

**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
OCTOBER 8, 2025**

Special meeting of the Board of School Directors called to order by President Zombor at 5:10 p.m.

Present — Directors Ferguson, Fons, Herndon, Reza, Siemsen (5:13 p.m.), Vannoy, and President Zombor — 7.  
Absent and Excused— Directors Jackson and O'Halloran - 2

The Board Clerk read the following call of the meeting:

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, for consideration of the following items of business:

SPECIAL BOARD MEETING  
5:00 P.M., TUESDAY, OCTOBER 7, 2025

1. Action on a Request to Approve Revisions to Administrative Policy 6.19  
Positions: Staff
2. Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation Matters
3. Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Crime Detection and Prevention

PUBLIC HEARING AND PUBLIC ACCESS

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

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

**(Item 1) Action on a Request to Approve Revisions to Administrative Policy 6.19  
Positions: Staff**

**Background**

Per Administrative Policy 2.11, the Board and its designee must review all policies, rules, and procedures every five years to ensure they remain coherent and aligned with the district's current mission. Policies may be reviewed and updated prior to the five-year cycle if necessary.

Administrative Policy 6.19  
Positions: Staff

- (1) All staff positions in the Milwaukee Public Schools shall be established only with the approval of the Board, except as follows:
  - (a) The school principal, who has responsibility for management of the school budget within budget limits for each fiscal year, shall have authority to create new positions during the course of the year to effectively staff schools according to ongoing needs with Superintendent or Human Resources approval. ~~The school shall assume the full cost of employee benefits for positions created after October 1st of the fiscal year.~~

- (b) The superintendent or his/her designee shall develop standard procedures for reporting the creation of new positions and shall maintain a list of authorized positions in each school and central office. New full-time-equivalent positions will be presented to the Board for approval as part of normal personnel actions.
- (c) Certificated staff positions, including non-represented staff, shall be established in accordance with applicable state statutes and Department of Public Instruction requirements.
- (d) Classified staff positions, including non-represented staff, shall be established in accordance with the requirements of the Board of City Service Commissioners, city civil service laws and rules, and the personnel statutes and ordinances governing city service employment.

(2) Before any new position is established, the superintendent shall present for the Board’s approval a job description setting forth the functions, duties, responsibilities, and qualifications of the position.

(3) The Board believes that the schools must be adequately staffed by competent personnel to achieve the educational objectives established for the schools. The Board, therefore, may from time to time approve staffing formulas which will create a sufficient number of positions to accomplish these objectives.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Admin Policy 6.01 - General Personnel Policies

**Fiscal Impact Statement**

No fiscal impact.

**Recommendation**

The Administration recommends adoption of the revisions as attached for Administrative Policy 6.19 Contracts, Employee Benefits, And Compensation Plans.

Director Siemsen moved to adopt the policy revisions as presented in the attachment. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Herndon, Siemsen, Vannoy, and President Zombor — 5.  
 Noes – Directors Fons and Reza – 2.

\* \* \* \* \*

Director Ferguson moved to consider the following three items in closed session, pursuant to Wisconsin Statutes 19.85(1)(c)(d) and (g). The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Reza, Siemsen, Vannoy, and President Zombor — 5.  
 Noes – None – 0.

The Board retired to closed session at 5:26 p.m. on the following items of business:

**(Item 2) 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.

**Strategic Plan Compatibility Statement**

---

Goal 3, Effective and Efficient Operations

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

---

1.18 - Legal Representation

**Recommendation**

---

That the Board consider this item in a closed session.

\* \* \* \* \*

**(Item 3) Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Crime Detection and Prevention**

**Background**

---

Pursuant to Wisconsin Statute 19.85(1)(d), the Board may retire to a closed session to consider crime prevention and detection strategy.

**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

**Recommendation**

---

That the Board consider this item in closed session.

\* \* \* \* \*

**(Item 4) Action on a Request to Retire to Closed Session to Consider Employment of an Employee Over Which the Board Has Jurisdiction and Exercises Responsibility**

**Background**

---

Pursuant to Wisconsin Statutes 19.85(1)(c)(f)(g), the Board may retire to closed session to consider the employment, promotion, compensation or performance evaluation data of an employee.

**Strategic Plan Compatibility Statement**

---

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

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

---

3.02 - Role of the Superintendent

**Recommendation**

---

That the Board consider this item in closed session.

The Board returned to open session at 7:03 p.m., whereupon director Ferguson moved to approve a settlement agreement on case 2024-CV-00357, as discussed in closed session. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Reza, Siemsen, Vannoy, and President Zombor — 5.  
Noes – None – 0.

The Board adjourned at 7:05 p.m.

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

**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
OCTOBER 23, 2025**

Special meeting of the Board of School Directors called to order by President Zombor at 7:30 p.m.

Present — Directors Fons, Herndon, Jackson, O'Halloran, Reza, Vannoy, and President Zombor —  
7.  
Absent and Excused— Directors Ferguson and Siemsen - 2.

The Board Clerk read the following call of the meeting:

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 Room 155 of the Central Services Building, 5225 W. Vliet Street, Milwaukee, WI.

**SPECIAL BOARD MEETING  
7:30 P.M., THURSDAY, OCTOBER 23, 2025**

The purpose of this meeting is to consider the employment of an employee over which the Board has jurisdiction and exercises responsibility and to receive advice from legal counsel on related pending or probable litigation.

**PUBLIC HEARING AND PUBLIC ACCESS**

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

This meeting will not be broadcast. The meeting may be accessed in person.

**EXECUTIVE SESSION**

The Board may retire to closed session to consider this item pursuant to Wisconsin Statutes 19.85(1)(c), (f), and (g).

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

**(Item 1) Action on a Request to Retire to Closed Session to Consider Employment of an Employee Over Which the Board Has Jurisdiction and Exercises Responsibility and to Receive Advice from Legal Counsel on Related Pending or Probable Litigation**

**Background**

---

Pursuant to Wisconsin Statutes 19.85(1)(c)(f)(g), the Board may retire to closed session to consider the employment, promotion, compensation or performance evaluation data of an employee and to receive advice from legal counsel with respect to related pending or probable litigation.

That the Board consider this item in closed session.

**Strategic Plan Compatibility Statement**

---

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

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

---

3.02 - Role of the Superintendent

Director Reza moved to retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(c)(f) and (g). The motion passed, the vote being as follows:

Ayes — Directors Fons, Herndon, Jackson, O'Halloran, Reza, Vannoy, and President Zombor — 7.  
Noes – None – 0.

The Board retired to closed session at 7:32 p.m. and adjourned from the closed session at 7:55 p.m.

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

**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
OCTOBER 28, 2025**

Special meeting of the Board of School Directors called to order by President Zombor at 5:43 p.m.

Present — Directors Fons, Herndon, Jackson (5:46 p.m.), 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:

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

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.

SPECIAL BOARD MEETING  
5:30 P.M., TUESDAY, OCTOBER 28, 2025

The purpose of this meeting is:

1. Action on a Request to Approve the 2025-2026 (FY26) Proposed Fall Budget Adjustments to the Adopted FY26 Budget

PUBLIC HEARING AND PUBLIC ACCESS

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

This meeting will held in person at the Central Services Building, 5225 W. Vliet Street, Milwaukee, Wisconsin. It 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>.

**(Item 1) Action on a Request to Approve the 2025-2026 (FY26) Proposed Fall Budget Adjustments to the Adopted FY26 Budget**

**Background**

The Wisconsin Department of Public Instruction (DPI) certified school districts' aid amounts on October 15, 2025. Since the institution of revenue limits, it has been routine to amend the District's annual budget at this point in the fiscal year in order to adjust projections to actual revenue and enrollment. These changes require adjustments to revenues and expenditures, as well as technical adjustments to the proposed 2025-26 budget as adopted by the Milwaukee Board of School Directors (Board) on June 24, 2025.

Below is a summary of the recommended fall changes to the budget adopted in October 2025, based on current data and the priorities established in the Board's three goals of academic achievement; student, family, and community engagement; and effective and efficient operations.

The full presentation and the 2025-26 School Allocation Worksheet are provided under separate cover. The final board-adopted budget resolution will be transmitted to the Common Council of the City of Milwaukee for adoption as prescribed by State Statutes, sections 119.46 and 119.48, prior to the adoption of the City's budget in November of 2025.

In accordance with Board Rule 1.14(3)(g), a recorded affirmative vote of two-thirds of the Board's membership will be necessary to request tax funds or the sale of bonds for the purpose of school construction.

**2025-26 Fall Adjustment Summary**

The following summary is presented to assist the Milwaukee Board of School Directors (Board) during its annual consideration and final approval of the budget for the 2025-26 school year, Fiscal Year 2026 (FY26) for the following funds:

- School Operations Fund
- School Nutrition
- Long-Term Capital Improvement Fund
- Milwaukee Recreation - Extension Fund
- Debt
- Construction

The changes listed below are adjustments to the budget adopted in June based on the current financial situation and district priorities.

The board delegates significant authority to school leaders to adjust their decentralized school budgets as necessary within allocated resources to react to changing needs. Similarly, the Board delegates authority to the administration to administer grant funds in accordance with the terms set by the grantor entity.

For central office budgets, the administration recommends as few changes as possible to the budget adopted by the Board in spring. The most consequential drivers of changes are enrollment reports required by the state as of the third Friday of the school year, and the announcement of state aid allocations on October 15. These factors are balanced against the available resources to adapt the district’s budgets.

**Executive Summary**

**Budget Change – Spring to Fall**

Object	2026 PB	2026 PB	2026 FA	2026 FA	Difference	Difference
	FTE	Budget (\$M)	FTE	Budget (\$M)	FTE	Budget (\$M)
Expenditure	9,608.3	\$1,549.0	9,554.2	\$1,589.9	-54.1	%40.9
Revenue	0.0	\$1,549.0	0.0	\$1,626.1	0.0	\$77.1

Footnote: The 2026 FA (Final Adopted) budget’s revenue is higher than expenditures due to the recommendation to increase tax lev support of the Extension fund. This is discussed in detail later in the document.

The Administration’s recommended adjustments to the 2025–26 budget, passed in June, adapts the district’s financial planning to account for fluctuations in enrollment and revenues. The recommended budget maintains the priorities established by the Superintendent and approved by the Board in the proposed budget:

- Academic achievement with a focus on improving literacy
- Safe and welcoming schools
- Operational efficiency

These priorities were maintained despite the structural financial challenges created by state funding continuing to lag inflation, limited reimbursement for Special Education services, and the state’s failure to increase state aid in its biennial state budget.

The process of determining school funding is complicated and dependent on complex formulas. While the district anticipates receiving approximately an additional \$20 million in Special Education reimbursement because of a state law change in the most recent biennial state budget, this approximately 1% increase does little to move the needle on the district’s overall financial position. This situation forces the need for reductions and efficiencies to better support the education of Milwaukee’s students.

The district continues to face significant capital and facilities challenges as it works to rightsize its facilities footprint. The long-term facilities planning proposes to continue investing in critical deferred maintenance projects. During the adoption of the district’s annual budget, the Board approved a budget for the Construction Trust Fund (Fund 46) to fund improvements to the district’s buildings.

The District continues to address lead-paint stabilization and remediation in its buildings. The Administration is requesting an adjustment to the Fund 46 budget to increase lead stabilization funding by \$19.1 million. This will allow work to continue through FY 26.

The remainder of this document will discuss in more detail the enrollment, revenues, revenue limit, and adjustments to the Superintendent’s Proposed Budget approved by the Board in June 2025.

**Enrollment**

The District’s 2025-2026 enrollment as of fall is a key driver of the need to adjust the budget in fall, and a major input into the District’s funding allocations from the state. The spring budget is based on estimated enrollment projects, and now the District must true up budgets to account for actual enrollment in its schools. The changes are for both financial and operational adjustments. The chart below shows a summary of the third Friday enrollment changes by category from fiscal year 2020 through fiscal year 2026. Enrollment listed is a head count and not a full-time equivalent (FTE). Head counts are used for calculating per-pupil revenue from the state.

From FY25 to FY26, Milwaukee Public Schools (MPS) enrollment dropped primarily due to a decrease in open enrollment and non-instrumentality charter school enrollment. The number of students attending MPS traditional schools decreased by 1,331, which is consistent with national demographic trends. Enrollment numbers for MPS are as follows:

	FY20	FY21	FY22	FY23	FY24	FY25	FY26
Elementary/K8	45,138	42,408					
Middle Schools	3,467	3,416	37,654	37,412	37,825	37,718	36,787
High Schools	16,517	16,771	2,891	2,627	2,175	2,102	2,132
Traditional	65,122	62,595	19,315	18,513	18,532	18,405	17,975
Alternative / Partnership / Contracted Schools	1,225	929	59,860	58,552	58,532	58,225	56,894
Non-Instrumentality Charters	8,331	8,302	944	900	896	812	926
Non-Traditional	9,556	9,231	7,786	7,574	7,163	6,887	6,675
			8,730	8,474	8,059	7,699	7,601
MPS Sites Total	74,678	71,826	68,590	67,026	66,591	65,924	64,495
% Change Year over Year		-3.8%	-4.5%	-2.3%	-0.6%	-1.0%	-2.2%

Footnote: Enrollment values are from September third Friday counts taken during the start of the Fiscal Year.

**Revenue Limit**

Revenue limits are another major input impacting the District’s budget and fall adjustment. The budget adopted in spring was based on an estimated revenue limit. The state of Wisconsin has determined it is appropriate to control school boards’ ability to raise revenues for educational purposes. This limitation requires districts’ combination of select revenues primarily including state equalization aid and tax levy revenues to remain below the annual revenue limit calculated by the Department of Public Instruction and the state’s revenue limit formula. This limit was increased by Milwaukee voters by \$140 million by referendum in spring 2024. This will continue to increase up to \$252 million by FY28. The Milwaukee Public Schools revenue limit for 2025–26 (FY26) is \$1,058,262,350.

The FY26 revenue limit is based on prior year revenues, expenditures, and three-year enrollment trends, including the district’s third Friday enrollment count. The state’s biennial budget for 2025-27 included a \$325 increase in the base per-pupil amount of the revenue limit in FY25 and FY26. The state’s (FY26 and FY27) biennial budget, however, did not increase general school aid.

It is important to note that it is nearly unprecedented that the state would not provide an annual increase to its allocation for Equalization Aid. This situation forces school districts around the state to make

the difficult decision of increasing local property taxes to maximize their revenue limits or forgoing potential revenue for the benefit of their students.

**Revenues Controlled by State Revenue Limits**

Source	2026 PB Budget (\$M)	2026 FA Budget (\$M)	Difference (\$M)	Percent Change
General Revenue	\$ 1,054.2	\$ 1,058.3	4.1	0.4%
General Equalization Aid	\$ 659.7	\$ 692.1	\$ 32.4	4.9%
Property Tax Levy	\$ 385.6	\$ 352.4	\$ (33.2)	-8.6%
Computer Aid	\$ 8.9	\$ 13.8	\$ 4.9	54.8%
Total	\$ 1,054.2	\$ 1,058.3	\$ 4.1	0.4%

**State Equalization Aid**

Equalization aid is provided by the state of Wisconsin using a complicated formula partly based on prior year expenditures. The budget adopted in the spring is built on estimates, and the change in aid is a driver of the need to adjust the District’s budgets in fall. For the 2025–26 school year, Milwaukee Public Schools was allocated \$692,065,625 in state aid. This amount, announced by the Department of Public Instruction on October 15, 2025, was \$32,383,494 more than the \$659,682,131 anticipated in the FY26 preliminary budget approved by the Board.

**Property Tax Levy by Fund**

A portion of the property taxes collected by the City of Milwaukee supports Milwaukee Public Schools. The amount is set by the Board and must be adjusted in the fall after receiving the final aid allocation from the state. The Administration recommends levying up to the District’s revenue limit. This will maximize the funds available for Milwaukee’s students. Based on the budget adopted by the Board in June 2025 and the adjustments listed in this Board item, the MPS all-fund tax levy for FY26 will be \$427,047,593. This amount supports the district’s School Operations Fund, Debt Fund, and Extension Fund as shown below.

The chart below shows a summary of the tax levy changes by fund between the FY26 Proposed budget and the recommended adjusted budget.

**Property Tax Lev by Budget Fund – Comparison to Spring**

Budget Fund Group	2026 PB Budget (\$M)	2026 FA Budget (\$M)	Difference (\$M)	Percent Change
School Operations	\$ 378.1	\$ 325.1	\$ 53.0	-14.0%
Debt	\$ 7.5	\$ 27.3	\$ 19.8	264.0%
MKE Rec - Extension	\$ 38.4	\$ 74.6	\$ 36.2	94.2%
Total	\$ 424.0	\$ 427.0	\$ 3.0	0.7%

**Expenditures by Fund**

The table below shows expenditure budgets for each MPS fund. The following sections discuss the detailed adjustment for each fund — excluding school-based adjustments.

**Budget Change by Budget Fund – Spring to Fall**

Budget Fund Group	2026 PB Budget (\$M)	2026 FA Budget (\$M)	Difference (\$M)	Percent Change
School Operations	\$ 1,212.9	\$ 1,216.1	\$ 3.2	0.3%
Grants - Categorical Aid	\$ 175.7	\$ 189.2	\$ 13.5	7.7%
School Nutrition	\$ 62.7	\$ 62.7	\$ -	0.0%
Long-Term Capital Improvement	\$ 27.8	\$ 52.1	\$ 24.3	87.5%
Trust				
MKE Rec - Extension	\$ 39.4	\$ 39.4	\$ -	0.0%
Debt	\$ 27.8	\$ 27.8	\$ -	0.0%
Construction	\$ 2.7	\$ 2.7	\$ -	0.0%
Total	\$ 1,549.0	\$ 1,589.9	\$ 40.9	2.6%

### **School Operations**

---

The School Operations fund supports direct educational services. In June 2025, the Board adopted a balanced School Operations budget of \$1,212.9 million. The fall adjustment increases expenditures in the School Operations fund by approximately \$3.2 million to \$1,216.3 million.

The School Operations Fund is divided into three major areas of spending: school-based, centrally funded school supports, and central offices. The Milwaukee Board of School Directors has delegated authority to the Administration to adjust school-based budgets to meet operational needs within the financial constraints faced by the District.

The changes proposed by the administration provide for investments needed in the District's schools: additional hours for start of school preparations, increased extra and co-curricular activities, and school-based critical needs requests. Other changes in the Office of Human Resources and the Office of Schools are aimed at implementing the recommendations contained in the Governor's Academic and

Operational Audits. These investments were largely offset by rightsizing the District's staffing to recent lower enrollment numbers. The total net impact of all staffing changes was a reduction of 54 FTEs.

### **School Nutrition Services Fund**

---

The School Nutrition Services Fund is an enterprise fund that accounts for breakfast, lunch, and other meal programs operated by the district for students. The fund is managed by the Department of Nutrition Services within the Office of Operations. The Administration is not recommending any changes to the budgets approved during the Spring budget process.

### **Fund 46 – Long-Term Capital Improvement Trust**

---

Because of the recently realized lead hazard findings in January 2025, and the need for lead stabilization projects in fall, 106 schools impacted by the presence of lead paint, the District initially invested \$15.9 million in construction management, paint stabilization, moving, and cleaning in the Spring FY26 budget. To ensure achievement of its goal of mitigating lead hazards in all school buildings built before 1978, the year lead paint was banned, the Administration is proposing an amendment to invest an additional \$19.1 million toward its lead stabilization effort. The budget anticipates a total FY26 investment of \$35 million.

The Administration also recommends investing \$4.98 million in FY26 toward deferred maintenance projects. This will result in an improved learning environment for our students, improved safety, and enhanced student well-being. These projects are also vital to ensuring compliance with City and EPA environmental and health regulations.

### **Extension Fund**

---

The Extension Fund is used to record financial transactions related to Milwaukee Public Schools' Milwaukee Recreation. MKE Rec operates programs and facilities that provide recreational opportunities for all Milwaukee residents. In FY 26, the administration is recommending maintaining the funds budgeted as approved in spring while raising property tax revenue to increase the Extension fund balance by approximately \$36 million. This will allow for fund balance use in the potential tough times ahead while maintaining a reasonable and predictable annual tax levy increase under the rate of inflation. The funds also will be used to renovate MKE Rec facilities to address deferred maintenance, implement safety improvements, and ensure equitable access to quality facilities across the city.

### **Debt Fund**

---

The Debt Fund is a newly budgeted fund for Milwaukee Public Schools. In the past, this fund was included with the District's School Operations Fund. Starting with the FY26 Spring Proposed Budget, however, the District split out the Debt Fund to more closely align budgets with the Fund structure recommended by the Department of Public Instruction (DPI). \$27.8 million of revenue is currently budgeted in the Debt Fund to service the District's debt and meet its obligations for debt repayment.

### **Construction Fund**

---

The Construction Fund is used to account for and report financial resources that are restricted, committed, or assigned to expenditures for the acquisition, construction, or maintenance of capital facilities. It is also used to fund additions to or remodel existing buildings. In recent years, much of the work paid for from the construction fund using property tax revenues is now funded in the Long-Term Capital Improvement Trust. The Administration is not recommending any changes to the Construction fund's budgets.

### **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 3.01 - Annual Operating Budget

### **Fiscal Impact Statement**

---

Approval of the proposed fall budget changes as outlined in Attachment 1 will result in a total budget, including estimated categorical grants, of \$1,626,104,043 , based upon current law and revenue-limit calculations.

### **Implementation and Assessment Plan**

---

Upon the Board's approval, the adjustments will be made to the 2025-26 budget.

### **Recommendation**

---

The Administration recommends the Board adopt the fall budget changes as proposed, and that the following annual budgetary resolutions be adopted:

#### *School Operations Fund*

RESOLVED, That, pursuant to the provisions of Section 119.46, Wisconsin Statutes, relating to the School Operations Fund, the Board of School Directors hereby advises the Common Council that the amount of \$1,306,549,613 will be required for the operation of the Milwaukee Public Schools, for the repair and keeping in order of school buildings and equipment, and the making of material improvements to school property during the 2026 Fiscal Year. In addition, pursuant to action taken by the Board of School Directors at its regular meeting on September 22, 2011, the Board of School Directors is required to advise the Common Council that \$1,306,549,613 will be required for the operations of the Milwaukee Public Schools and that a total of \$352,418,941 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2026, pursuant to the provisions of Section 65.07(1)(e), Wisconsin Statutes, said amount to be raised by tax levy being in addition of the money to be received from state aids, shared taxes, and from other miscellaneous sources.

#### *Construction Fund*

RESOLVED, That, pursuant to the provisions of Section 119.48, Wisconsin Statutes, the Board of School Directors hereby advises the Common Council that the amount of \$2,657,048 will be required for the 2026 Fiscal Year Construction Fund budget purposes and that it is to provide, in accordance with Section 65.07(1)(f), Wisconsin Statutes, \$0 by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2026, said amount to be in addition to the money received from other miscellaneous sources.

*Extension Fund*

RESOLVED, That, pursuant to the provisions of Section 119.47, Wisconsin Statutes, relating to the Extension Fund, the Board of School Directors hereby advises the Common Council that the amount of \$39,390,496 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2026 Fiscal Year, and that \$74,628,650 thereof is to be raised by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2026, pursuant to the provisions of Section 65.07(1)(g), Wisconsin Statutes, said amount being required in addition to other miscellaneous sources.

Director Zombor moved to waive Board Rule 1.09 to accept public testimony. 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.

Director O'Halloran moved to divide the question to consider the School Operations and Extension funds separately from the Construction fund. 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.

Director O'Halloran moved to adopt the resolutions for the School Operations and Extension funds. 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.

Director Siemsen moved to adopt the resolutions for the Construction fund. 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 adjourned at 6:55 p.m.

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



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

Regular meeting of the Board of School Directors called to order by President Zombor at 5:36 p.m.

Present — Directors Ferguson, Fons, Herndon, Jackson, Reza, Siemsen, Vannoy, and President Zombor — 8.

Absent and Excused— Director O’Halloran – 1.

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

- Nova Blain, a K5 student at O.W. Holmes
- Marquis Champion, a 10th grade student at Bay View H.S.
- Cylis Paynter-Dull, a 9th grade student at Riverside H.S.
- Steven Nordvall, a retired Bricklayer Chargeman from the Physical Plant Mason Shop
- Lee Ann Pruske, a retired Teacher from Zablocki School serving most recently as an LTE for Curriculum and Instruction
- Edward Romans, a retired Teacher from Wedgewood Park
- King Wilson, a K5 student at Hi-Mount
- Jaquveon Wright, a 12th grade student at Project Stay

The Board also commemorated the passing of Jerry Ann Hamilton, who led the Milwaukee branch of the NAACP for 12 years and fought valiantly for civil rights, providing a steady voice calling for police reform, racial inclusion, and the elimination of oppression in our communities.

\* \* \* \* \*

**APPROVAL OF MINUTES**

The minutes of the special and regular board meetings of August 2025 were approved by consensus.

\* \* \* \* \*

**REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS**

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

**Background**

Each month, the Superintendent will share updates with the Milwaukee Public Schools (MPS) Board of Directors and the broader MPS community. These updates will serve as an overview of the

month's developments, offering insight into various events, initiatives, and milestones achieved. It will highlight activities, academics, and various areas where gains and growth are noted, ensuring that both successes and challenges are communicated.

### **Council of Great City Schools**

---

October 22–26, 2025

Sessions with MPS Presentations:

- Analyzing Suicide Risk through Racial and Gender Lenses
- Transforming School Culture: The Power of Student Voice
- Beyond the Numbers: Empowering IEP Teams to make Data Based Decisions
- Fostering Compassionate Conversations: Strategies for Parent Engagement during Crisis

Situations

### **Media Events**

---

Green and Healthy Schools  
 FAFSA News Conference  
 Emergency Gun Violence Summit  
 Retired Teacher Recruitment  
 Adopt a School  
 Food Drive

### **Community & Student Engagement**

---

#### **Community Engagement**

- ASC Retirees at their annual luncheon (10/9)
- MMAC All Member Meeting (10/9)
- Milwaukee Public Library senior leadership (10/10)
- Greater Milwaukee Association of Realtors (10/13)
- Milwaukee Reading Coalition (10/14)
- Milwaukee Bucks Foundation (10/15)
- Emerging Youth Achievement Advisory Council (10.16)
- NAACP Annual Freedom Dinner (10.17)
- MICAH (10/20)
- MTEA focus group w/ substitute teachers (10/29)

#### **Conclusion of the Listen & Learn Tours**

- 10 community listening sessions at MPS schools
- 5 staff listening sessions at MPS Central Services

#### **Student Engagement and School Visits**

- Learning Community 1:
  - o Anna F. Doerfler School
  - o Milwaukee French Immersion School
  - o Rogers Street Academy
- Learning Community 6:
  - o Grantosa Drive School
  - o Kilbourn School
  - o Sherman Multicultural Arts School
- Athletics
  - o Visited Bradley Tech football team
  - o Milwaukee City Conference Girls' Volleyball tournament

### **Safe and Welcoming Schools**

---

#### **Lead Update**

Now focused on schools with elementary students built 1950-1978

- 34 of 50 schools already completed
- On track to be completed one month earlier than our December 31 deadline

### **Safety Update – Codes**

- Updated posters up in all schools, offices
- Using Standard Response Protocol
  - Emergency actions aligned to language used by first responders
  - 100% fire code compliance

### **Safety Update – Adjusting Policies**

- Exploring Online Alternative to Weapons Violation Expulsion
- Goal: Balance strict consequences with opportunities for student redemption.
  - Proposal: Introduce a new virtual learning option for expelled students
  - Details: Students would complete asynchronous online lessons without peer interaction or participation in athletics, clubs, or activities.

### **Safety Update – Expanding Policies**

- Asbestos Management
- Epidemics and Pandemics
- Control of Blood-Borne Pathogens
- Automated External Defibrillators (AED)
- Environmental Health and Safety Program
- Student Mental Health and Physical Health Services
- Lead
- SRO Program
- Crisis Intervention
- Threats of Violence
- Pediculosis (head lice)

## **Family, Community, and Partnership**

### **Student Advisory Council**

- First meeting was September 24
- 12 returning students representing 7 high schools
- Student board representative

### **United Way Partnership Strengthens Community Schools**

- Community Schools Partnership: MPS and United Way will bring on an advisor
- Student Priorities: Focus on stronger school communities, transparency, improved environments, and advocacy for student needs.

### **Switchboard Report: First Three Weeks of 2025-26**

8,565 total calls  
 714 calls per day  
 18 second average wait time  
 Exploring possible centralized call center

### **Milwaukee Recreation Community Center**

- Broke ground on September 10, 2025
- \$54M recreation center
- Indoor features: pool, gym, fitness rooms, classrooms
- Outdoor features: splash pads, tennis and pickleball courts, tot lot
- Estimated completion in 2027

## Efficient Operations

---

### Staffing Update

#### Staffing Overview

- 4,500 teachers
- 70 retirees
- 99% positions filled
- 83 vacant teaching positions (as of October 15)
- In-person fairs continuing

### Staffing Strategic Plan

- Year-round staffing strategy
- Adding Director of Talent Management
- Bring Back Retirees Initiative
- University partnerships
- Strengthening MPSU
- Increasing career fairs
- Updating hiring processes
- HB1 visa pilot

### Enrollment

Goal: 66,223

September 2 includes no shows: 1.67%

63,951 students enrolled and in attendance as of Friday, September 19; final count may be lower (65,128 including K3) 97% of our goal

### Finance

#### *Baker Tilly audit presentation*

- Unmodified audit opinion issued for 2023-24:
  - o Early Retirement Supplement and Benefit Improvement Plan
  - o Supplemental Early Retirement Plan for Teachers
  - o Annual Comprehensive Financial Report (audited financial statements)
- Federal/state compliance findings
  - o State: None
  - o Working to address federal

### Transportation

#### *Van update*

- Core focus: Transporting students who are experiencing homelessness better more efficiently
- Finalizing insurance with two vendors

### Technology

#### *Devices and Outages*

#### Number of Devices

- 15,865 Chromebooks
- 2,858 power adapters
- 175 Chromebook cases
- 271 document cameras
- 44 interactive flat panels

#### Outages

- 16 outages
  - o 5 planned

o 11 unplanned

Additional information is found in the presentation to this item, provided under separate cover.

**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

\* \* \* \* \*

**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**

---

**Annual Report**

The Office of Board Governance was proud to collaborate with the Office of the Superintendent and the communications team to produce the 2024-2025 Annual Report. The Annual Report is one of the governance commitments noted in Board Governance Policy 2.01 (General Governance Commitment) that the Board makes to the people of Milwaukee. The completion of this report in a timely manner is a key goal for the board each year.

**School Board Retreat - WASB Finance Training**

On Thursday, October 23, 2025, consultants from the Wisconsin Association of School Boards provided a two-hour training for school board members on how school boards can effectively manage the financial well-being of the school district. This training included an overview of key responsibilities and timelines for financial accountability. This training aims to help the board fulfill its goal of ensuring that “the community believes the district is a responsible steward of its financial resources.”

**School Board Week**

This month our office celebrated School Board Week, a celebration of the work of school boards across Wisconsin. Our Board Services Team supported several events and activities, including:

- The creation of a short video thanking and highlighting board members for their service.
- Participating in a Marquette University event that paired athletes with businesses to practice interviewing

and to connect with various organizations across the city to learn about career possibilities.

- A meet-and-greet with Board Members and the Administrative team.
- A special newsletter describing what school board members do and highlighting the efforts of our current school board members over the past year.

Thank you to our School Board Members for your commitment and service!

### **Collaboration with Office of the Superintendent (OS) and the Office of Accountability and Efficiency (OAE)**

MPS' new Chief of Human Resources, Dominick Maniscalco, brought the three arms of governance (OBG, OAE, and OS) together to streamline our processes for conducting different types of investigations and to develop proposed policy revisions to support these efforts. This collaboration will create better efficiencies across the district and will ensure employees, families, and the public have access to the appropriate tools and processes to address concerns.

### **Meeting with Open World Delegation from Central Asia**

This month, the Board Clerk attended a meeting through the Rotary Club of Milwaukee with several delegates from Central Asia. Leaders from Kyrgyzstan, Tajikistan, Uzbekistan and Kazakhstan visited Milwaukee through a program sponsored by the U.S. Congressional Office for International Leadership. The Clerk was able to share information about Milwaukee Public Schools, public education in the United States, and how elected school boards work.

### **Open Records Training**

In October, the Office of Board Governance and the Office of the City Attorney provided an open records training session for new administrators and support staff.

### **Policy Review Project**

We continue to make great progress in updating all the district policies with our Neola partners. A special thank-you to all the departments and teams working so hard to review policies so that we can make these updates.

### **Committee Agenda Planning**

The Office of Board Governance is working with the Office of the Superintendent and the Chairs of the Board's committees to outline agenda and reporting expectations for the Board year. Through a review of policy, statutes and previous board actions, we have identified a series of required agenda items for each board committee meeting. We are also outlining what reports the Chairs would like to see on each month's agenda.

### **Beyond the Boardroom**

The Board Services Team is actively working with Board members to engage in activities in the community on a regular basis. Ideas about how engagement with the community may be directed to the Office of Board Governance.

### **Board Member Engagements and Activities**

The Office of Board Governance facilitates board member attendance at events and activities across the district, ensuring board members have the information they need and making sure that events are properly noticed when a quorum of board members may be in attendance.

Here are just a few of the events that were attended in October:

- Harbor Freight Tools for School Grand Prize Winner at Bay View HS
- 2025 Green Schoolyard Celebration at Riverwest Elementary
- Celebrating Abilities - A Family Gathering
- Fire Prevention Week Kick-off with Cass St. School
- Marquette Student Athlete Networking Night
- High School Enrollment Fair
- Meet and Greet Networking Session with the Administration
- NAACP 2025 Annual Freedom Fund Dinner
- 2026 Wisconsin School Counselor of the Year Award Celebration
- Hispanic Heritage Month Celebration
- Charter School Contract Renewal Visits and Reviews (Whittier, Carmen Northwest, La Causa &

IDEAL)

### **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.

The provision of no additional state general aid for schools will have significant consequences in fall. So too will revenue limit per pupil levels that fail to keep pace with inflation. So too will the continuing trend of underfunding from the federal level.

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(lg)(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 and to Consider Employment Matters of Employees Over Which the Board Exercises Jurisdiction**

#### **Background**

---

The Board may retire to closed session, pursuant to Wis. Stat. 19.85(1)(c),(f) and (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.

### **Strategic Plan Compatibility Statement**

---

Goal 3, Effective and Efficient Operations

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

---

1.18 - Legal Representation

*Consideration of this item was deferred to the end of the meeting.*

\* \* \* \* \*

## **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 September 14, 2025, and October 18, 2025, Accountability and Efficiency Services completed two requests for data/analytics, seven constituent support requests, and one special project.

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)**

---

CCS is excited to support MPS students in the 2025–2026 school year, with a continued focus on expanding meaningful work-based learning opportunities for high school students. To date, we have onboarded 11 interns with an interest in administration, building helper assistant, education, and a paraprofessional assistant across high schools, providing valuable skills, exposure, and confidence for their future careers.

As we move ahead, CCS remains committed to compliance, equity, and impactful student engagement in alignment with Administrative Policies 3.10 and 3.13.

#### **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 September 18, 2025, through October 16, 2025, include:

- Issued two school audits

- Reviewed three charter schools' external auditor's reports

- Issued two special investigation reports

- Biweekly meetings with Employee Relations to discuss received tips

- Provided continued analysis and feedback to the Procurement Department on certain contract services matters

- Provided input and feedback to various administration groups on internal control and process development

Initiated the hiring process to fill at least one vacancy to increase office effectiveness  
The independent Audit Advisory Committee met, discussed the FY24 external audit report findings and will be making action priority suggestions based upon the reported findings to the AFP Committee

Confirmed the District received a \$399,000 repayment, which was the result of a special investigation

Ongoing activities include open and active investigations resulting from fraud hotline tips, school audits, and Board-approved performance audits

**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

\* \* \* \* \*

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

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

Director Siemens moved to accept the reports of the Independent Hearing Officers of October 3, 2025 (9:00 a.m. and 10:00 a.m.) and October 10, 2025 (10:00 a.m.)

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

Ayes — Directors Ferguson, Fons, Herndon, Jackson, Reza, Siemsen, Vannoy, and President Zombor — 8.

Noes — None — 0.

\* \* \* \* \*

**REPORTS OF STANDING COMMITTEES**

Separate consideration was requested of the following items from the Report of the Committee on Accountability, Finance and Personnel:

Item 3, Action on Monthly Finance Matters, has been set aside at the request of the Administration.

Item 5, Action on the Award of Exception-to-Bid Contracts, has been set aside at the request of the Administration.

Item 10, Action on Approval of Prevailing Wage Rates, has been set aside as it requires a two-thirds affirmative vote for approval.

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

Ayes — Directors Ferguson, Fons, Herndon, Jackson, 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 Certificated Resignations and Classified Retirements, Affirmative Action Report**

#### Background

In accordance with action taken by the Board on August 1, 1972, (Proc. pp. 82-83) concerning the approval of personnel transactions relating to classified employees, the Interim Superintendent presents the attached report to the Board recommending the appointments and promotions, to be effective as of the dates indicated.

#### Certificated Appointments

	Name	Position	Date	Salary
NEW HIRES				
2	Marquavion Davis	Building Service Helper I	09/15/2025	\$18.41/hr
2	Paul Franklin	Building Service Helper I	09/29/2025	\$18.41/hr
2	Reca Griffin	Building Service Helper I	09/15/2025	\$18.41/hr
2	Joenique Hall Johnson	Building Service Helper I	09/08/2025	\$18.41/hr
2	Deliah Lowery	Building Service Helper I	09/08/2025	\$18.41/hr
2	Monee Anderson	Children's Health Assistant	09/16/2025	\$22,755.00
2	Nicole Anderson	Children's Health Assistant	09/17/2025	\$22,755.00
2	Johnquita Attaway	Children's Health Assistant	09/15/2025	\$22,755.00
2	Trekyria Ayers	Children's Health Assistant	09/15/2025	\$22,755.00
2	Gisele Brister	Children's Health Assistant	09/08/2025	\$22,755.00
2	Faith Cameron	Children's Health Assistant	09/08/2025	\$22,755.00
2	Maria Cobb	Children's Health Assistant	09/22/2025	\$30,818.87
2	Jasmine Cooper	Children's Health Assistant	09/05/2025	\$22,755.00
4	Norexix Cruzado	Children's Health Assistant	09/08/2025	\$22,755.00
2	Dorcas Dawkins	Children's Health Assistant	09/29/2025	\$22,755.00
5	Brittany Dufrane	Children's Health Assistant	09/02/2025	\$22,755.00
2	Ceona Gordon	Children's Health Assistant	09/15/2025	\$22,755.00
2	Lakela Henderson	Children's Health Assistant	09/15/2025	\$22,755.00
2	Donnamarie King-Stokes	Children's Health Assistant	09/08/2025	\$22,755.00
4	Rteja Lopez	Children's Health Assistant	09/15/2025	\$22,755.00
2	Waheedah Marwan	Children's Health Assistant	09/11/2025	\$22,755.00
2	Glory Onuekwusi	Children's Health Assistant	09/25/2025	\$22,755.00
2	Clarissa Peters	Children's Health Assistant	09/22/2025	\$22,755.00
2	Theresa Powell	Children's Health Assistant	09/08/2025	\$22,755.00
2	Ayesha Raymond	Children's Health Assistant	09/09/2025	\$22,755.00
2	Especial Robinson	Children's Health Assistant	09/12/2025	\$22,755.00
2	Terri-Elizabeth Rogers	Children's Health Assistant	09/22/2025	\$22,755.00
2	Melissa Shaw	Children's Health Assistant	09/15/2025	\$22,755.00

	Name	Position	Date	Salary
2	Chenelle Slayton	Children's Health Assistant	09/03/2025	\$22,755.00
2	Kotiania Smith	Children's Health Assistant	09/30/2025	\$22,755.00
2	Mariah Suggs	Children's Health Assistant	09/09/2025	\$22,755.00
2	Alexus Varrie	Children's Health Assistant	09/19/2025	\$22,755.00
2	Ceriah Vaughn	Children's Health Assistant	09/17/2025	\$22,755.00
2	Kalazha Williams	Children's Health Assistant	09/02/2025	\$22,755.00
2	Moriah Wilson	Children's Health Assistant	09/11/2025	\$22,755.00
2	Rayonna Young Collins	Children's Health Assistant	09/02/2025	\$22,755.00
2	Latasha Alexander	Food Service Assistant	09/29/2025	\$18.40/hr
2	Shaughnessy Ball	Food Service Assistant	09/29/2025	\$18.40/hr
2	Alex Carter	Food Service Assistant	09/29/2025	\$18.40/hr
2	Yvette Henning	Food Service Assistant	09/29/2025	\$22.82/hr
5	Shionna King	Food Service Assistant	09/29/2025	\$18.40/hr
2	Roberta Levy	Food Service Assistant	09/29/2025	\$18.40/hr
2	Sheena McClellan	Food Service Assistant	09/29/2025	\$18.40/hr
2	Michael McClinton	Food Service Assistant	09/29/2025	\$18.40/hr
4	Anahi Santos Perez	Food Service Assistant	09/25/2025	\$18.40/hr
2	Tamaria Thompson	Food Service Assistant	09/29/2025	\$18.40/hr
4	Patrick Vasquez	Food Service Assistant	09/29/2025	\$18.40/hr
4	Esther Vega-Cubero	Food Service Assistant	09/29/2025	\$18.40/hr
2	Ashley Wilson	Food Service Assistant	09/29/2025	\$18.40/hr
2	Zaniyah Winfield	Food Service Assistant	09/29/2025	\$18.40/hr
2	Kwame Barnie	Paraprofessional	09/15/2025	\$23,432.23
5	Virginia Baughman	Paraprofessional	09/29/2025	\$22,873.70
5	Alex Blair	Paraprofessional	09/02/2025	\$24,276.52
2	Milayshia Bowens	Paraprofessional	09/29/2025	\$22,873.70
5	Alexandria Brazle	Paraprofessional	09/02/2025	\$23,432.23
2	Arniya Brown	Paraprofessional	09/22/2025	\$22,873.70
5	Carey Carpenter	Paraprofessional	09/15/2025	\$22,873.70
2	Robert Eison	Paraprofessional	09/15/2025	\$23,432.23
2	Alfonzo Fields	Paraprofessional	09/29/2025	\$22,873.70
2	Mercee Fifer	Paraprofessional	09/02/2025	\$22,873.70
5	Monica Frattaroli	Paraprofessional	09/02/2025	\$31,849.13
5	Margaret Glisson	Paraprofessional	09/08/2025	\$31,849.13
5	Dana Gubbin	Paraprofessional	09/29/2025	\$22,873.70
2	Shekinah Jones	Paraprofessional	09/22/2025	\$22,873.70
5	Megan Keyser	Paraprofessional	09/08/2025	\$22,873.70
2	James Kirkwood	Paraprofessional	09/29/2025	\$22,873.70
5	Jennifer Kresse	Paraprofessional	09/15/2025	\$24,276.52
4	Cosme Limon Solis	Paraprofessional	09/15/2025	\$22,873.70
5	James Markwyn	Paraprofessional	09/22/2025	\$22,873.70
4	Sarahi Martinez	Paraprofessional	09/22/2025	\$27,640.68
2	Aaron McClendon	Paraprofessional	09/15/2025	\$22,873.70
2	Keshawn McGowan	Paraprofessional	09/02/2025	\$22,873.70
2	Jeffrey Morse	Paraprofessional	09/29/2025	\$23,432.23
5	Rachel Orheim	Paraprofessional	09/08/2025	\$25,120.81
2	Eawanda Parker	Paraprofessional	09/15/2025	\$30,160.56
4	Adelina Parra Regules	Paraprofessional	09/02/2025	\$22,873.70
4	Xaydalis Rivera	Paraprofessional	09/19/2025	\$22,873.70
2	Shannon Rodriguez	Paraprofessional	09/22/2025	\$25,952.11
4	Paula Rojas	Paraprofessional	09/02/2025	\$22,873.70
2	Oluwawfifehanmi Salako	Paraprofessional	09/15/2025	\$22,873.70
4	Jessicia Sanchez	Paraprofessional	09/22/2025	\$22,873.70
2	Mikayla Shorty	Paraprofessional	09/08/2025	\$22,873.70
2	Jaydon Spartz	Paraprofessional	09/02/2025	\$22,873.70

	Name	Position		Date	Salary
2	Devyn Spinks	Paraprofessional		09/08/2025	\$22,873.70
2	Jada Vukovic	Paraprofessional		09/15/2025	\$22,873.70
2	Christopher Washington	Paraprofessional		09/29/2025	\$22,873.70
5	Sabrina Watkins	Paraprofessional		09/02/2025	\$24,276.52
2	Sheritta Williams	Paraprofessional		09/02/2025	\$25,952.11
3	Beng Yang	Paraprofessional		09/02/2025	\$27,640.68
3	Sue Yang	Paraprofessional		09/02/2025	\$22,873.70
5	Caroline Yiannackopoulos	Paraprofessional		09/15/2025	\$22,873.70
5	Yehiah Zaideh	Paraprofessional		09/15/2025	\$22,873.70
4	Grace Rivera	Paraprofessional	– Parent	09/08/2025	\$30,498.27
		Involvement			
2	Sylvia Rodgers-Clark	Paraprofessional	– Parent	09/02/2025	\$32,368.69
		Involvement			
2	John Stanford	Paraprofessional	– Parent	09/15/2025	\$34,602.81
		Involvement			
2	Ruth Whitley	Paraprofessional	– Parent	09/02/2025	\$30,498.27
		Involvement			
4	Raul Gonzalez	Pipe Insulator		09/02/2025	\$43.48/hr
4	Andrea Brito	School Secretary I – 10 Month		09/17/2025	\$30,480.15
4	Esmeralda Garcia Contreras	School Secretary I – 10 Month		09/08/2025	\$30,480.15
2	Toni Perry	School Secretary I – 10 Month		09/02/2025	\$40,913.73
2	Tiara Wright	School Secretary I – 10 Month		09/02/2025	\$30,480.15
2	Yowanda Conley	School Kitchen Manager I		09/09/2025	\$33,597.62
2	Shirelle Harris	School Kitchen Manager I		09/22/2025	\$38,096.86
5	Jeremiah Johnson	School Kitchen Manager I		09/08/2025	\$37,197.49
2	Hamilton Jackson	School Kitchen Manager III		09/22/2025	\$37,871.41
4	Stephanie Alvarado	School Kitchen Manager Trainee		09/11/2025	\$18.83/hr

---

PROMOTION

5	Jennifer Lockwood	Boiler Attendant Trainee		09/15/2025	\$60,353.05
2	Shannon Davis	Boiler Attendant		09/15/2025	\$55,307.17
5	Amanda Turner	School Bookkeeper – 12 Month		09/15/2025	\$56,081.17
2	Aron Moten	School Engineer IV		09/15/2025	\$92,368.91

---

REHIRES

2	Journey Clark	Building Service Helper I		09/08/2025	\$18.41/hr
2	Deyonto Southern	Boiler Attendant Trainee		08/18/2025	\$44,970.56
2	Denise Beck	Children's Health Assistant		09/02/2025	\$22,755.00
2	Hermonica Jackson	Children's Health Assistant		09/16/2025	\$22,755.00
2	Kiera Lee	Children's Health Assistant		09/15/2025	\$22,755.00
2	Shaneka Lindsey	Children's Health Assistant		09/22/2025	\$24,220.67
4	Mariana Molina	Children's Health Assistant		09/02/2025	\$22,755.00
2	Bertissa Smith	Children's Health Assistant		09/17/2025	\$22,755.00
7	Denise Woodson	Children's Health Assistant		09/15/2025	\$22,755.00
2	Naquesha Aikens	Paraprofessional		09/29/2025	\$22,873.70
2	Marshaund Carter	Paraprofessional		09/29/2025	\$22,873.70
2	LaShawndra Cooper	Paraprofessional		09/02/2025	\$26,796.39
2	Alicia Cosey	Paraprofessional		09/02/2025	\$22,873.70
4	Andrew de Junco	Paraprofessional		09/02/2025	\$25,120.81
2	Rhineasha Green	Paraprofessional		09/02/2025	\$25,952.11
4	Arati Hernandez	Paraprofessional		09/22/2025	\$25,952.11
4	Noel McGrath	Paraprofessional		09/15/2025	\$22,873.70
5	Anna Pajunen	Paraprofessional		09/15/2025	\$23,432.23
2	Tiffany Richardson	Paraprofessional		09/22/2025	\$22,873.70
2	Jessica Russell	Paraprofessional		09/15/2025	\$26,796.39

	Name	Position	Date	Salary
5	Emily Sanford	Paraprofessional	09/29/2025	\$22,873.70
3	Naomi Thor	Paraprofessional	09/22/2025	\$22,873.70
2	Bianca Townsend	Paraprofessional	09/29/2025	\$25,952.11
2	Maurquis Turner	Paraprofessional	09/15/2025	\$22,873.70
2	Tyler Bradley	School Safety Assistant	09/29/2025	\$29,504.35
2	Sylvester Hughes	School Safety Assistant	09/29/2025	\$32,479.88
2	Kyiesha Austin	School Secretary I – 10 Month	09/02/2025	\$30,480.15
4	Karina Ruiz Huesca	School Secretary I – 10 Month	09/24/2025	\$38,595.02
2	Passionelle Macon	School Secretary I – 12 Month	09/22/2025	\$39,803.43

The Interim Superintendent recommends that the Board approve the attached appointments of certified staff, to be effective as of the dates indicated. The Interim Superintendent recommends that the Board approve the attached leaves of absence, to be effective as of the dates indicated. The certificated resignations and classified retirements listed in the attachment have been accepted by the Interim Superintendent, to be effective as of the dates indicated. This is an informational item, and no action is required.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Admin Policy 6.19 - Positions: Staff

**Fiscal Impact Statement**

Authorized expenditures were previously approved in the FY26 budget.

**Implementation and Assessment Plan**

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

**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.

(5)(nr)	Jennifer Roche	Director I Communications, PA Media & Communication Office of the Chief of Communication	Schedule 03, Range 14A \$130,000
(5)(nr)	Kristen Boehm	Specialist II, Information Systems Office of the Chief of Operations	Schedule 03, Range 09A \$129,053
(5)(r)	Brian Berner	Supervisor I, Environmental Health	Schedule 03, Range 09A

(2)(r)	Kimberly Wilkerson	Office of the Chief of Operations Assistant Principal, Fernwood	\$116,000 Schedule 03, Range 10C
(5)(nr)	Eric Steimel	Office of the Chief of Schools Analyst III, Financial Planning and Budget	\$114,000 Schedule 03, Range 07A
(5)(nr)	Rachael Schaser	Office of the Chief of Finance Specialist II, Project Manager	\$110,126 Schedule 03, Range 09A
(5)(r)	Michael Lieske	Office of the Chief of Finance Analyst I, Risk Management	\$100,000 Schedule 03, Range 05A
(3)(r)	Maivang Xiong	Office of the Chief of Finance Specialist I, Business	\$99,749 Schedule 03, Range 08A
(5)(nr)	Hilary Vatter	Office of the Chief of Finance Leave Associate I, Employee Relations	\$92,000 Schedule 03, Range 03A
(4)(r)	Marisol Maldonado-Krotag	Office of the Chief of Human Resources	\$86,156
(4)(r)	Adelina Benavides	Accountant IV, Finance Office of the Chief of Finance	Schedule 03, Range 06A
(4)(r)	Adelina Benavides	Office of the Chief of Finance Planning Assistant II	\$80,915 Schedule 03, Range 02A
(5)(r)	Mariah Greer	Office of the Chief of Academics Planning Assistant II	\$80,138 Schedule 03, Range 02A
(4)(r)	Jessica Solorzano	Office of the Chief of Academics Planning Assistant II	\$80,138 Schedule 03, Range 02A
(5)(r)	Katie Vitrano	Office of the Chief of Academics Accountant II, Employee Benefits	\$72,366 Schedule 03, Range 04A
(5)(r)	Elizabeth Wagner	Office of the Chief of Finance Associate II, Recreation Supervisor	\$67,765 Schedule 03, Range 04A
(2)(r)	Kevin English	Office of the Chief of Family, Community & Partnerships Associate II, Recreation Supervisor	\$66,475 Schedule 03, Range 04A
		Office of the Chief of Family, Community & Partnerships	\$66,475

### **Recommended Reclassification**

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

(2)(r)	Tayler Wingate	Coordinator III, Procurement (effective 10/1/2025)	Schedule 03, Range 08A
	Previous position	Office of the Chief of Finance Coordinator I, Procurement	\$96,102 \$87,239

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

(5)(nr)	John Schneewise	Lead Paint Stabilization Phase 2 Office of Communications 09/22/25 to 02/22/26	\$52.00
(2)(r)	Norman Hoskin	Lead Paint Stabilization Phase 2 Office of Communications 09/22/25 to 02/22/26	\$52.00
(5)(nr)	Hilary Vatter	Leave Associate Office of Human Resources 10/20/25 to 10/30/25	\$41.00
(5)(r)	Elizabeth Harrison	Early Childhood Itinerant Team Office of Academics 10/01/25 to 03/31/26	\$40.00
(5)(r)	William Molbeck	Interscholastic Athletics & Academics Special Projects Office of Family & Community Partnership 11/01/25 to 05/01/26	\$40.00
(2)(r)	Grant McLean	Title IX Investigator Office of Schools 08/19/25 to 02/19/26	\$40.00
(5)(r)	Barbara Hickling	Education Effectiveness Office of Schools 10/15/25 to 04/15/26	\$40.00
(5)(nr)	Colleen Munch	Literacy Instructional Coach Office of Schools 08/01/25 to 02/01/26	\$35.00
(5)(nr)	Bari Svoboda	Educators Effectiveness Office of Schools 10/01/25 to 04/01/26	\$30.00
(6)(r)	Kathleen Krug	SURGE Program Office of Family & Community Partnership 09/02/25 to 03/02/26	\$30.00
(2)(r)	Cameron Schock	SURGE Program Office of Family & Community Partnership 09/02/25 to 03/02/26	\$30.00
(5)(r)	Megan Roark	SURGE Program Office of Family & Community Partnership 09/02/25 to 03/02/26	\$30.00
(5)(r)	Melissa Rosenpies	Building Coordination for Initial Evaluation Teams Office of Schools 10/01/25 to 01/30/26	\$30.00
(5)(nr)	Amy Bartel	Success Center Program Office of Family & Community Partnership 09/02/25 to 03/02/26	\$30.00
(2)(r)	Henry Flemming	Cellphone, Monitoring, Outside Exits Office of Schools 08/28/25 to 02/27/26	\$30.00

(2)(r)	Julie Kenney	Cellphone, Monitoring, Outside Exits Office of Schools 08/28/25 to 02/27/26	\$30.00
(2)(r)	Shelia Milton	Cellphone, Monitoring, Outside Exits Office of Schools 10/16/25 to 02/27/26	\$30.00
(2)(r)	Tia Moore	Mentor Secretary Program Office of Schools 08/18/25 to 02/18/26	\$30.00
(2)(r)	Linda Martin	Mentor Secretary Program Office of Schools 08/18/25 to 02/18/26	\$30.00
(2)(r)	Lakisha Metcalf	Mentor Secretary Program Office of Schools 08/18/25 to 02/18/26	\$30.00
(5)(r)	Michael Key	Induction Specialist Office of Schools 08/06/25 to 12/19/25	\$30.00
(5)(r)	Cheryl Bohnsack	Induction Specialist Office of Schools 08/25/25 to 12/19/25	\$30.00
(2)(r)	Lavenia Shorter	Safety Assistant Office of Schools 09/24/25 to 03/24/26	\$23.50
(4)(r)	Ivana Guerrero Garcia	SEL Supports Office of Finance 08/15/25 to 02/15/26	\$19.23
(5)(r)	Andrew Hoey	Wellness and Prevention Office – Health & PE Office of Academics 09/02/25 to 02/26/26	\$18.50
(4)(r)	Patricia Royster	Wellness and Prevention Office – Health & PE Office of Academics 09/02/25 to 02/26/26	\$18.50
(2)(r)	Lex Jones	Wellness and Prevention Office – Health & PE Office of Academics 09/02/25 to 02/26/26	\$18.50
(5)(r)	Liam Van Iersel	Lifeguard for High School Swimming Courses Office of Academics 09/02/25 to 02/26/26	\$18.50
(7)(r)	Emmanuel Hernandez-Figueroa	Data Support Analyst Office of Academics 10/01/25 to 04/01/26	\$16.00

Codes

---

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

- 6 Other
- 7 Two or more

**Strategic Plan Compatibility Statement**

---

Goal 3, Effective and Efficient Operations

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

---

Admin Policy 6.19 - Positions: Staff

**Fiscal Impact Statement**

---

Authorized expenditures were previously approved in the FY26 budget

**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 Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess Of \$25,000; 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 West Music Company Inc for Musical Instruments

The Administration is requesting authorization to make a one-time purchase from West Music Company Inc, for various musical instruments. Instruments will consist of saxophones, trombones, trumpets, flutes, and clarinets. A total of 427 students at Hayes Bilingual, Greenfield Bilingual, US Grant, and Escuela Vieau will be able to start playing in a band this year.

As part of the music expansion funded by the 2020 referendum, the largest K8 schools received an additional 0.5 FTE music teacher. These schools have a full-time general music teacher who will continue to work with students K-5, and the additional teacher will offer band to students in grades 6-8 (5-8 at Greenfield).

This purchase is made under the Cooperative Agreement CHOICE PARTNERS 23/025SG.

The total cost of goods purchased from Dell will not exceed \$250,095.75.

Budget Code: MUS-0-S-LAM-DW-ESUP (Curriculum and Instruction) ..... \$ 250,095.75

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

---

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

Contract: B0001571 Goodwill Talentbridge, LLC

On February 1, 2024, the Milwaukee Board of School Directors and Goodwill Talentbridge, LLC entered into Professional Services Contract number B0001571, with a term of February 1, 2024 through January 31, 2027, to provide qualified contingent staffing services for non-executive personnel (classified positions).

Positions to include, but are not limited to secretarial/clerical, food service assistant (FSA), children's health assistants (CHAs) and paraprofessionals.

A Request to Change Contract (RCC) was approved September 9, 2025, to expand the services to include substitute teachers and to add funds of \$2,000,000.

Original Contract Amount:.....	\$15,000,000.00
RCC 9/9/25.....	\$ 2,000,000.00
Ending Amount: .....	\$17,000,000.00

Contract: C032458 - Lamers Bus Lines, Inc.

On July 1, 2024, the Milwaukee Board of School Directors and Lamers Bus Lines, Inc. entered into Professional Services Contract number C032458, with a term of July 1, 2024 through June 30, 2027, to provide yellow school bus transportation for MPS. A Request to Change Contract (RCC) was approved September 23, 2025, add funds for year two of the contract.

Original Contract Amount:.....	\$ 4,832,774.10
RCC 9/23/25.....	\$ 4,832,774.10
Ending Amount: .....	\$ 9,665,548.20

Contract: C032457 - Lakeside Buses of Wisconsin, Inc.

On July 1, 2024, the Milwaukee Board of School Directors and Lakeside Buses of Wisconsin, Inc. entered into Professional Services Contract number C032457, with a term of July 1, 2024 through June 30, 2027, to provide yellow school bus transportation for MPS. A Request to Change Contract (RCC) was approved on July 15, 2025, to add funds of \$500,000 due to an increased demand for services. An RCC was approved September 25, 2025, to add funds for year two of the contract.

Original Contract Amount:.....	\$15,289,445.59
RCC 7/15/25.....	500,000.00
RCC 9/25/25.....	\$15,289,445.59
Ending Amount: .....	\$31,078,891.18

Contract: C032450

North America Central School Bus Intermediate Holding Company, LLC dba Illinois Central School Bus, LLC

On July 1, 2024, the Milwaukee Board of School Directors and North America Central School Bus Intermediate Holding Company, LLC dba Illinois Central School Bus, LLC entered into Professional Services Contract number C032450, with a term of July 1, 2024 through June 30, 2027, to provide yellow school bus transportation for MPS. A Request to Change Contract (RCC) was approved on September 29, 2025, to add funds for year two of the contract.

Original Contract Amount:.....	\$17,391,909.60
RCC 9/29/25.....	\$17,391,909.60
Ending Amount: .....	\$34,783,819.20

Contract: C032536 - Durham School Services, L.P.

On July 1, 2024, the Milwaukee Board of School Directors and Durham School Services, L.P. entered into Professional Services Contract number C032536, with a term of July 1, 2024 through June 30, 2027, to provide yellow school bus transportation for MPS. A Request to Change Contract (RCC) was approved on July 15, 2025, to add funds of \$468,794.97 due to an increased demand for services. An RCC was approved September 29, 2025, to add funds for year two of the contract.

Original Contract Amount:.....	\$ 5,411,261.67
--------------------------------	-----------------

RCC 7/15/2025 ..... 468,794.97  
 RCC 9/29/25 ..... \$ 5,411,261.68  
 Ending Amount:..... \$11,291,318.32

**Contract: C032537 - Specialized Care Transport, Inc.**

On July 1, 2024, the Milwaukee Board of School Directors and Specialized Care Transport, Inc. entered into Professional Services Contract number C032537, with a term of July 1, 2024 through June 30, 2027, to provide yellow school bus transportation for MPS. A Request to Change Contract (RCC) was approved on September 29, 2025, to add funds for year two of the contract.

Original Contract Amount: ..... \$ 2,073,753.90  
 RCC 9/29/25 ..... \$ 2,073,753.90  
 Ending Amount:..... \$ 4,147,507.80

**Contract: C032456 - First Student, Inc.**

On July 1, 2024, the Milwaukee Board of School Directors and First Student, Inc. entered into Professional Services Contract number C032456, with a term of July 1, 2024 through June 30, 2027, to provide yellow school bus transportation for MPS. A Request to Change Contract (RCC) was approved on September 29, 2025, to add funds for year two of the contract.

Original Contract Amount: ..... \$13,808,196.71  
 RCC 9/29/25 ..... \$13,808,196.71  
 Ending Amount:..... \$27,616,393.42

**Contract: C032455 - Safeway Transportation Services Corporation**

On July 1, 2024, the Milwaukee Board of School Directors and Safeway Transportation Services Corporation entered into Professional Services Contract number C032455, with a term of July 1, 2024 through June 30, 2027, to provide yellow school bus transportation for MPS. A Request to Change Contract (RCC) was approved on September 29, 2025, to add funds for year two of the contract.

Original Contract Amount: ..... \$19,539,810.44  
 RCC 9/29/25 ..... \$19,539,810.44  
 Ending Amount:..... \$39,079,620.88

**Monthly Financial Reports**

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			
Clemens School	Anonymous	15.00	5th Grade Completion Ceremony
Bradley Trade & Tech	WFCA	3,000.00	Football WFCA 2025
German Immersion School	MGIS Staff	596.38	General School Supplies
King Elementary School	United Way of Greater Milwaukee & Waukesha County	1,000.00	CSYC Youth Engagement
Obama School of Career and Technica Education	Justin Belot	60.07	Dance Activities

Office of Communications and School Performance - Strategic Partnerships and Customer Service	Adeline and Delilah Catron	487.56	School Supply Drive
Total Monetary Donations		5,159.01	
Non-Monetary Donations			
Academia De Lenguaje Y Bellas Artes (ALBA)	Veronica Ramirez	49.00	Art for VBall Fundraiser
Alcott School	DonorsChoose	389.46	Classroom Organization
Bay View High School	DonorsChoose	671.35	Books & Bites
Bethune Academy	DonorsChoose	879.75	Confidence Through Cleanliness
Bethune Academy	DonorsChoose	27.07	Classroom Essentials
Bethune Academy	DonorsChoose	576.01	Literacy & Language, Music & The Arts
Brown Street School	DonorsChoose	12.02	Classroom Essentials
Browning School	DonorsChoose	332.47	One Sensory at a Time
Burbank School	DonorsChoose	30.11	Classroom Essentials
Burbank School	DonorsChoose	511.95	Shhhh! We're Working Hard!
Burdick School	DonorsChoose	412.14	Literacy & Language
Carver Academy	DonorsChoose	566.45	Dress for Success!
Carver Academy	DonorsChoose	553.06	Health Sports & Wellness, Students with Disabilities
Carver Academy	DonorsChoose	214.07	Incentives the Kids Want!
Carver Academy	DonorsChoose	417.01	Empowering Youth Leaders!
Cass Street School	DonorsChoose	146.18	Life Skills, Students with Disabilities
Cass Street School	DonorsChoose	273.58	New Backpacks
Clement Avenue School	DonorsChoose	395.20	Calm Class
Craig Montessori School	DonorsChoose	13.58	Classroom Essentials
Curtin School	Penguin Patch	100.00	E Gift Card
Curtin School	DonorsChoose	33.72	Classroom Essentials
Doerfler School	DonorsChoose	208.11	Help Is On The Way!
Doerfler School	DonorsChoose	219.72	Take Flight
Dr. B Carson Academy of Science	DonorsChoose	534.19	Let's Start with the Basics!
Dr. B Carson Academy of Science	DonorsChoose	173.50	Healthy Habits
Dr. B Carson Academy of Science	DonorsChoose	618.99	Start the Year Off Right!
Forest Home Avenue School	DonorsChoose	472.38	The Positive Points Market
Forest Home Avenue School	DonorsChoose	253.27	Basic School Supplies
Gaenslen School	DonorsChoose	697.12	Reading is Fun!
Gaenslen School	DonorsChoose	457.09	Thinking Ahead for Fall 2026
Gaenslen School	DonorsChoose	259.54	All About Life Skills
Gaenslen School	DonorsChoose	348.30	Hands-On Learning
Gilbert Stuart School	DonorsChoose	52.61	Classroom Essentials

Goodrich School	DonorsChoose	410.61	Classroom Rug
Goodrich School	DonorsChoose	375.77	Daily Snacks!
Goodrich School	DonorsChoose	277.48	Warmth Care & Hunger
Goodrich School	DonorsChoose	324.86	Snacks! Snacks!
Goodrich School	DonorsChoose	283.89	Light Up Our Learning Space!
Goodrich School	DonorsChoose	18.40	Classroom Essentials
Goodrich School	DonorsChoose	424.25	Supplies for Everyday Learning
Goodrich School	DonorsChoose	207.99	Cool Rewards
Goodrich School	DonorsChoose	194.41	Chair Pockets Needed!
Goodrich School	DonorsChoose	261.96	Classroom Library Refresh!
Goodrich School	DonorsChoose	311.46	Looking Forward!
Goodrich School	DonorsChoose	328.01	Literacy & Language
Grant School	DonorsChoose	374.27	No Student Hungry
Gwen T. Jackson School	AT&T Wisconsin Pioneer	1,600.00	Backpacks
Gwen T. Jackson School	DonorsChoose	611.41	Literacy & Language, Music & The Arts
Hartford University School	DonorsChoose	290.73	Snacks for Rewards
Hayes Bilingual School	DonorsChoose	19.47	Classroom Essentials
Hayes Bilingual School	DonorsChoose	59.81	Classroom Essentials
Hayes Bilingual School	DonorsChoose	319.93	Beyond the Blank Paper!
Hayes Bilingual School	DonorsChoose	241.26	Self-Portraits
Hi-Mount School	DonorsChoose	804.91	Literacy & Language, Warmth Care & Hunger
Hi-Mount School	DonorsChoose	424.97	Life Skills, Warmth Care & Hunger
James Fenimore Cooper School	DonorsChoose	882.79	Literacy & Language, Students with Disabilities
James Groppi High School	DonorsChoose	170.53	Health Sports & Wellness, Life Skills
Kilbourn School	DonorsChoose	243.06	Smart Start
Kilbourn School	DonorsChoose	459.52	Snack Time
Kilbourn School	DonorsChoose	483.53	Literacy & Language, STEM
King Elementary School	DonorsChoose	45.26	Classroom Essentials
King High School	DonorsChoose	15.05	Classroom Essentials
King High School	DonorsChoose	908.55	Health Sports & Wellness
King High School	DonorsChoose	16.82	Classroom Essentials
King High School	DonorsChoose	142.42	Take a Stand!
King Middle Years	DonorsChoose	10.60	Classroom Essentials
Kluge School	DonorsChoose	423.55	Warmth Care & Hunger
Kluge School	DonorsChoose	210.23	Hands Busy, Minds Ready!
Kluge School	DonorsChoose	149.97	Snack Time
Lancaster School	DonorsChoose	841.28	Children are our future

Lloyd Barbee Montessori	DonorsChoose	464.05	Health Sports & Wellness, Warmth Care & Hunger
Lloyd Barbee Montessori	DonorsChoose	273.31	STEM
Lloyd Barbee Montessori	DonorsChoose	307.57	Refresh for a New Year!
Lloyd Barbee Montessori	DonorsChoose	724.22	Learning begins with peace
MacDowell Montessori	DonorsChoose	456.30	Lap Desk for Individual Work
MacDowell Montessori	DonorsChoose	348.43	Instant Learning Centers
Marshall High School	DonorsChoose	178.96	Students with Disabilities
Marshall High School	DonorsChoose	903.80	Health Sports & Wellness
Mitchell School	DonorsChoose	646.91	Health Sports & Wellness, Warmth Care &
Morgandale School	DonorsChoose	692.22	2025-2026 Perfectly Prepared
Morgandale School	DonorsChoose	333.48	R.I.P. Old Snack Refrigerator
Morgandale School	DonorsChoose	305.87	Hydration Station
Morgandale School	DonorsChoose	509.10	Basic & Clean
Morgandale School	DonorsChoose	779.05	Snack Attack
Ninety-Fifth Street School	DonorsChoose	229.47	4th Grade Authors
Ninety-Fifth Street School	DonorsChoose	471.42	Restock Our School Store
Ninety-Fifth Street School	DonorsChoose	280.84	Games for Indoor Recess
Ninety-Fifth Street School	DonorsChoose	207.14	Writing Warriors
Obama School of Career and Technical Education	DonorsChoose	366.23	STEM
Obama School of Career and Technical Education	DonorsChoose	592.76	STEM
Obama School of Career and Technical Education	DonorsChoose	721.88	Dream, Design, Do
Obama School of Career and Technical Education	DonorsChoose	368.52	STEM
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Goodwill	600.00	450 Hand Sanitizers for School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Colleen Martinez	250.00	School Supplies for School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Kaitlin Corner	300.00	Backpacks and School Supplies for School Supply Drive
Office of Communications and School Performance - Strategic	Kelly Durow	300.00	School Supplies for School Supply Drive

Partnerships and Customer Service			
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Kong Morales/Phoenix Products LLC	250.00	School Supplies for School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Andrew Kuzmic	150.00	School Supplies for School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	MLG Capital	600.00	30 Backpacks with Supplies for School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Sarah Bauer	30.00	School Supplies for School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Cindy Petted/Rotary Club of Cedarburg-Grafton	1,350.00	30 Backpacks and Supplies for School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Connie Sandell/Brookfield Congregational Church	350.00	Backpacks and Supplies for School Supply Drive
Performance - Strategic Partnerships and Customer Service	Sena Czubin/Aurora Sinai Respiratory Therapy Dept	800.00	School Supplies for School Supply Drive
Parkside School	DonorsChoose	28.72	Classroom Essentials
Parkview School	DonorsChoose	687.12	Literacy & Language, STEM
Pulaski High School	DonorsChoose	188.32	Life Skills, Students with Disabilities
Pulaski High School	DonorsChoose	585.55	Warmth Care & Hunger
Riverside High School	DonorsChoose	499.96	Literacy & Language, Students with Disabilities
Riverwest Elementary	DonorsChoose	659.12	Extra Clothing!
Roosevelt Middle School	DonorsChoose	170.84	Squeaky Clean and Ready To Go!
South Division High School	Alberto Marquez	1,630.00	School Uniform Shirts with SDHS Shied
South Division High School	Sam's Club	93.11	Snack & Beverages
Starms Discovery School	DonorsChoose	343.59	News We Can Use
Story School	DonorsChoose	23.07	Classroom Essentials
Story School	DonorsChoose	27.02	Classroom Essentials
Trowbridge School	DonorsChoose	418.45	Health Sports & Wellness
Trowbridge School	DonorsChoose	233.00	TPT to the Rescue!
Trowbridge School	DonorsChoose	142.79	Literacy & Language, STEM
Trowbridge School	DonorsChoose	132.82	Cool Kids Learn Better

Victory School	DonorsChoose	470.35	Health Sports & Wellness, Life Skills
Victory School	DonorsChoose	19.64	Classroom Essentials
Victory School	DonorsChoose	757.63	Building Minds
Vieau School	DonorsChoose	15.05	Classroom Essentials
Vieau School	DonorsChoose	574.24	Storage Solutions
Vieau School	DonorsChoose	49.89	Classroom Essentials
Vieau School	DonorsChoose	20.32	Classroom Essentials
Vieau School	DonorsChoose	495.34	Snack Attack
Vieau School	DonorsChoose	48.62	Classroom Essentials
Vieau School	DonorsChoose	608.46	The Impact Of Furniture-
Vieau School	DonorsChoose	233.12	Classroom Essentials
Vieau School	DonorsChoose	211.95	Good Behavior System for K5
Vieau School	DonorsChoose	228.09	Ready for Kindergarten!
Vincent High School	DonorsChoose	19.47	Classroom Essentials
Vincent High School	DonorsChoose	426.45	Happy, Healthy Students!
Walt Whitman School	DonorsChoose	394.73	Ooh! Me! Me!
Walt Whitman School	DonorsChoose	47.44	Classroom Essentials
Walt Whitman School	DonorsChoose	154.68	Life Skills, Literacy & Language
Washington High School	DonorsChoose	69.17	Classroom Essentials
William Cullen Bryant School	DonorsChoose	850.54	Making Our Classroom Home
William Cullen Bryant School	DonorsChoose	240.07	Classroom Essentials
Zablocki School	DonorsChoose	417.83	First Aid
Total Non-Monetary Donations		51,426.10	
Total Value of Donations		56,585.11	
* Donations from MPS Alumni		-	
-			

Subsequent to the Committee's meeting, the Administration has finalized a draft contract with PowerSchool Group, which is presented for approval.

**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.

The Administration recommends approval of the contract with PowerSchool Group.

Director Jackson moved approval of the Committee’s recommendation, with the inclusion of the contract with PowerSchool Group. The motion passed, the vote being as follows:

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

\* \* \* \* \*

**(Item 4) Action on the Award of Professional Services Contracts**

**Background**

**Cooperative Authorization to Enter Into a Blanket Agreement with Ricoh USA, Inc., for Lease and Purchase of Printers and Related Maintenance**

The Administration requests authorization to enter into a blanket agreement with Ricoh USA, Inc., to provide printers and associated maintenance, to all MPS schools and departments under the State of Wisconsin’s Contract #505ENT-M25-MFDCOPIER-01 Participating Addendum to a Western States Contracting Alliance –National Association of State Procurement Officials Master Agreement.

This blanket agreement will run from November 1, 2025 through October 30, 2028. Based on the previous contract expenditures the total cost of this blanket agreement will not exceed \$160,000.

Budget Code: Various School/Department Budgets .....\$160,000.00

Ricoh USA, Inc.

**HUB PARTICIPATION**

Required.....0%

Proposed.....N/A

\$ Value N/A

**STUDENT ENGAGEMENT (hours per 12-month contract)**

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

**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 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 5) Action on the Award of Exception-to-Bid Contracts**

**Background**

**Exception Authorization to Issue a Contract to 4MATIV Technologies, Inc. for Strategic Planning and Consultation Services**

The Administration is requesting authorization to enter into a contract with 4MATIV Technologies, Inc. for strategic planning and consultation services. This contractor will be used to provide strategic planning and performance management for SY25 audit, human resource improvement, student enrollment projection accuracy and other areas if necessary.

The Exception to Bid has been granted based on continuity (Administrative Policy 3.09 (7)(e)(1)(b)(iv)) as this vendor has successfully provided similar services to the district.

The contract will run from November 1, 2025 through June 30, 2026 and the total cost of the contract will not exceed \$250,000.

Budget Code: SCF-00-CTG-DW-EAUS..... \$250,000.00

4MATIV Technologies, Inc.

**PRIME CONTRACTOR INFORMATION**

Certified HUB Contractor? .....NO

**HUB PARTICIPATION**

Required ..... %

Proposed..... %

\$ Value TBD

STUDENT ENGAGEMENT (hours per 12-month contract) Paid Student Employment Hour  
Commitment: HOURS Student Career Awareness Commitment: HOURS

**Exception Authorization to Enter into a Contract with MGT Impact Solutions, LLC for Literacy Consulting Services**

The Administration is requesting authorization to enter into a contract with MGT Impact Solutions, LLC for literacy consulting services. Contractor will be used to deliver project management and process improvement for strategic literacy support.

MGT will ensure that MPS can meet the following objectives by June 2026:

- 1.The Word Recognition block will be implemented with fidelity in all K-3 classrooms.
- 2.The Word Study block will be implemented with fidelity in all 4-5 classrooms.
- 3.K-5 teachers will have the clear, coherent, and aligned curriculum guidance and instructional materials needed to implement a Science of Reading aligned literacy block.
- 4.District leaders and principals will have the knowledge, skills, and systems necessary to begin leading literacy improvement in SY25-26 and comprehensively lead literacy improvement in SY26-27

This project is designed to support rebuilding capacity, improving processes, and designing improvements within the Office of Finance. This will benefit the District to allow for more timely and accurate financial reporting, improved internal controls, and an improved, efficient, and effective work environment.

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

The contract will run from October 31, 2025 through June 30, 2026 and will not exceed \$855,000.

Budget Code: OGA-0-0-AAC-EO-ECTS ..... \$855,000.00

MGT Impact Solutions, LLC

HUB PARTICIPATION

Required..... N/A

Proposed..... N/A

\$ Value N/A

STUDENT ENGAGEMENT (Hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

**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 authorize the exception-to-bid contract as set forth in the attachments to this item.

Director Siemsen moved approval of the exception-to-bid contracts, inclusive of the contract with MGT. The motion passed, the vote being as follows:

- Ayes — Directors Ferguson, Fons, Herndon, Jackson, Reza, Siemsen, Vannoy, and President Zombor — 8.
- Noes — None.

\* \* \* \* \*

**(Item 6) Action On Monthly Facilities Matters: FMS Award of Professional Services Contracts, Report of Exceptions to Bid and Change Order Recommendation and Report of Job Order Contracting Contracts**

**Professional Services Contracts**

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

RFQ #25-028 MPS Fleet Vehicle Oil Change Services

A Request for Quote (RFQ) was issued by Facilities and Maintenance Services to obtain a firm to provide Fleet Vehicle Oil Change Services (Labor and Material Purchase Only).

Selected firm: Badger Truck & Auto Group Spending Authority: \$45,000.00/year

Contract Period: October 31, 2025 – October 30, 2028 Budget Code: Various

RFQ #25-015 IDIQ (Indefinite Delivery, Indefinite Quantity) Professional Design and Consultant Services

A Request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain proposals from firms to provide IDIQ (Indefinite Delivery, Indefinite Quantity) Professional Design and Consultant Services in accordance with the terms and conditions of RFP #25-015. The Consultants will provide services in the areas of architecture and interior design; engineering services in the areas of civil, environmental, mechanical, electrical, fire protection, HVAC, plumbing and low voltage/telecommunication systems; and other services including owner's representative services and estimating. The fees for services are pre-determined based on a percentage of the construction or project contract value or based on hourly rates submitted with their proposal. The IDIQ design contracts are an indefinite quantity contract pursuant to which the Consultant may perform an ongoing series of individual Projects at different locations.

Proposals were received from all consultants, and were evaluated based on responsiveness to requirements, experience, references and abilities to meet the needs of MPS.

Contracts will be issued on an as-needed basis in alignment with the pre-approved Adjustment Factor. The full list of approved consultants and a description of their services are attached to the minutes of your Committee's meeting.

#### RFP #25-023 Small Electric Motor Equipment Repair

A request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Small Electric Motor Equipment Repair.

Selected Firm: San-A-Care, Inc. and Nassco, Inc. Spending Authority: \$200,000.00

Contract Period: October 31, 2025 – October 30, 2028 Budget Code: Various

#### Report of Exception to Bid

Recommended for the Board's approval at this meeting is the following emergency (exception to bid) purchase of water filters from Able/Hajoca Corporation. Spending Authority: \$61,600.00

Drinking water filters are needed at various sites throughout the district. Three (3) bids were received but the exception to bid is needed as this could not be publicly bid due to time constraints.

Funds are available for the water filters via budget code MBM OA CCT FM ECNC.

The exception from the requirement of a competitive procurement process for these materials has been granted due to delivery date Administrative Policy 3.09(7) (E)(1)(b)(vii)).

\* \* \*

The Administration recommends that the Board authorize the emergency (exception to bid) purchase and installation, for Butters-Fetting Co. to provide and install 8" LPS line and a 2" Natural Gas line and others through the west all of the boiler room for the mobile steam boiler unit at Barack Obama High School, with a spending authority of \$127,851.00.

This was due to water damage from the rain event on 8/9/25.

Funds are available for the purchase and installation for gas lines project via Budget Code BLD 00 FLD DW ECNC.

The exception for the emergency purchase process for these materials has been granted due to Administrative Policy 3.09(14).

\* \* \*

Recommended for the Board's approval at this meeting is the following emergency (exception to bid) replacement of boiler burners at Barack Obama High School from Butters-Fetting Co. Spending Authority: \$493,415.00

It has been determined it will be better and faster to replace the obsolete boiler burners than replace parts and pieces with no guarantee they will work.

This was due to water damage from the rain event on 8/9/25.

Funds are available for the boiler burner replacement via budget code MBM OA CCT FM ECNC.

The exception for the emergency purchase process for these materials has been granted due to Administrative Policy 3.09(14).

\* \* \*

Recommended for the Board's approval at this meeting is the following emergency (exception to bid) replacement freezer and cooler refrigeration systems at Barack Obama High School from Butters-Fetting Co. Spending Authority: \$102,922.00

This was due to water damage from the rain event on 8/9/25.

Funds are available for the freezer and cooler refrigeration systems replacement via budget code CB1 00 FMI FM EOSV FEDM.

The exception for the emergency purchase process for these materials has been granted due to Administrative Policy 3.09(14).

\* \* \*

Recommended for the Board's approval at this meeting is the following emergency (exception to bid) to furnish and install a temperature control system at Barack Obama High School from HVA Products. Spending Authority: \$64,670.00

This was due to water damage from the rain event on 8/9/25.

Funds are available for the temperature control system replacement via budget code BLD 00 FLD DW ECNC.

The exception for the emergency purchase process for these materials has been granted due to Administrative Policy 3.09(14).

Recommended for the Board's approval at this meeting is the following emergency (exception to bid) for emergency response & initial restoration work needed at various MPS location due to water damage from the rain event/flooding on August 9, 2025. Spending Authority – up to \$8,000,000.00.

Barack Obama School - \$383,141.86

Riverside University High School - \$763,975.58

Forest Home Ave School, Vieau Elem School, Grant Elem School, Grantosa Drive Elem, James Madison High School, George Washington Carver Academy, Milw School of Languages, Townsend Elem School, Lancaster Elem School, Hampton Elem School, Northwest Secondary, Curtin Elem School, Westside Academy, Bay View High School, Harold S Vincent High School, Thurston Woods, Lil Scholars Day Care, Marshall High School and Parkview Elementary. Exact dollar amounts to for these schools to follow once work has been completed.

Funds are available for the emergency response and initial restoration via budget code BLD 00 FLD DW ECNC.

The exception for the emergency purchase process for these materials has been granted due to Administrative Policy 3.09(14).

\* \* \*

Recommended for the Board's approval at this meeting is the following emergency (exception to bid) for elevator restoration at Barack Obama High School from Northwestern Elevator. Spending Authority: \$168,821.25

This was due to water damage from the rain event on 8/9/25.

Funds are available for the elevator restoration via budget code BLD 00 FLD DW ECNC.

The exception for the emergency purchase process for these materials has been granted due to Administrative Policy 3.09(14).

\* \* \*

Recommended for the Board’s approval at this meeting is the following emergency (exception to bid) for elevator restoration at Roosevelt Middle School from Northwestern Elevator. Spending Authority: \$133,897.00

This was due to a fire and will take approximately 22 weeks to complete.

Funds are available for the elevator restoration via budget code MBM 0A CCT FM ECNC.

The exception for the emergency purchase process for these materials has been granted due to Administrative Policy 3.09(14).

\* \* \*

Recommended for the Board’s approval at this meeting is the following emergency (exception to bid) for pool restoration at Barack Obama High School from Carrico Aquatic Resources. Spending Authority: \$129,992.00

This was due to water damage from the rain event on 8/9/25.

Funds are available for the pool restoration via budget code BLD 00 FLD DW ECNC.

The exception for the emergency purchase process for these materials has been granted due to Administrative Policy 3.09(14).

**Change Order**

---

The Administration is reporting to the Board the following change orders in excess of \$50,000.00. Roof Replacement

Department of Facilities & Maintenance, Site #451 F J A Christiansen Roofing Co. Inc.

Total Amount of Change Order: \$788,000.00

As part of the bid submitted by FJA Christiansen to replace the roof at DFMS, Mandatory Alternate Bid #1, Section B and Mandatory Alternate Bid #2, Section C was not accepted at the time due to budgetary restraints. Money has been acquired to perform the Mandatory Alternate bid #1 and #2 to complete the work needed on the roof at DFMS.

The change order will be funded from account code FAR 00 MM2 DW ECNC (Project No. 1693).

Owner’s Representative

Milwaukee Recreation Northside Community Center The Concord Group

Total Amount of Change Order: \$401,120.00

The duties and responsibilities are for anticipated additional Owner’s Representation services for the added 9 months of Design, 3 months of Construction and 1 month of Closeout due to the project’s design and GMP execution schedule delay and for the Commissioning services through the remainder of the project, including through completion of the Warranty period.

The change order will be funded from account code CVS 00 RFI RC ECNC (Project No. 8476).

**Report of Job Order Contracting**

---

The Administration is reporting to the Board the following contracts that were issued during the month of September utilizing the Job Order Contracting program.

Robe, Inc.

Phase 2 Green Bay Playfield Field House, Delaware Service Center, & 39th Street Operations  
Construction.....\$556,426.69

### **Strategic Plan Compatibility Statement**

---

Goal 3, Effective and Efficient Operations

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

---

Admin Policy 3.09 - Purchasing and Bidding Requirements

### **Fiscal Impact Statement**

---

This item authorizes expenditures for:

Professional Services Contracts:

Total Professional Services Contract Requested = \$15,245,000.00

Exception to Bid Purchases:

Total Exception to Bid Purchases Requested = Not to Exceed \$9,221,568.25

Change Order:

Total Amount of Change Orders = \$1,189,120.00

Job Order Contracting:

Total Amount of Job Order Contracts = \$556,426.69

### **Implementation and Assessment Plan**

---

Upon Board approval, the attached professional services contracts, report of exceptions to bid and change order recommendation and report of job order contracting contracts shall be executed.

### **Committee's Recommendation**

---

Your Committee recommends that the Board approve the attached professional services contracts, report of exceptions to bid and change order recommendation and report of job order contracting contracts.

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

\* \* \* \* \*

## **(Item 7) Action on Receipt of the Fiscal Year-End 2024 Audit Reports**

### **Background**

---

Baker Tilly has completed the attached June 30, 2024, year-end reports, which are being presented for the Board's consideration.

Baker Tilly considers the District's internal control over financial reporting as a basis for designing their auditing procedures for the purpose of expressing an opinion on the district's financial statements. Internal control matters identified by Baker Tilly are reported to the District in the "Reporting and Insights From 2024 Audit, June 30, 2024." While this Communication presents the auditor's observations on, and makes recommendations regarding, various district management and internal control issues; it does not express an opinion on the effectiveness of the District's internal control.

Reporting and Insights from the 2024 Audit, June 30, 2024, also includes a report on the status of prior-year issues.

Attached to the minutes of your Committee's meeting are the following documents:

1. Milwaukee Public Schools FY24 Annual Comprehensive Financial Report
2. 2024 Milwaukee Board of School Directors Early Retirement Plan Statements
3. 2024 Milwaukee Board of School Directors Early Retirement Plan for Teachers Statements
4. Reporting and Insights from 2024 Audit
5. Report on 2024 Federal and State Awards
6. Milwaukee Public Schools 2024 Presentation by Baker Tilly
7. FY 2024 Audit Findings Presentation

## Results of Baker Tilly Audit

---

### Audit Objective

The objective of our audit was to express an opinion on the various financial statements of Milwaukee Public Schools as of June 30, 2024

### Our Opinions

- An unmodified audit opinion has been issued on the financial statements for the fiscal year ending June 30, 2024 as listed below:
  - Milwaukee Board of School Directors Early Retirement Supplement and Benefit Improvement Plan
  - Milwaukee Board of School Directors Supplemental Early Retirement Plan for Teachers Annual Comprehensive Financial Report (audited financial statements)
- The financial statements are fairly presented in accordance with generally accepted accounting principles
- All appropriate disclosures have been properly reflected in the financial statements and footnotes
- Accounting principles have been consistently applied

### Federal and State Program Compliance Findings

- Federal:
  - Title I – Allowable costs/cost principle, Maintenance of Effort
  - Head Start Cluster – Allowable costs/cost principle
  - Medicaid – Reporting
  - Supporting Effective Instruction State Grants – Maintenance of Effort
  - Supporting Effective Instruction State Grants and COVID-19 – Education
  - Stabilization Fund – Allowable costs/cost principle
- State:
  - None noted in FY24

### Reporting and Insights Document

- Required Communication of Internal Control related matters Identified in the Audit to those Charged with Governance
- Communication of Other Control Deficiencies and Information
- Required Communication by the Auditor with Those Charged with Governance
- Management Representations

### *Required communications*

#### Auditor's Responsibilities Under Generally Accepted Auditing Standards

- To express an opinion on the financial statements
- To conduct an audit in accordance with auditing standards generally accepted in the United States of America
- To plan and perform the audit to obtain reasonable (rather than absolute) assurance that the financial statements are free of material misstatement
- To express an opinion on compliance with regulations for federal and state award programs

#### Changes in Significant Accounting Policies

- None noted

#### Management Judgments and Accounting Estimates

- No significant changes in estimates
- Accrued claims for self-insurance, accrued compensated absences, net OPEB liability, net pension liability of the Pension Plans - Early Retirement Supplement and Benefit Improvement Plan and Supplemental Early Retirement Plan for Teachers
- WRS/ERS pension assets and liabilities

#### Significant Audit Adjustments Identified and Recorded During Audit

- Various related to expenditures/payables, revenue/receivables, unavailable revenue

#### Uncorrected Misstatements

- Three uncorrected entries

- Prior Year Accounts Payable of \$838,612
- Life Insurance Duplicate Reporting of \$587,972
- Grant revenues \$3,345,738

Other Information in Documents Containing Audited Financial Statements

- We are not aware of any other documents

Disagreements with Management

- None

Management's Consultation with Other Accountants

- Assistance provided by CLA

Issues Discussed Prior to Retention

- We discussed a variety of matters including accounting principles which occurred in the normal course of our professional relationship and were not a condition to our selection or retention as auditors

Difficulties Encountered in Performing the Audit

- Significant Delays
- Unexpected effort to obtain appropriate evidence

*Internal Control Comments and Recommendations*

Material Weaknesses

- Financial statement close process
- Audit readiness, timely submissions and accurate financial data
- Journal entry deletions
- Year-end accounts payable analysis
- Budget reporting
- Deficit cash held by the City of Milwaukee
- Contract invoicing support
- Timeliness of time and effort reporting
- Medicaid reporting
- Maintenance of effort

Prior year comments carried over to current year

- Service organization control 1 report (SOC 1 report) review
- Financial reporting risks

**Financial Highlights**

A. The District's governmental funds ended the 2024 fiscal year with an increase in total fund balances of \$118 million. This increase reflects a combined increase in General Fund of \$118.9 million, a decrease in the construction Fund of \$6 million and an increase in School Nutrition Services Fund of \$5.1 million.

B. Total fund balance for the governmental funds was \$185.5 million at June 30, 2024. Of this amount, \$134.5 million was restricted/committed for capital projects, and \$49.2 million was fund balance shown in the General Fund and \$1.8 million in the School Nutrition Fund.

C. The District's issued no new long-term debt and paid down \$12.8 million of intergovernmental cooperation agreements with the City of Milwaukee during the 2024 fiscal year.

D. Increase in pension liabilities of \$33.4 million, decrease in OPEB liability of approximately \$112 million.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Admin Policy 3.07 - Fiscal Audits

**Fiscal Impact Statement**

There is no fiscal impact.

### **Committee's Recommendation**

---

Your Committee recommends that the Board acknowledge receipt of and accept the documents, as attached to this item.

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

\* \* \* \* \*

### **(Item 8) Possible Action on the Activities of the Audit Advisory Committee**

Your Committee reports having received information. Although the item was noticed for possible action, no action is required.

### **Background**

---

In March 2025, the Board approved a request to establish an Audit Committee Charter, establishing an Audit Advisory Committee (AAC). Since that time, the AAC has met several times to review and discuss audit related matters. Most recently, the AAC met on September 18, 2025, to discuss matters, including the recently completed Fiscal Year-End 2024 Audit Reports.

Consistent with the charge of the AAC as set forth in its charter, the attached details the AAC's insights into the findings made by the external auditor in the Fiscal Year-End 2024 Audit Reports.

The AAC stresses that each of the findings requires corrective action. The AAC also acknowledges that given the number of findings, a triage of the findings, based on risk, offers a path by which a prioritization of the findings can be constructed for corrective action.

### **Recommended Prioritization**

---

1. Journal Entry Deletions
2. Financial Statement Close Process
3. Contract Invoicing Support
4. Audit Readiness, Timely Submissions and Accurate Financial Data
5. Year-End Accounts Payable Analysis
6. Timeliness of Time and Effort Reporting
7. Medicaid Reporting
8. Financial Reporting Risks
9. Deficit Cash Held by the City of Milwaukee
10. Budget Reporting
11. Finding 2023-008 Material Weakness – Internal Controls over the Preparation of the Schedule of Expenditures of Federal and State Awards – (Categorized in Financial Statement Close Process finding above)
12. Maintenance of Effort
13. Finding 2023-011 Significant Deficiency – Unlicensed Teachers
14. Finding 2023-010 Significant Deficiency – IEP Ratio
15. Finding 2023-009 Significant Deficiency – Equipment and Real Property Management
16. Information Technology Findings
17. Service Organization Control 1 Report (SOC 1 Report) Review

\*The Audit Advisory Committee (AAC) expresses their concern with respect to the number and severity of external audit findings. A triage approach that prioritizes corrective actions by risk is indicated but should in no way diminish the importance of addressing each finding

### **Strategic Plan Compatibility Statement**

---

Goal 3, Effective and Efficient Operations

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

---

Admin Policy 3.07 - Fiscal Audits

\* \* \* \* \*

**(Item 9) Action on Approval of a Grant Application with the Bicycle Federation of Wisconsin for Bicycle and Walking Safety Programs**

**Background**

---

The Administration is requesting approval to submit a grant application for fiscal years 2029 and 2030 with the Bicycle Federation of Wisconsin in furtherance of a grant obtained from the State of Wisconsin Department of Transportation.

**Strategic Plan Compatibility Statement**

---

Goal 2, Student, Family and Community Engagement

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

---

Admin Policy 3.01 - Annual Operating Budget

**Fiscal Impact Statement**

---

If the application is approved, MPS will receive a grant amount of \$607,300.00. The required match is 20 percent (\$60,730.00) in year one, (\$60,730.00) in year two, for a total of \$121,460.00.

Subsequent to the introduction of this item, the Administration was able to add a high school component for a new total grant request of \$735,800 total grant request and new two-year match of \$147,160.

**Implementation and Assessment Plan**

---

Upon approval by the Board, the application will be submitted.

**Committee's Recommendation**

---

Your Committee recommends the Board approve the grant application from the Wisconsin Department of Transportation supporting the Safe Routes to School grant application for the revised new total grant request of \$735,800 total grant request and new two-year match of \$147,160.

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

\* \* \* \* \*

**(Item 10) Action on a Request to Approve Prevailing Wages**

**Background**

---

Building trades workers employed at the Department of Facilities and Maintenance Services have historically been paid the prevailing wages, pursuant to the action of the Board on May 3, 1931 (Proc. pp. 555-556). This policy was incorporated in Section 2.32 of the Board's Rules (currently Administrative Policy 6.21) and was further affirmed by the Board in December 1962 (Proc. 12-11-62, pp. 301-302; 12-19-62, pp. 303-304). Building trades workers employed at the Department of Facilities and Maintenance Services last received the prevailing wage rates effective July 2026.

Based on the need to remain competitive in the current market for building trades, the Administration recommends that the Board move forward with an updated prevailing wage structure for this unit.

**Strategic Plan Compatibility Statement**

---

Goal 3, Effective and Efficient Operations

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

---

Admin Policy 6.21 - Salary Schedules: Staff

**Fiscal Impact Statement**

---

The district will incur costs by paying covered employees the wages as proposed in this item. These positions and salaries were allocated for in the Department of Facilities and Maintenance Services budget as approved by the Board for FY26.

**Implementation and Assessment Plan**

---

Upon Board approval, the attached new wage rates shall be implemented as required.

**Committee's Recommendation**

---

Your Committee recommends that the Board approve the attached prevailing wage rates effective as of July 1, 2025.

Director Ferguson moved approval of the prevailing wage rates as attached in the item. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Jackson, Reza, Siemsen, Vannoy, and President Zombor — 8.

Noes — None.

\* \* \* \* \*

**(Item 11) Action on a Request to Carry Over Fiscal Year 2025 (FY25) School Deficit and Surplus Amounts****Background**

---

A school leader takes the lead responsibility for spending in accordance with their school's budget. A school's overall deficit balance occurs at the end of a fiscal year when total expenditure exceeds the total authorized funding amount in non-position costs. A school's overall surplus balance occurs at the end of a fiscal year when total expenditures are less than the total authorized funding amount in non-position costs. A school's spending is tracked monthly by the school leader and the administration. The administration and school leader are alerted to potential problems, and where warranted, controls to limit school spending are put in place to mitigate risk.

According to Administrative Policy 3.05, concerning school deficits or surpluses, year-end deficits or surpluses incurred shall be carried over into the next year. Surpluses have been limited to \$5,000 per school except as adjusted by contract for instrumentality charter schools.

**Strategic Plan Compatibility Statement**

---

Goal 3, Effective and Efficient Operations

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

---

Admin Policy 3.05 - Fund Carryover

**Fiscal Impact Statement**

---

Approval of the deficit carry over will result in each school paying back its deficit within three years. Surpluses are available to the school to use during the following year.

**Implementation and Assessment Plan**

---

Upon Board approval the adjustments will be made to school budgets.

**Committee’s Recommendation**

---

Your Committee recommends the FY25 school deficit and surplus amounts be carried over to FY26, as noted in the attachment, and that schools with deficits from FY25 pay back the amounts within three years.

*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) 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.

**Section 2000 Programs and Instruction**

---

This month, your Committee reports having conducted a work session on policies to be included in Section 2000, Programs and Instruction. After setting aside the below policies for separate consideration, your Committee makes the following recommendations:

- 2105 Vision, Mission and Goals Hold in Committee until strategic planning is complete
- 2110 Statement of Philosophy Hold in Committee until strategic planning is complete
- 2416 Student Privacy Hold in Committee
- 2461 Recording of IEP Meetings Hold in Committee

Your Committee further recommends that the remainder of the policies included in the item be adopted as presented.

A report of the Committee's recommendations, to date, is attached to the minutes of your Committee’s meeting.

**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. Your Committee recommends holding its recommendations to the call of the Chair.

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

\* \* \* \* \*

## **COMMITTEE ON FAMILY AND COMMUNITY ENGAGEMENT**

Director Ferguson presented the following report for the Committee on Parent and Community Engagement:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Family and Community Engagement presents the following report:

### **(Item 1) Report of the Committee on Family and Community Engagement**

Your Committee reports having held a public engagement session. The session was not noticed for action and no action is required.

### **Public Engagement Session: Operational Plan Between the Committee on Family and Community Engagement (FACE) and the District Advisory Council (DAC)**

#### **Participant Feedback**

---

Participants reviewed a draft operational plan and worked in small groups to discuss and report out on their feedback.

#### **Application Process**

- How will we select, relative to people with kids in elementary...and in high school. It's important to ensure representation from all parent groups.
- On the application process, how are we involving the whole community? What about grandparents or aunts/uncles (not just people with kids)?
- Need to make sure interested people know where to go to apply.
- What about people who are not good writers or who are not English proficient who want to apply? Can we offer alternatives?
- Draft plan says decisions should be made by November but that is too short a notice. Can we move to December to ensure time to apply?
- Can we advertise this on radio or social media?

#### **Strengths**

- Having parent voice ahead of time (early buy-in)
- Hoping topics will be timely - have a plan that's institutionalized to avoid this group doing crisis management. Participants want time to deal with institutionalized issues
- I like that there's a collaborative process
- I like that transparency is built in
- Like that participation is codified to allow for meaningful input

- Have the will to streamline - respect the time of people participating and allow time for transparency
- I like that this model can remove barriers to leadership; parents can be more advisory
- Issues are important to parents and hearing directly from experts would be helpful

### **Weaknesses**

- Not clear who makes the final call on things discussed
- What about larger community outreach. Who are reaching now? Are we just talking to the same people? Are there other people who just aren't hearing the message?
- SPED, ELL and other communities should be involved
- Reaching out to the larger community is essential
- Need more education on what the purpose of this group is. Why are we doing this? Need to keep reiterating the point of all this to do more outreach
- Who is communicating the outcomes of this work?
- How are DAC reps going to bring information to Board in a way that represents the patterns and realities of each of the areas they represent. (Not every parent is good at reporting back - can we template this?)
- There are so many meetings! School Engagement Council, PTO, FACE, etc. Maybe twice a year, meet with all. Perhaps offer a menu of ideas and let DAC reps decide what they want to discuss...maybe do 2-3 from the "menu" at each of these two meetings and do a deep dive on those items.
- Need to make sure there's a viable implementation. People can't be spread too thin.

### **Suggestions**

- FACE have a virtual component or switch to all virtual format
- Issues raised at DAC are school-level issues - should be a format to raise those issues to FACE-level

### **(Item 2) Public Engagement Session: School Calendar for the 2026-27 School Year**

The Administration presented participants with three draft versions of the 2026-27 School Year Calendar to solicit feedback. Participants were asked to fill out a response sheet describing what they liked, disliked, and which version they most preferred to see implemented.

Surveys will be sent this month to stakeholder groups including employees and parents to gather additional feedback.

### **Strategic Plan Compatibility Statement**

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

\* \* \* \* \*

## **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) Action on Approval of Areas to Be Opened for Textbook Study During the 2025-2026 School Year For Texts To Be Used Beginning With The 2026-2027 School Year**

**Background**

---

MPS Administrative Policy 7.26 and Administrative Procedure 7.26, Textbooks/Instructional Materials Adoption, provides that as adoptions near expiration, the Administration shall report the subject areas, along with the titles of the textbooks/instructional materials for which adopted textbooks/instructional materials have been in use seven years or more and may be discontinued at the end of the following school year.

To provide for inclusion and alignment with the district's ambitious instruction and accelerated learning plan, general criteria for textbooks / instructional materials are provided to the textbooks / instructional materials evaluation committee. These criteria include availability of high-quality materials in Spanish for use in bilingual classrooms; alignment to the district's literacy and language development goals; and alignment to adopted standards and graduation requirements. In addition, the Curriculum Specialists will develop specific criteria applicable to the subject area under consideration.

The subject area(s) in need of adoption during the 2025-2026 school year: English Language Arts (ELA) 9-12.

**Strategic Plan Compatibility Statement**

---

Goal 1, Academic Achievement  
Goal 3, Effective and Efficient Operations

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

---

Admin Policy 7.26 - Textbooks/Instructional Materials Adoption

**Fiscal Impact Statement**

---

This item does not authorize expenditures.

**Implementation and Assessment Plan**

---

The procedures listed below will be implemented following Board action with respect to opening subject areas for textbook adoption study.

a. When a subject area is to be opened for adoption, an evaluation committee led by a Curriculum Specialist shall be established to study and evaluate available materials and make recommendations to the Superintendent concerning textbook/instructional materials adoptions for the subject areas.

b. Principals and teachers are notified.

c. Parents are notified and invited to serve on the parent advisory committee for textbook/instructional material evaluation. In addition, community organizations such as the District Advisory Committee, La Causa, United Community Center, NAACP, and Urban League are invited to send parent representatives. To further increase parent involvement in the textbook/instructional material evaluation process, the Administration will also solicit parents through School Governance Councils.

d. Publishers are notified.

e. Teacher nominations and/or expressions of interest in serving on the textbook/instructional materials evaluation committee for the various subject and language level areas are obtained.

f. Textbook/instructional materials evaluation committee is appointed.

g. The Curriculum Specialist provides training for textbook/instructional material evaluation committee members on selecting culturally responsive materials that promote critical thinking.

h. The Curriculum Specialist establishes evaluation criteria for instructional materials based on the latest research and literature in the field. The specialist reviews and assesses available materials, consults with parents, publishers, and representatives, and seeks input from teachers, department chairs, and other stakeholders.

i. The Curriculum Specialist and the Department of Procurement review the proposals submitted by the textbook/instructional materials publisher.

j. Textbook/instructional materials evaluation committee formulates recommendations with respect to the subject and language level areas and the materials under evaluation for possible adoption and presents the recommendations for textbooks/instructional materials adoption to the superintendent in a confidential report. The textbook/instructional materials evaluation committee may recommend a single, dual, or multiple adoptions for a subject/language, or; they may recommend delaying adoption pending further study.

Based on the proposed timeline, the textbook/instructional materials evaluation committee would be appointed no later than February 2026. The committee will conduct the study during the months of March and April 2026 and submit a recommendation to the Superintendent in May 2026. After considering the evaluation committee's report, the Superintendent will submit recommendations to the Milwaukee Board of School Directors for consideration in May 2026.

**Committee’s Recommendation**

---

Your Committee recommends that English Language Arts 9-12 be opened for textbook study for texts to be used during the 2026-2027 school year.

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

\* \* \* \* \*

**(Item 2) Report with Possible Action on the Overview of Assessments for SY 2025-26**

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

**Background**

---

This presentation will outline the district’s assessments for the 2025–26 school year, grounded in the belief that curriculum, instruction, and assessment are interconnected. The overview will address the purpose of assessments, testing times, and how assessment data informs instruction. The presentation will also highlight the percentage of instructional time devoted to testing compared with last year. Finally, an update on key shifts for the 2025–26 school year, designed to provide more consistent and actionable data to support teaching and learning across the district.

**Strategic Plan Compatibility Statement**

---

Goal 1, Academic Achievement

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

---

Admin Policy 7.38 - Balanced Assessment Systems

**Fiscal Impact Statement**

---

No fiscal impact

\* \* \* \* \*

**(Item 3) Report with Possible Action on Academic Standards**

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

**Background**

---

As required by the Wisconsin Department of Public Instruction, the school board includes a notice of adopted academic standards on its agenda at the start of the school year. The academic standards addressed are:

Common Core State Standards (CCSS): Adopted on September 27, 2012, they form the foundation of classroom instruction and professional development.

Common Core Essential Elements (CCEE): Provide students with significant intellectual disabilities the same challenging expectations as the CCSS and they serve as the foundation of instruction in the classroom and of professional development for teachers and principals.

Career and Technical Education Standards (2013): Cover six content areas for grades PK-12, preparing students for college and careers. ( Agriculture, Food and Natural Resources, Business and Information Technology, Family and Consumer Sciences, Health Science, Marketing, Management, and Entrepreneurship, Technology and Engineering)

Wisconsin Model Early Learning Standards (WMELS) (2014): Emphasize child-initiated and teacher-initiated activities for early learning. These standards reflect the belief that children should be provided with opportunities to explore and apply new skills through child-initiated and teacher-initiated activities and interactions with peers, adults, and materials.

Next Generation Science Standards (2017): Identify essential science and engineering content and practices for K-12 students. These include elementary science, physical science, life science, earth and space science, engineering, technology, and applications of science in middle and high school.

Social Studies Standards (2018): Establish foundational knowledge and skills for appropriate grade levels.

Common Core State Standards for World Languages (2019): Support bilingualism and biliteracy.

English Language Development (ELD) Standards (2021): Focus on expanding multilingual learners' communication abilities. The standards are aligned to the academic content standards to plan for both language and content learning, allowing for the engagement of multilingual students in the learning process.

Wisconsin Career and Technical Education (CTE) Standards (2024): Set knowledge and skills necessary for successful transition to postsecondary programs and careers. (Agriculture, Food, and Natural Resources; Business and Information Technology; Family and Consumer Sciences; Health Science; Marketing, Management and Entrepreneurship; and Technology and Engineering).

Wisconsin Academic Standards: Cover areas not addressed by CCSS, CCEE, and WMELS, including Art and Design, Dance, Environmental Education, Health Education, Information and Technology Literacy, Music Education, Nutrition Education, Personal Financial Literacy, Physical Education, Reading, School Counseling, Theatre Education, and World Languages.

**Strategic Plan Compatibility Statement**

---

Goal 1, Academic Achievement

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

---

Admin Policy 7.01 - Teaching and Learning Goals

**Fiscal Impact Statement**

---

N/A

\* \* \* \* \*

**REGULAR ITEMS OF BUSINESS**

**(Item 1) Reports of the Board's Delegates**

The Board received the reports of its delegates to the Library Board, CESA #1, and WASB.

\* \* \* \* \*

**(Item 2) Monthly Report of the President of the Milwaukee Board of School Directors**

In support of the MPS Vision and Mission, and in collaboration with district and community partners, the President's activities during October 2025 included:

- Riverwest Elementary Ribbon Cutting: Participated in the ribbon-cutting ceremony at Riverwest Elementary celebrating the launch of new green schoolyards, part of a districtwide effort to enhance learning environments and promote sustainability.
- Carmen Contract Review: Engaged in review of the Carmen Schools contract to ensure alignment with district goals and accountability expectations.
- Board Retreat with WASB: Joined the Board retreat with the Wisconsin Association of School Boards for finance training to strengthen governance capacity and ensure fiscal responsibility.
- Bradley Tech Football Team Dinner: Attended a team dinner with Dr. Cassellius and the Bradley Tech football team to support student athletes.
- Media Engagement: Met with Kayla Huynh, a new education reporter for the *Journal Sentinel*, to discuss district and Board initiatives.
- Meet & Greet: Attended a Meet & Greet with Board members, Dr. Cassellius, and newly appointed administrators. The purpose of this gathering was to build new relationships as we strengthen collaboration across leadership teams in Milwaukee Public Schools.
- DPI Aid Certification Check-In: Participated in a check-in with DPI on aid certification as part of monitoring the finance team's progress towards state deadlines.

\* \* \* \* \*

### ITEMS DEFERRED

Having been previously deferred, the Board resumed consideration of a Communication from the Board Clerk: Action to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation Matters and to Consider Employment Matters of Employees Over Which the Board Exercises Jurisdiction

Director Ferguson moved to retire to closed session, pursuant to Wisconsin Statute 19.85(1)(c)(f) and (g).

The Board retired to closed session at 6:45 p.m.

The Board returned to open session at 7:17 p.m., whereupon Director Siemsen moved to approve the settlement of Department of Public Instruction case #LEA-25-0023, as discussed in closed session. The motion passed, the vote being as follows:

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

The Board adjourned at 7:19 p.m.

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