability, or due to a state of unconsciousness or sleep.

2. “Domestic violence” includes felony or misdemeanor crimes of violence committed by:

- a. A current or former spouse or intimate partner of the victim;
- b. A person with whom the victim shares a child in common;
- c. A person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner;
- d. A person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime occurred; or
- e. Any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime occurred.

3. “Dating violence” means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

4. “Stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to – (1) fear for the person’s safety or the safety of others; or (2) suffer substantial emotional distress.

Complainant: “Complainant” means an individual who is alleged to be the victim of conduct that could constitute sexual harassment.

Respondent: “Respondent” means an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

Formal Complaint: “Formal complaint” means a document filed by a Complainant or signed by the Title IX Coordinator alleging sexual harassment against a Respondent and requesting that the District investigate the allegation(s) of sexual harassment. At the time of filing a formal complaint with the District, a Complainant must be participating in or attempting to participate in the District’s education program or activity. A “document filed by a complainant” means a document or electronic submission (such as by electronic mail or through an online portal (District Title IX website - <https://mps.milwaukee.k12.wi.us/enFamilies?Family-Services/Title-IX.htm>) that the Board provides for this purpose) that contains the Complainant’s physical or digital signature, or otherwise indicates that the Complainant is the person filing the formal complaint. Where the Title IX Coordinator signs a formal complaint, the Title IX Coordinator is not a Complainant or a party to the formal complaint and must not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent.

Actual Knowledge: “Actual knowledge” means notice of sexual harassment or allegations of sexual harassment to the District’s Title IX Coordinator, or any District official who has authority to institute corrective measures on behalf of the Board, or any Board employee. The mere ability or obligation to report Sexual Harassment or to inform a student about how to report sexual harassment, or having been trained to do so, does not qualify an individual as one who has authority to institute corrective measures on behalf of the District. “Notice” includes, but is not limited to, a report of sexual harassment to the

Title IX Coordinator. This standard is not met when the only District official with actual knowledge is the Respondent. Imputation of knowledge-based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge.

Supportive Measures: “Supportive measures” means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the District’s education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the District’s educational environment or deter sexual harassment. Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, school/campus escort services, mutual restrictions of contact between the parties, changes in work locations), leaves of absence, increased security and monitoring of certain areas of the campus (including school buildings and facilities), referral to Employee Assistance Program, and other similar measures.

Education Program or Activity: “Education program or activity” refers to all operations of the District over which the Board exercises substantial control, including in-person and online educational instruction, employment, extra-curricular activities, athletics, performances, and community engagement, and outreach programs. The term applies to all activity that occurs on school grounds or on other property owned or occupied by the Board. It also includes events and circumstances that take place off-school property/grounds if the Board exercises substantial control over both the Respondent and the context in which the sexual harassment occurs.

School District community: “School District community” refers to students and Board employees (i.e., administrators, and professional and support staff), as well as Board members, agents, volunteers, contractors, or other persons subject to the control and supervision of the Board.

Third Parties: “Third Parties” include, but are not limited to, guests and/or visitors on School District property (e.g., visiting speakers, participants on opposing athletic teams, parents), vendors doing business with, or seeking to do business with the Board, and other individuals who come in contact with members of the School District community at school-related events/activities (whether on or off District property).

Inculpatory Evidence: “Inculpatory evidence” is evidence that tends to establish a Respondent’s responsibility for alleged sexual harassment.

Exculpatory Evidence: “Exculpatory evidence” is evidence that tends to clear or excuse a Respondent from allegations of sexual harassment.

Day(s): Unless expressly stated otherwise, the term “day” or “days” as used in this policy means business day(s) (i.e., a day(s) that the Board office is open for normal operating hours, Monday – Friday, excluding State-recognized holidays),

Eligible Student: “Eligible student” means a student who has reached eighteen (18) years of age or is attending an institution of postsecondary education.

Title IX Coordinator(s)

The Board designates and authorizes the following individual(s) to oversee and coordinate its efforts to comply with Title IX and its implementing regulations:

Director of Title IX and Student Protections TitleIX@milwaukee.k12.wi.us

The Title IX Coordinator shall report directly to the Deputy Superintendent except when the Deputy Superintendent is a Respondent. In such matters, the Title IX Coordinator shall report directly to the Office of the City Attorney. Questions about this policy should be directed to the Title IX Coordinator.

The Superintendent shall notify applicants for admission and employment, students, parents or legal guardians of elementary and secondary school students, Board employees, and all unions or professional organizations holding collective bargaining or professional agreements with the Board of the following information:

The Board of the Milwaukee Public Schools does not discriminate on the basis of sex in its education program or activity and is required by Title IX and

its implementing regulations not to discriminate in such a manner. The requirement not to discriminate in its education program or activity extends to admission and employment. The District's Title IX Coordinator(s) is/are:

NAME(S)

TITLE(S)

PHONE NUMBER(S)

OFFICE ADDRESS(ES)

EMAIL ADDRESS(ES)

Any inquiries about the application of Title IX and its implementing regulations to the District may be referred to the Title IX Coordinator(s), the Assistant Secretary for the U.S. Department of Education's Office for Civil Rights, or both.

The Board has adopted a grievance process that provides for the prompt and equitable resolution of student and employee complaints alleging any action that is prohibited by Title IX and/or its implementing regulations. The grievance process is included in Policy 2266 – Nondiscrimination on the Basis of Sex in Education Programs or Activities, which is available at: (District Title IX website - <https://mps.milwaukee.k12.wi.us/enFamilies?Family-Services/Title-IX.htm>).

The grievance process specifically addresses how to report or file a complaint of sex discrimination, how to report or file a formal complaint of Sexual Harassment, and how the District will respond.

The Superintendent shall also prominently display the Title IX Coordinator's(s') contact information – including Name(s) and/or Title(s), Phone Number(s), Office Address(es), and Email Address(es) – and this policy on the District's website and in each handbook or catalog that the Board makes available to applicants for admission and employment, students, parents or legal guardians of elementary and secondary school students, Board employees, and all unions or professional organizations holding collective bargaining or professional agreements.

Grievance Process

The Board is committed to promptly and equitably resolving student and employee complaints alleging Sexual Harassment. The District's response to allegations of sexual harassment will treat Complainants and Respondents equitably, including providing supportive measures to the Complainant and Respondent, as appropriate, and following this grievance process before the imposition of any disciplinary sanctions or other actions, other than supportive measures, against the Respondent.

The Title IX Coordinator(s), along with any investigator(s), decision-maker(s), or any person(s) designated to facilitate an informal resolution process, shall not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent.

If a determination of responsibility for sexual harassment is made against the Respondent, the Board will provide remedies to the Complainant. The remedies will be designed to restore or preserve equal access to the District's education program or activity. Potential remedies include, but are not limited to, individualized services that constitute supportive measures. Remedies may also be disciplinary or punitive in nature and may burden the Respondent.

The Process described herein relates exclusively to complaints brought under this Policy. The District will continue to handle complaints subject to the District's other nondiscrimination and anti-harassment policies including: Policy 8.02: Student Anti-Sexual Harassment; Policy 8.52: Bullying; Policy 8.01: Student Nondiscrimination, Complaints and Appeals; Policy 1.04: Nondiscrimination.

Report of Sexual Discrimination/Harassment

Any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail using the Title IX Coordinator's(s') contact information listed above, or by

any other means that results in the Title IX Coordinator receiving the person's oral or written report. Reports may be made at any time (including during non-business hours), by using the telephone number(s) or electronic mail address(es), or by mail to the office address(es), listed for the Title IX Coordinator(s).

Board employees are required, and other members of the School District community and Third Parties are encouraged, to report allegations of sex discrimination or sexual harassment promptly to the/a Title IX Coordinator or to any Board employee who will, in turn, notify the/a Title IX Coordinator.

Reports can be made orally or in writing and should be as specific as possible. The person making the report should, to the extent known, identify the alleged victim(s), perpetrator(s), and witness(es), and describe in detail what occurred, including date(s), time(s), and location(s).

If a report involves allegations of sexual harassment by or involving the Title IX Coordinator, the person making the report should submit it to the Deputy Title IX Coordinator, or another Board employee who, in turn, will notify the Superintendent of the report. The Superintendent shall determine who will serve in place of the Title IX Coordinator for purposes of addressing that report of sexual harassment.

The Board does business with various vendors, contractors, and other Third Parties who are not students or employees of the Board. Notwithstanding any rights that a given vendor, contractor, or Third Party Respondent may have under this policy, the Board retains the right to limit any vendor's, contractor's, or Third Party's access to school grounds for any reason. The Board further retains all rights it enjoys by contract or law to terminate its relationship with any vendor, contractor, or Third Party irrespective of any process or outcome under this policy.

A person may file criminal charges simultaneously with filing a formal complaint. A person does not need to wait until the Title IX investigation is completed before filing a criminal complaint. Likewise, questions or complaints relating to Title IX may be filed with the U.S. Department of Education's Office for Civil Rights at any time.

Any allegations of sexual misconduct/sexual activity not involving sexual harassment will be addressed through the procedures outlined in Board policies and/or administrative guidelines, the applicable Student Code of Conduct, or Employee/Administrator Handbook(s).

Because the Board is considered to have actual knowledge of sexual harassment or allegations of sexual harassment if any Board employee has such knowledge, and because the Board must take specific actions when it has notice of sexual harassment or allegations of sexual harassment, a Board employee who has independent knowledge of or receives a report involving allegations of sex discrimination and/or sexual harassment must notify the/a Title IX Coordinator within two (2) days of learning the information or receiving the report the Board must also comply with mandatory reporting responsibilities pursuant to 48.981, Wis. Stats, and Policy 8.38: Child Abuse and Neglect. If the Board employee's knowledge is based on another individual bringing the information to the Board employee's attention and the reporting individual submitted a written complaint to the Board employee, the Board employee must provide the written complaint to the Title IX Coordinator.

If a Board employee fails to report an incident of sexual harassment of which the Board employee is aware, the Board employee may be subject to disciplinary action, up to and including termination.

When a report of sexual harassment is made, the Title IX Coordinator shall promptly (i.e., within two (2) days) contact the Complainant (including the parent/guardian if the Complainant is under eighteen (18) years of age or under guardianship) to discuss the availability of supportive measures, consider the Complainant's wishes with respect to supportive measures, inform the Complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the Complainant the process for filing a formal complaint. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures. Any supportive measures provided to the Complainant or Respondent shall be maintained as confidential, to the extent that

maintaining such confidentiality will not impair the ability of the District to provide the supportive measures.

Emergency Removal: Subject to limitations and/or procedures imposed by State and/or Federal law, the Title IX Coordinator may remove a student Respondent from its education program or activity on an emergency basis after conducting an individualized safety and risk analysis. The purpose of the individualized safety and risk analysis is to determine whether the student Respondent poses an immediate threat to the physical health or safety of any student or other individual arising from the allegations of Sexual Harassment that justifies removal. If the District determines the student Respondent poses such a threat, it will so notify the student Respondent and the student Respondent will have an opportunity to challenge the decision immediately following the removal. In determining whether to impose emergency removal measures, the Title IX Coordinator shall consult related District policies, including Policy 8.31: Student Suspension and Policy 8.32: Student Expulsion.

If the Respondent is a non-student employee, the District may place the Respondent on administrative leave during the pendency of the grievance process. Such leave will typically be paid leave unless circumstances justify unpaid leave in compliance with legal requirements.

For all other Respondents, including other members of the School District community and Third Parties, the Board retains broad discretion to prohibit such persons from entering onto its school grounds and other properties at any time and for any reason, whether after receiving a report of sexual harassment or otherwise.

Formal Complaint of Sexual Harassment

A formal complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail, by using the contact information set forth above and by District Title IX website - https://mps.milwaukee.k12.wi.us/en/Families/Family_Services/Title-IX.htm . If a formal complaint involves allegations of sexual harassment by or involving the Title IX Coordinator, the Complainant should submit the formal complaint to the Deputy Title IX Coordinator for the limited purpose

of implementing the grievance process with respect to that formal complaint, and the Deputy Title IX Coordinator will then proceed with the grievance process with respect to that formal complaint.

The Complainant's wishes with respect to whether a formal complaint is filed will be respected unless the Title IX Coordinator determines that signing a formal complaint to initiate an investigation over the wishes of the complainant is not clearly unreasonable in light of the known circumstances.

When the Title IX Coordinator receives a formal complaint or signs a formal complaint, the District will follow its grievance process, as set forth herein. Specifically, the District will undertake an objective evaluation of all relevant evidence – including both inculpatory and exculpatory evidence – and provide that credibility determinations will not be based on a person's status as a Complainant, Respondent, or witness.

It is a violation of this policy for a Complainant(s), Respondent(s), and/or witness(es) to knowingly making false statements or knowingly submitting false information during the grievance process, including intentionally making a false report of sexual harassment or submitting a false formal complaint. The Board will not tolerate such conduct, which is a violation of the Student Code of Conduct under substantial disruption of the school environment and the Employee/Administrator Handbook.

The Respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.

Timeline

The District will seek to conclude the grievance process within ninety (90) calendar days of receipt of the formal complaint, followed by the appeal process which shall be processed in a timely manner.

If the Title IX Coordinator offers informal resolution processes, the informal resolution processes may not be used by the Complainant or Respondent to unduly delay the investigation and determination of responsibility. The timeline, however, may be

subject to a temporary delay of the grievance process or a limited extension for good cause with written notice to the Complainant and the Respondent of the delay or extension and the reasons for the action, except that any complaint covered by Policy 8.02: Student Anti-Sexual Harassment as well must comply with the timelines in that Policy, however, an investigation may still proceed as required under this Policy. Good cause may include considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; and the need for language assistance or an accommodation of disabilities. The Title IX Coordinator will provide the parties with reasonable updates on the status of the grievance process

Upon receipt of a formal complaint, the Title IX Coordinator will provide written notice of the following to the parties who are known:

A. Notice of the Board's grievance process, including any informal resolution processes;

B. Notice of the allegations of misconduct that potentially constitutes sexual harassment as defined in this policy, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include the identities of the parties involved in the incident if known, the conduct allegedly constituting sexual harassment, and the date and location of the alleged incident, if known. The written notice must:

1. include a statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility will be made at the conclusion of the grievance process;

2. inform the parties that they may have an advisor of their choice, who may be, but is not required to be, an attorney, and may inspect and review evidence;

3. inform the parties of any provision in the Student Code of Conduct, this policy, and/or Employee/Administrator Handbook that prohibits knowingly making false statements or knowingly submitting false information during the grievance process.

If during the course of the investigation, the investigator becomes aware of allegations about the Complainant or Respondent that are not included in the original notice provided to the parties, the investigator will notify the Title IX Coordinator and the Title IX Coordinator will decide whether the investigator should investigate the additional allegations; if the Title IX Coordinator decides to include the new allegations as part of the investigation, the Title IX Coordinator will provide notice of the additional allegations to the parties whose identities are known.

Dismissal of a Formal Complaint

The District shall investigate the allegations in a formal complaint *unless* the conduct alleged in the formal complaint:

A. would not constitute sexual harassment (as defined in this policy) even if proved;

B. did not occur in the District's education program or activity; or

C. did not occur against a person in the United States.

If one of the preceding circumstances exist, the Title IX Coordinator *shall* dismiss the formal complaint. If the Title IX Coordinator dismisses the formal complaint due to one of the preceding reasons, the District may still investigate and take action with respect to such alleged misconduct pursuant to another provision of an applicable code of conduct, Board policy, and/or Employee/Administrator Handbook.

The Title IX Coordinator *may* dismiss a formal complaint, or any allegations therein, if at any time during the investigation:

A. a Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the formal complaint or any allegations therein;

B. the Respondent is no longer enrolled in the District or employed by the Board;

or

C. specific circumstances prevent the District from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

If the Title IX Coordinator dismisses a formal complaint or allegations therein, the Title IX Coordinator must promptly send written notice of the dismissal and the reason(s) therefor simultaneously to the parties.

Consolidation of Formal Complaints

The Title IX Coordinator may consolidate formal complaints as to allegations of sexual harassment against more than one (1) Respondent, or by more than one (1) Complainant against one (1) or more Respondents, or by one (1) party against the other party, where the allegations of sexual harassment arise out of the same facts or circumstances.

Where a grievance process involves more than one (1) Complainant or more than one (1) Respondent, references in this policy to the singular “party,” “Complainant,” or “Respondent” include the plural, as applicable.

Informal Resolution Process

Under no circumstances shall a Complainant be required as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right, to waive any right to an investigation and adjudication of a formal complaint of sexual harassment. Similarly, no party shall be required to participate in an informal resolution process.

If a formal complaint is filed, the Title IX Coordinator may offer to the parties an informal resolution process. If the parties mutually agree to participate in the informal resolution process, the Title IX Coordinator shall designate a trained individual to facilitate an informal resolution process, such as mediation, that does not involve a full investigation and adjudication. The informal resolution process may be used at any time prior to the decision-maker(s) reaching a determination regarding responsibility.

If the Title IX Coordinator is going to propose an informal resolution process, the Title IX Coordinator shall provide to the parties a written notice disclosing:

- A. the allegations;
- B. the requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations; and
- C. any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.

Any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the Formal Complaint.

Before commencing the informal resolution process, the Title IX Coordinator shall obtain from the parties their voluntary, written consent to the informal resolution process.

During the pendency of the informal resolution process, the investigation and adjudication processes that would otherwise occur are stayed and all related deadlines are suspended.

The informal resolution process is not available to resolve allegations that a Board employee or another adult member of the School District community or Third Party sexually harassed a student.

The informal resolution process is not available to resolve allegations involving a sexual assault involving a student Complainant and a student Respondent.

Investigation of a Formal Complaint of Sexual Harassment

In conducting the investigation of a formal complaint and throughout the grievance process, the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility is on the District, not the parties.

In making the determination of responsibility, the decision-maker(s) is (are) directed to use the preponderance of the evidence standard. The decision-maker(s) is charged with considering the totality of all available evidence, from all relevant sources.

The District is not permitted to access, consider, disclose, or otherwise use a party’s records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional’s or paraprofessional’s capacity or assisting in that capacity, and which are made and

maintained in connection with the provision of treatment to the party, unless the party provides the District with voluntary, written consent to do so; if a student party is not an eligible student, the District must obtain the voluntary, written consent of a parent.

Similarly, the investigator(s) and decision-maker(s) may not require, allow, rely upon or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege in writing.

As part of the investigation, the parties have the right to:

A. present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence; and

B. have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney. The District may not limit the choice or presence of an advisor for either the Complainant or Respondent in any meeting or grievance proceeding.

C. The District establishes the following restrictions, which apply equally to both parties, regarding the extent to which an advisor may participate in the proceedings.

Limit the advisor from:

1. questioning the other party,
2. answering questions on behalf of any party, and
3. disrupting the investigation process.

Neither party shall be restricted in their ability to discuss the allegations under investigation or to gather and present relevant evidence.

The District will provide to a party whose participation is invited or expected written notice of the date, time, location, participants, and purpose of all investigative interviews, or other meetings, with sufficient time for the party to prepare to participate. The investigator(s) and decision-maker(s) must provide a minimum of one day notice with respect to investigative interviews and other meetings.

Both parties shall have an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint, including the evidence upon which the District does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source so that each party can meaningfully respond to the evidence prior to the conclusion of the investigation.

Prior to completion of the investigative report, the Title IX Coordinator will send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties will have at least ten (10) calendar days to submit a written response, which the investigator will consider prior to completion of the investigative report.

At the conclusion of the investigation, the investigator shall create an investigative report that fairly summarizes relevant evidence and send the report to each party and the party's advisor, if any, for their review and written response. The investigator will send the investigative report in an electronic format or a hard copy, at least ten (10) calendar days prior to the decision-maker(s) issuing a determination regarding responsibility.

Determination of Responsibility

The Title IX Coordinator shall appoint a decision-maker(s) to issue a determination of responsibility. The decision-maker(s) cannot be the same person(s) as the Title IX Coordinator(s) or the investigator(s).

After the investigator sends the investigative report to the parties and the decision-maker(s), and before the decision-maker(s) reaches a determination regarding responsibility, the decision-maker(s) will afford each party the opportunity to submit written, relevant questions that a party wants asked of any party or witness, provide each party with the answers, and allow for additional, limited follow-up questions from each party. The decision-maker(s) must explain to the party proposing the question of any decision to exclude a question as not relevant.

Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

Determination regarding responsibility: The decision-maker(s) will issue a written determination regarding responsibility. To reach this determination, the decision-maker(s) must apply the preponderance of the evidence standard.

The written determination will include the following content:

A. Identification of the allegations potentially constituting sexual harassment pursuant to this policy;

B. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, [and] methods used to gather other evidence;

C. Findings of fact supporting the determination;

D. Conclusions regarding the application of the applicable code of conduct to the facts;

E. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the decision-maker(s) is recommending that the District impose on the Respondent(s) and whether remedies designed to restore or preserve equal access to the District's education program or activity should be provided by the District to the Complainant(s); and

F. The procedures and permissible bases for the Complainant(s) and Respondent(s) to appeal.

Disciplinary sanctions/consequences may be imposed on a student Respondent who is determined responsible for violating this policy (i.e., engaging in sexual harassment) including but not limited to:

A. Informal Discipline

1. changing of seating or location;
2. pre-school, lunchtime, after-school detention;
3. level one code of conduct.

B. Formal Discipline

1. suspension of bus riding/transportation privileges;
2. removal from co-curricular and/or extra-curricular activity(ies), including athletics;
3. emergency removal;
4. suspension for up to five (5) school days;
5. suspension for up to fifteen (15) consecutive school days if a notice of expulsion hearing has been sent;
6. suspension for up to ten (10) consecutive school days for each incident if the student is eligible for special education services under Chapter 115, Wis. Stats.;
7. expulsion;
8. permanent exclusion from co-curricular and/or extra-curricular activity(ies), including athletics or current class enrollment.

If the decision-maker(s) determines the student Respondent is responsible for violating this policy (i.e., engaging in Sexual Harassment), the decision-maker(s) will recommend appropriate remedies, including disciplinary sanctions/consequences. The Title IX Coordinator will notify the Superintendent of the recommended remedies, so an authorized administrator can consider the recommendation(s) and implement an appropriate remedy(ies) in compliance with Policy 8.31: Student Suspension and Policy 8.32: Student Expulsion.

Disciplinary sanctions/consequences may be imposed on an employee Respondent who is determined responsible for violating this policy including, but not limited to (i.e., engaging in Sexual Harassment):

A. oral or written warning;

- B. written reprimands;
- C. performance improvement plan;
- D. required counseling;
- E. required training or education;
- F. demotion;
- G. suspension with pay;
- H. suspension without pay;
- I. termination, and any other sanction authorized by any applicable Employee/Administrator Handbook.

If the decision-maker(s) determines the employee Respondent is responsible for violating this policy (i.e., engaging in sexual harassment), the decision-maker(s) will recommend appropriate remedies, including disciplinary sanctions/consequences. The Title IX Coordinator will notify the Superintendent of the recommended remedies, so an authorized administrator can consider the recommendation(s) and implement an appropriate remedy(ies) in compliance with applicable due process procedures, whether statutory or contractual. If the Superintendent is the Respondent, the Title IX Coordinator will notify the Board Attorney and the Board President of the recommended remedies for consideration and, if necessary and appropriate, implementation in compliance with applicable due process procedures, whether statutory or contractual.

The discipline of an employee will be implemented in accordance with Federal and State law, and Board policy.

The following disciplinary sanctions/consequences may be imposed on a non-student/non-employee member of the School District community or Third Party determined responsible for violating this policy (i.e., engaging in sexual harassment):

- A. oral or written warning;
- B. suspension or termination/ cancellation of the Board's contract with the Third Party vendor or contractor;
- C. mandatory monitoring of the Third Party while on school property and/or while working/interacting with students;
- D. restriction/prohibition on the Third Party's ability to be on school property; and
- E. any combination of the same.

If the decision-maker(s) determines the Third Party Respondent is responsible for violating this policy (i.e., engaging in sexual harassment), the decision-maker(s) will recommend appropriate remedies, including the imposition of sanctions. The Title IX Coordinator will notify the Superintendent of the recommended remedies so appropriate action can be taken.

The decision-maker(s) will provide the written determination to the Title IX Coordinator who will provide the written determination to the parties simultaneously.

In ultimately imposing a disciplinary sanction/consequence, the Superintendent (or the Board when the Superintendent is the Respondent) will consider the severity of the incident, previous disciplinary violations (if any), and any mitigating circumstances. If the Respondent is a member of the Board, that member of the Board shall be excluded from any determination regarding the imposition of a disciplinary sanction/consequence by the remaining Board members.

The District's resolution of a formal complaint ordinarily will not be impacted by the fact that criminal charges involving the same incident have been filed or that charges have been dismissed or reduced.

At any point in the grievance process, the Superintendent may involve local law enforcement and/or file criminal charges related to allegations of sexual harassment that involve a sexual assault.

The Title IX Coordinator is responsible for the effective implementation of any remedies.

Appeal

Both parties have the right to file an appeal from a determination regarding responsibility or from the Title IX Coordinator's dismissal of a formal complaint or any allegations therein, on the following bases:

A. Procedural irregularity that affected the outcome of the matter (e.g., material deviation from established procedures);

B. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and

C. The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant(s) or Respondent(s) that affected the outcome of the matter

The Complainant(s) may not challenge the ultimate disciplinary sanction/consequence that is imposed.

Any party wishing to appeal the decision-maker(s)'s determination of responsibility, or the Title IX Coordinator's dismissal of a formal complaint or any allegations therein, must submit a written appeal to the Title IX Coordinator within five (5) days after receipt of the decision-maker(s)'s determination of responsibility or the Title IX Coordinator's dismissal of a formal complaint or any allegations therein.

Nothing herein shall prevent the Superintendent (or the Board when the Superintendent is the Respondent) from implementing appropriate remedies, excluding disciplinary sanctions, while the appeal is pending.

As to all appeals, the Title IX Coordinator will notify the other party in writing when an appeal is filed and implement appeal procedures equally for both parties.

The decision-maker(s) for the appeal shall not be the same person(s) as the decision-maker(s) that reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator(s). The decision-maker(s) for the appeal shall not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant(s) or Respondent(s) and shall receive the same training as required of other decision-makers.

Both parties shall have a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome.

The parties' written statements in support of, or challenging, the determination of responsibility must be submitted within five (5) days after the Title IX Coordinator provides notice to the non-appealing party of the appeal.

The decision-maker(s) for the appeal shall issue a written decision describing the result of the appeal and the rationale for the result. The original decision-maker's(s') determination of responsibility will stand if the appeal request is not filed in a timely manner or the appealing party fails to show clear error and/or a compelling rationale for overturning or modifying the original determination. The written decision will be provided to the Title IX Coordinator who will provide it simultaneously to both parties. The written decision will be issued within five (5) days of when the parties' written statements were submitted.

The determination of responsibility associated with a formal complaint, including any recommendations for remedies/disciplinary sanctions, becomes final when the time for filing an appeal has passed or, if an appeal is filed, at the point when the decision-maker(s) for the appeal's decision is delivered to the Complainant and the Respondent. No further review beyond the appeal is permitted.

Retaliation

Neither the Board nor any other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX, its implementing regulations, or this policy, or because the individual made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation or proceeding under this policy. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX, its implementing regulations, or this policy, constitutes retaliation. Retaliation against a person for making a report of sexual harassment, filing a

formal complaint, or participating in an investigation is a serious violation of this policy that can result in the imposition of disciplinary sanctions/consequences and/or other appropriate remedies.

Complaints alleging retaliation may be filed according to the grievance process set forth above.

The exercise of rights protected under the First Amendment of the United States Constitution does not constitute retaliation prohibited under this policy.

Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding under this policy shall not constitute retaliation, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

Confidentiality

The District will keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any witness, except as may be permitted by the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g, or FERPA's regulations, and State law under 118.12, Wis. Stats., 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder (i.e., the District's obligation to maintain confidentiality shall not impair or otherwise affect the Complainant's and Respondent's receipt of the information to which they are entitled with respect to the investigative record and determination of responsibility).

Application of the First Amendment

The Board will construe and apply this policy consistent with the First Amendment to the U.S. Constitution. In no case will a Respondent be found to have committed Sexual Harassment based on expressive conduct that is protected by the First Amendment.

Training

The District's Title IX Coordinator, along with any investigator(s), decision-maker(s), or person(s) designated to facilitate an informal resolution process, must receive training on the definition of sexual harassment (as that term is used in this policy);

- A. the scope of the District's education program or activity;
- B. how to conduct an investigation and implement the grievance process, appeals and informal resolution processes, as applicable; and
- C. how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interests, and bias.

All Board employees will be trained concerning their legal obligation to report sexual harassment to the Title IX Coordinator. This training will include practical information about how to identify and report sexual harassment.

Recordkeeping

As part of its response to alleged violations of this policy, the District shall create, and maintain for a period of seven (7) calendar years, records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment. In each instance, the District shall document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the District's education program or activity. If the District does not provide a Complainant with supportive measures, then the District will document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain bases or measures does not limit the District in the future from providing additional explanations or detailing additional measures taken.

The District shall maintain for a period of seven (7) calendar years the following records pursuant to 19.21(6), Wis. Stats.:

A. Each sexual harassment investigation including any determination regarding responsibility, any disciplinary sanctions recommended and/or imposed on the Respondent(s), and any remedies provided to the Complainant(s) designed to restore or preserve equal access to the District’s education program or activity;

B. Any appeal and the result therefrom;

C. Any informal resolution and the result therefrom; and

D. All materials used to train Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process.

The District will make its training materials publicly available on its website.

Outside Appointments, Dual Appointments, and Delegations

The Board retains the discretion to appoint suitably qualified persons who are not Board employees to fulfill any function of the Board under this policy, including, but not limited to, Title IX Coordinator, investigator, decision-maker, decision-maker for appeals, facilitator of informal resolution processes, and advisor.

The Board also retains the discretion to appoint two (2) or more persons to jointly fulfill the role of Title IX Coordinator, investigator, decision-maker, decision-maker for appeals, facilitator of informal resolution processes, and advisor.

The Superintendent may delegate functions assigned to a specific Board employee under this policy, including but not limited to the functions assigned to the Title IX Coordinator, investigator, decision-maker, decision-maker for appeals, facilitator of informal resolution processes, and advisor, to any suitably qualified individual and such delegation, may be rescinded by the Superintendent at any time.

Discretion in Application

The Board retains the discretion to interpret and apply this policy in a manner that is not clearly unreasonable, even if the Board’s interpretation or application differs from the interpretation of any specific Complainant and/or Respondent.

Despite the Board’s reasonable efforts to anticipate all eventualities in drafting this policy, it is possible unanticipated or extraordinary circumstances may not be specifically or reasonably addressed by the express policy language, in which case

the Board retains the discretion to respond to the unanticipated or extraordinary circumstance in a way that is not clearly unreasonable.

The provisions of this policy are not contractual in nature, whether in their own right or as part of any other express or implied contract. Accordingly, the Board retains the discretion to revise this policy at any time, and for any reason. The Board may apply policy revisions to an active case provided that doing so is not clearly unreasonable.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 8.02 - Student Anti-sexual Harassment

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will update the policies.

Committee’s Recommendation

Your Committee recommends that the Board approve revisions to Administrative Policy 8.02 nondiscrimination on the basis of sex in education programs or activities as presented in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees’ reports.

* * * * *

(Item 5) Report on Policy Review Project**Background**

In August 2023, the Board directed the Office of Board Governance, with the Administration and the Office of Accountability and Efficiency, to bring to the Board a comprehensive plan for policy review. This review work is ongoing, in partnership with NEOLA. Policies recommended for adoption, modification, or rescission will be brought to the Committee on Legislation, Rules and Policies for its consideration.

March 18, 2025

Your Committee reports having considered the first draft of polices in Section 0000, Board Bylaws, and makes the following recommendations:

Policy	Policy Title	Mtg Date	Recommendation
0111	NAME	3/18/2025	Adopt as presented
0112	PURPOSE	3/18/2025	Adopt as presented
0114	CLASSIFICATION	3/18/2025	Adopt as presented
0115	ADDRESS	3/18/2025	Adopt as presented
0121	AUTHORITY OF THE BOARD	3/18/2025	Adopt as presented
0122	BOARD POWERS	3/18/2025	Adopt as presented
0131.1	BOARD BYLAWS AND BOARD POLICIES	3/18/2025	Adopt as presented
0132.1	SELECTION OF EXECUTIVE OFFICERS	3/18/2025	Adopt as presented
0132.2	ADMINISTRATIVE GUIDELINES	3/18/2025	Adopt as presented
0133	JUDICIAL	3/18/2025	Adopt as presented
0133.1	BOARD LEVEL APPEALS OF EMPLOYEE DISCIPLINE HEARINGS	3/18/2025	Adopt as presented
0141	NUMBER	3/18/2025	Adopt as presented
0142.1	ELECTORAL PROCESS	3/18/2025	Adopt as presented
0142.2	QUALIFICATIONS FOR ELECTION TO THE BOARD	3/18/2025	Hold. Policy team to seek guidance as to who is responsible for verifying residency.
0142.3	TERM	3/18/2025	Adopt as presented
0142.4	OATH	3/18/2025	Adopt as presented
0142.5	VACANCIES	3/18/2025	Hold. Policy team to seek legal guidance as to what “satisfactory reason” is and whether it is prudent to add the rest of Wis. Stat. 119.10(5)
0142.6	RECALL/REMOVAL	3/18/2025	Adopt as presented
0142.7	ORIENTATION	3/18/2025	Hold for possible modifications, based on new board member feedback.
0143	AUTHORITY OF INDIVIDUAL BOARD MEMBERS	3/18/2025	Adopt as presented
0143.1	PUBLIC EXPRESSION OF BOARD MEMBERS	3/18/2025	Adopt as presented

0143.2	BOARD MEMBER INFORMATION REQUESTS	3/18/2025	Adopt as presented
0144.1	BOARD COMPENSATION	3/18/2025	Adopt as presented
0144.3	BOARD MEMBER CONFLICT OF INTEREST	3/18/2025	Adopt as presented
0144.4	INDEMNIFICATION	3/18/2025	Adopt as presented
0144.51	BOARD MEMBER CENSURE	3/18/2025	Adopt as presented
0144.52	PROCEDURES TO CENSURE OR REMOVE A BOARD MEMBER	3/18/2025	Adopt as presented
0144.6	BOARD MEMBER CODE OF ETHICS	3/18/2025	Adopt as presented
0144.7	LEGISLATIVE REPRESENTATION	3/18/2025	Adopt as presented
0145	BOARD MEMBER ANTI-HARASSMENT	3/18/2025	Adopt as presented
0151.1	ANNUAL ORGANIZATIONAL MEETING	3/18/2025	Adopt as presented
0155	COMMITTEES	3/18/2025	Adopt as presented
0155.1	COMMITTEE MEETINGS	3/18/2025	Adopt as presented
0155.2	COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT	3/18/2025	Hold for further discussion.
0155.3	COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION	3/18/2025	Hold for further discussion.
0155.4	COMMITTEE ON STRATEGIC PLANNING AND BUDGET	3/18/2025	Hold for further discussion.
0155.5	COMMITTEE ON LEGISLATION, RULES, AND POLICIES	3/18/2025	Hold for further discussion.
0155.6	COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL	3/18/2025	Hold for further discussion.
0155.7	BOARD ADVISORY COMMITTEES	3/18/2025	Hold. Governance to provide information on which advisory committees currently exist. Policy should state how a committee is dissolved when no longer needed.
0161	PARLIAMENTARY AUTHORITY	3/18/2025	Adopt as presented
0162	QUORUM	3/18/2025	Adopt as presented
0163	PRESIDING OFFICER	3/18/2025	Adopt as presented
0164	MEETINGS	3/18/2025	Adopt as presented
0164.1	VIRTUAL MEETINGS	3/18/2025	Adopt as presented
0164.2	MEETING BROADCAST AND RECORDING	3/18/2025	Adopt as presented
0166	MEETING AGENDAS AND REPORTS	3/18/2025	Adopt as presented
0167.1	VOTING	3/18/2025	Adopt as presented
0167.2	CLOSED SESSION	3/18/2025	Adopt as presented

0167.3	PUBLIC COMMENT AT BOARD/COMMITTEE MEETINGS	3/18/2025	Adopt as recommended, with an additional modification, “no interviews are conducted in the meeting room while the body is in session, <u>including when the body is in a closed session.</u> Members of the media may not...”
0167.5	USE OF ELECTRONIC MAIL	3/18/2025	Adopt as presented
0167.6	E-MAIL - PUBLIC RECORDS	3/18/2025	Adopt as presented
0167.7	USE OF PERSONAL COMMUNICATION DEVICES	3/18/2025	Adopt as presented
0168.1	MEETING MINUTES AND PROCEEDINGS OF THE BOARD	3/18/2025	Adopt as presented
0171.1	PRESIDENT - POWERS AND DUTIES	3/18/2025	Adopt as presented
0171.2	VICE-PRESIDENT - POWERS AND DUTIES	3/18/2025	Adopt as presented
0172	LEGAL COUNSEL	3/18/2025	Adopt as drafted but include the language adopted in Item 3 of the March 2025 LRP agenda.
0173	INDEPENDENT FINANCIAL AUDITOR	3/18/2025	Adopt as presented
0174.1	ANNUAL REPORT	3/18/2025	Adopt as presented
0175	ASSOCIATION MEMBERSHIPS	3/18/2025	Adopt as presented
0175.1	TRAVEL	3/18/2025	Hold for further development.

May 22, 2025

Your Committee reports having considered the first draft of polices in Section 9000, Community Relations and Recreation, and makes the following recommendations:

		Mtg Date	Recommendation
9110	PARENT EMPOWERMENT	5/22/2025	Adopt, but change the word “commit” to “shall” throughout
9120	PUBLIC INFORMATION PROGRAM	5/22/2025	Adopt as presented
9121	SPORTS AND SPECIAL EVENTS NEWS COVERAGE	5/22/2025	Hold. Consider whether reference to livestreaming can/should be added.
9130	PUBLIC REQUESTS, SUGGESTIONS, OR COMPLAINTS	5/22/2025	Hold. Team to consider the language around instructional material.
9140.01	ADMINISTRATION-ORIGINATED ADVISORY COMMITTEES	5/22/2025	Adopt as presented
9141	SCHOOL ENGAGEMENT COUNCILS	5/22/2025	Hold. Administration to consult with PACE and bring back recommendations for a specific month in which monitoring report is to be presented.

9142	COMMUNITY INVOLVEMENT IN DECISION MAKING	5/22/2025	Adopt as presented
9150	SCHOOL VISITORS	5/22/2025	Hold. Bring clarification to the Committee relative to the extent to which sex offenders who are parents must be allowed into buildings.
9151	USE OF CAMERAS AND OTHER RECORDING DEVICES IN LOCKER ROOMS	5/22/2025	Hold. Bring back more information on the extent to which we <i>must</i> allow recording devices in locker rooms.
9160	PUBLIC ATTENDANCE AT SCHOOL EVENTS	5/22/2025	Adopt as presented
9211	DISTRICT-SUPPORT ORGANIZATIONS	5/22/2025	Adopt as presented
9250	RELATIONS WITH PARENTS	5/22/2025	Adopt as presented
9270	HOME-BASED, PRIVATE, OR TRIBAL SCHOOLING	5/22/2025	Adopt as presented
9500	RELATIONS WITH EDUCATIONAL INSTITUTIONS AND ORGANIZATIONS	5/22/2025	Adopt as presented
9501	CHARTER SCHOOLS	5/22/2025	Hold until after May 2025 charter retreat.
9555	PARTNERSHIPS WITH BUSINESS	5/22/2025	Adopt as presented
9600	STAFF/STUDENT PARTICIPATION IN COMMUNITY EVENTS	5/22/2025	Adopt as presented
9700	RELATIONS WITH NON-SCHOOL AFFILIATED GROUPS	5/22/2025	Adopt as presented
9700.01	ADVERTISING AND COMMERCIAL ACTIVITIES	5/22/2025	Adopt as presented
9700.02	PUBLIC SOLICITATIONS IN THE SCHOOLS	5/22/2025	Adopt as presented
9800	HIGH SCHOOL DIPLOMAS TO VETERANS	5/22/2025	Adopt as presented
9800.01	VETERANS AS CLASSROOM VOLUNTEERS	5/22/2025	Hold. Clarify whether we must have this policy. If yes, modify language to clarify that veterans are subject to the same requirements as all other volunteers.

Your Committee further reports reconsidering policies from Section 0000, with the following recommendations:

0142.7	ORIENTATION	5/22/2025	Adopt the revised draft but modify “Senior Director” to say “Senior
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			Director, <u>Office of Accountability and Efficiency.</u>
0175.1	TRAVEL	3/18/2025	Adopt the revised draft.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
 Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

1.11 - Amendments to the Rules

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

The recommendations of the Committee on Legislation, Rules and Policies will advance to the Board where they will be held to the call of the Chair. Upon completion of the review, the entire policy manual will be brought to the Board for final adoption and enactment.

Committee’s Recommendation

Your Committee has presented the attached summary report of its activities related to this project to-date.

Director O’Halloran moved to hold this report to the call of the Chair. The motion passed, the vote being as follows:

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

Noes — None.

* * * * *

COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Siemsen presented the following report for the Committee on Student Achievement and School Innovation:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Student Achievement and School Innovation presents the following report:

(Item 1) Report with Possible Action Regarding Art Education

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

At its January 2020 meeting, the Milwaukee Board of School Directors referred Communication 1920C-004 regarding a proposed art education policy to the Administration for follow-up.

In alignment with the Board's direction, an advisory committee was formed to develop Administrative Policy 7.45: Art Education. The committee included MPS art educators, MTEA, Board members, and the Offices of Academics, Accountability and Efficiency, Board Governance, Finance and School Administration. As a result of the advisory committee's work, Administrative Policy 7.45: Art Education was adopted by the Board in May 2020.

The policy includes twice-yearly updates by the Administration relative to the progress in implementing the policy as well as next steps. The attached presentation provides an overview of the progress and next steps related to implementation of Administrative Policy 7.45: Art Education.

Visual Art School Staffing

2024-25

- 148 art positions filled with arts educators
- 14 art vacancies filled with board-approved vendors
- 5 art vacancies
 - 3 high school
 - 1 middle school
 - 1 elementary school

2025-26 Projection

- 152 art positions filled with arts educators
- Art vacancies at 9 schools
 - 6 FTEs

Visual Arts District Staffing

Two visual art teacher leaders:

- Provided professional development during district designated days
- Led curriculum development K–12
- Responded to principals' support requests across the district
- Provided weekly student-centered coaching to all visual art teachers in years 0–3:
 - o Educators new to teaching
 - o Educators new to the district
 - o Educators new to their grade level
 - o International teachers

Two visual art teacher leaders:

- Provided professional development during district designated days
- Led curriculum development K–12
- Responded to principals' support requests across the district
- Provided weekly student-centered coaching to all visual art teachers in years 0–3:
 - o Educators new to teaching
 - o Educators new to the district
 - o Educators new to their grade level
 - o International teachers

Visual Arts and Ambitious Instruction

Visual art teacher leaders completed over 153 walk-throughs using the district-adopted tool.

Explicit Instruction – Aligning instruction to grade-level standards:

- 18.56% exceeding expectations
- 65.98% meeting expectations
- 12.37% developing

Formative Practices – Eliciting and gathering evidence of student learning:

- 1.96% exceeding expectations
- 35.29% meeting expectations
- 47.06% developing

Engagement – providing opportunities for student choice:

- 6.58% exceeding expectations
- 51.97% meeting expectations
- 31.58% developing

Visual Art Student Opportunities

Participation in contests and community events:

- Fire prevention
- MLK Art Contest
- Spelling bee T-shirt design
- STEAM Fair buttons
- Museum of Wisconsin Art Teen Exhibition
- Cesar Chavez Art Contest
- State Fair Youth Art Awards
- International Folk Fair murals

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.45 - Art Education

Fiscal Impact Statement

N/A

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(Item 2) Report with Possible Action Regarding Music Education

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

At its August 2019 meeting, the Milwaukee Board of School Directors referred Communication 1920C-001 regarding a proposed music education policy to the Administration for follow-up.

In alignment with the Board’s direction, an advisory committee was formed to develop Administrative Policy 7.44: Music Education. The committee included members of the MPS Administration, the Office of Board Governance, the Office of Accountability and Efficiency, MPS music teachers, the Milwaukee Teachers’ Education Association, music providers such as the Wisconsin Conservatory of Music, and Board members. The advisory committee collaborated in finalizing Administrative Policy 7.44: Music Education, which the Board adopted in November 2019.

The policy includes twice-yearly (October and May) updates by the Administration relative to the progress in implementing the policy as well as next steps. The attached presentation provides an overview of the progress and next steps related to implementation of Administrative Policy 7.44: Music Education.

Music School Staffing: 2024–25

Total of 133 music staff:

- 105 classroom teachers serving 95 schools
- 24 traveling music teachers serving 54 schools
- 2 music teacher leaders coaching 11 new teachers
- 2 instrument specialists serving all schools

Music vacancies as of 5/15/25:

- 6 full-time
- 35 part-time

District Music Team and Student Opportunities

Two music teacher leaders:

- Supported 11 new teachers with weekly coaching

- Visited 40+ veteran teachers to check in
 - Conducted 227 district walk-throughs
- Two instrument specialists:
- Fulfilled 534 requests for instruments, equipment, and supplies
 - Fulfilled 296 book orders
 - Fulfilled 135 music library requests
 - Assembled new music stands, chairs, risers, and racks to hold them
 - Maintained district inventory of over 7,000 instruments for distribution, cleaning, and repair
 - Battle of the Drum Lines - December 13, 2025 at Rufus King
 - WSMA Solo and Ensemble – Contest February 28, 2026 at MHSA
 - 51st MPS Biennial Music – Festival May 6 and 7, 2026 at UWM Panther Arena

2025–26: Future Music Highlights

- Traveling music will increase from 282 hours in 2024–25 to 425 hours in 2025–26.
- Reagan will be starting a marching band.
- Pulaski is adding choir and music technology (they already have band and piano).
- South Division added a second music position.
- Rufus King High School is building a shared visual art/music technology lab.
- Milwaukee High School of the Arts is building an upgraded piano lab and jazz room.
- Saturday lessons will now offer all-city indoor percussion.

Music and Ambitious Instruction

Aligning instruction to grade-level standards

- 27.94% - Developing (some instruction aligns to standards)
- 2.45% - No Evidence/Needs Support
- 1.47% - Exceeds expectations
- 68.14% - Meets Expectations

Feeder Pattern Study: Aligned

- 86.5% language immersion schools
- 13.5% neighborhood schools
- General music is offered in each K–grade 5 feeder school:
 - Robust programs with experienced, long-term teachers
- The Milwaukee School of Languages high school feeds itself:
 - Band, orchestra, choir, and music technology are offered in grades 6–12

Needs Alignment: Arts Schools Proposal

Currently, no arts feeder school offers a complete arts program.

- 36.4% arts schools
- 63.6% other schools
- Missing art areas in feeder schools, fewer established music programs

Proposed solution:

Funding from the 2020 referendum could

- add dance at Elm;
- merge Roosevelt and Lincoln and provide a complete arts program in one building;
- provide additional supports for dance, theater, and music at Parkside and ALBA;
- provide additional supports for the musicals at Kluge, Manitoba, and Sherman.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.44 - Music Education

Fiscal Impact Statement

N/A

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(Item 3) Action on Request to Approve Submission of Contracts for the Achievement Gap Reduction Program

Background

The Achievement Gap Reduction (AGR) program was authorized in 2015 after State legislation passed Wisconsin Acts 53 and 71. Currently, MPS has sixty-three traditional schools and one non-instrumentality charter school that participate in the AGR program.

The purpose of AGR is to improve academic achievement and decrease achievement gaps in the areas of reading and mathematics through the implementation of one or more of the approved school improvement strategies.

Milwaukee Public Schools leverages the following strategies when implementing this program:

- a. Maintenance of 18:1 or 30:2 classroom ratios in five-year-old-kindergarten (K5) and provision of professional development in small group instruction; and,
- b. Instructional coaching for teachers provided by a licensed teacher in grades K5 through 3rd.

All school districts that participate in the AGR program are to submit a five-year-contract to the Department of Public Instruction by June 15, 2025.

The proposed contracts are attached to the minutes of your Committee’s meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

The AGR program provides state aid of \$2,578.97 per low-income pupil. The proposed FY26 MPS budget includes the AGR funding expected to be generated from the 64 schools.

Implementation and Assessment Plan

Upon the Board's approval, the sixty-four contracts will be electronically submitted and an official copy of the Board's action approving the submission of the AGR contracts will be forwarded to the Department of Public Instruction.

Committee’s Recommendation

Your Committee recommends approval of the submission of the 2025-2030 Achievement Gap Reduction program applications to the Department of Public Instruction.

Approved with the roll call vote to approve the balance of the Committees’ reports.

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

There were no delegate reports for this month.

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(Item 2) Monthly Report of the President of the Milwaukee Board of School Directors

Submitted by President Missy Zombor

432To 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 April and May 2025 included the following:

Academic Achievement

Ag-Ventures at Vincent High School: It was a joy to visit Vincent High School's annual Ag-Ventures program. This program continues to be a bright spot for our district. Many thanks to the educators and partners who make this program possible.

Expanding Reading Initiatives: I had a discussion with JoAnne Anton exploring ways to support literacy development for all our students.

Student, Family and Community Engagement

Enhancing Student Voice in Decision-Making: I'm excited for Dr. Cassellius' support to empower student voice within Milwaukee Public Schools. Mr. David Valdez, our Alumni and Student Engagement Associate, is facilitating input from the Superintendent's Student Advisory Council (SSAC) on Administrative Policy 8.18, which addresses Student Involvement in Decision Making. Our hope is to reaffirm or revise this policy at an upcoming LRP meeting to ensure students have a consistent, non-voting seat on the Board. This will allow the SSAC to select their Board Representative(s) by the September Board cycle.

Panel Discussion on Education Funding: I participated in a panel on education funding, alongside State Representatives Angelina Cruz and Darrin Madison, State Senator Chris Larson, and MPS Legislative Policy Manager Chris Thiel. Hosted by Amanda Seppanen from Sustainable Formations, we answered questions regarding the current state budget process, public school funding, potential federal policy shifts, and how everyone can collectively support students and families.

Media Engagement: I spoke with local media outlets, including the Milwaukee Journal Sentinel and Shepherd Express, to discuss the district's ongoing efforts to ensure lead-safe schools for all our students and staff.

May Day: I joined Voces de la Frontera's May Day march with MPS students to reaffirm Milwaukee Public Schools' (MPS) dedication to our Safe Haven resolution.

Wick Field Grand Reopening: I attended the grand reopening of the beautiful new Wick Field.

Parent Coordinator Gala: Congratulations to Mrs. Bama Grice, who was recognized as the MPS Parent Coordinator of the Year.

MPS Foundation Event: It was a pleasure to attend the MPS Foundation event to welcome Dr. Cassellius.

Effective and Efficient Operations

Lead Safety in Schools: I met with Milwaukee Commissioner of Health, Dr. Michael Totoraitis, and Deputy Commissioner of MHD's Environmental Health Division, Tyler Weber to discuss the resolution for lead safety policies and procedures, and monitoring progress on the Lead Action Plan.

School Secretaries: It was wonderful to connect with the school secretaries at their AFSCME meeting.

MPS Sustainability Planning: Vice President Herndon and I participated in the "State of Sustainability at MPS: Writing the Roadmap for Green and Healthy Schools" focus groups. These sessions brought together MPS staff and partners to collaborate on developing a comprehensive MPS Sustainability Action Plan. There will be more to come from that team in the coming months. It's truly exciting work.

Board Governance Training: I discussed Board Governance training options with Dr. Owen Moore and Dr. Cassellius to strengthen our leadership and decision-making processes. I plan to bring forward a recommendation in the near future for the Board to consider.

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UNFINISHED BUSINESS

(Item 1) Designation of the Board's Representative to the Library Board

Background

Board Rule 1.17(6) prescribes that "[t]he President is a member ex officio of the Library Board as of his/her election to the presidency. If he/she advises the Board that he/she elects not to serve as a member ex officio of the Library Board, the Board shall at the next regular meeting by roll-call vote elect one of its other members to serve as a member ex officio of the Library Board."

At the April 22, 2025, Organizational Meeting, President Zombor advised that she did not wish to serve as delegate. Pursuant to Board Rule 1.17(6), this item has been held.

Fiscal Impact Statement

No fiscal impact.

Statute, Administrative Policy, or Board Rule Statement

1.28 - Board Memberships

Recommendation

That the Board determine its delegate to the Milwaukee Library Board of Trustees.

Being the only nominee, Director Jackson was designated as the delegate by unanimous consent.

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COMMUNICATIONS AND PETITIONS

As was stated in the notice, the Board gave hearing on the following communication:

(Item 1) Public Hearing on Communication 2526C-001 on Milwaukee Italian Immersion School

Background

At its April 22, 2025, meeting, Communication 2526C-001 was introduced. The communication concerns the Italian Immersion School.

April 14, 2025

Dear Dr. Owen-Moore:

By way of this communication, I am formally requesting on behalf of staff, students, families, and community members that a public hearing be scheduled no later than the May 2025 monthly meeting of the Milwaukee Board of School Directors regarding the MPS Italian Immersion School, established in 2006. This request is being made in accordance with Governance Policy 2.06 of the Milwaukee Board of School Directors.

Specifically, the community is requesting the opportunity to give public testimony regarding:

- The MPS administration's proposed change in programming to the MPS Italian Immersion School originally established via the Milwaukee Board of School Directors' action; and,
- A suggested location change for the existing MPS Italian Immersion School to continue the rich immersion tradition MPS is known for and contribute to increased district enrollment.

It is important that the requested public hearing take place before any changes are made to the program for the 2025-26 school year. It is also important that the public hearing be noticed for public testimony so that the community's viewpoints are heard regarding the continuation of the program as an immersion program as opposed to transitioning to a world language program as suggested by the administration.

Thank you in advance Dr. Owen-Moore! Should you have any questions regarding my formal request for a public hearing with the chance for members of the community to give public testimony no later than the May 2025 full Board meeting, please do not hesitate to contact me.

Sincerely,
Gina Jorgensen

The Board will give public hearing on the communication. This item is strictly to hear from the public on possible changes to the school for the upcoming 2025-26 school year. No action or discussion will take place.

The Board gave hearing on the above matter.

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RESOLUTIONS

Resolution 2526R-002

By Director Jackson

WHEREAS, Milwaukee Public Schools is committed to providing a high-quality education to all students, ensuring that every student has the opportunity to succeed regardless of their race, background, or zip code; and

WHEREAS, Milwaukee Public Schools has long been a central institution in Milwaukee's African American community, serving as a focal point for educational and cultural development; and

WHEREAS, Milwaukee Public Schools has the highest percentage of Black students among Wisconsin's major urban school districts. Approximately 49% of MPS students identify as Black, making it a significant point of reference when discussing racial demographics in Wisconsin education; and

WHEREAS, Black students in Milwaukee Public Schools are a significant and vibrant portion of the student body, contributing richly to the cultural and academic fabric of the MPS district; and

WHEREAS, Acknowledging and celebrating the achievements, cultures, and histories of Black students is essential to fostering a positive and inclusive school environment; and now, therefore be it

RESOLVED, That the Milwaukee Board of School Directors hereby adopts the following statement acknowledging the contributions of Black students to our schools:

"At Milwaukee Public Schools, we proudly serve and uplift the brilliance, resilience, and potential of the Black children in our community. We recognize the historical and systemic challenges that impact their journeys, and we are committed to creating a nurturing and empowering environment that honors their identities, celebrates their culture, and provides equitable opportunities for success. The Milwaukee Board of Directors stands with our children, families, and community to build pathways for excellence, leadership, and lasting change;"

and be it

FURTHER RESOLVED, That beginning the month following Board approval, and thereafter, at each official meeting of the Milwaukee Board of School Directors, the meeting shall include the acknowledgement of honoring the presence and power of Black students shall be read by the presiding officer; and, be it

FURTHER RESOLVED, That the acknowledgement of honoring the presence and power of Black students be used at appropriate Milwaukee Public School public gatherings, especially those that relate to place and culture.

Referred to the Committee on Parent and Community Engagement

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ITEMS DEFERRED

Having been previously deferred, the Board resumed consideration of an item from the Communications and Reports of the Board Clerk/Chief Officer, Office of Board Governance: Action on a Request to Retire to Closed Session to Confer with Legal counsel, with Respect to Pending or Probable Litigation Matters.

Director Siemsen moved to retire to closed session, pursuant to Wisconsin Statute 19.85(1)(g). The motion passed, the vote being as follows:

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

Noes — None.

The Board retire to closed session at 7:06 p.m.

The Board adjourned from closed session at 8:58 p.m.

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