

**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
NOVEMBER 10, 2025**

Special meeting of the Board of School Directors called to order by President Zombor at 5:08 p.m.

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

The Board Clerk read the following call of the meeting:

November 7, 2025

To the Members of the Board of School Directors:

At the request of President Missy Zombor, a Special Meeting of the Milwaukee Board of School Directors is scheduled to take place virtually.

Special Board Meeting  
5:00 p.m., Monday, November 10, 2025

**ORDER OF BUSINESS**

1. Action on a Request for Technical Amendments to the 2025-26 (FY26) Budget for the Extension Fund (MKE Rec)

**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 be held virtually. There will be no in-person access. The meeting may be accessed on the [MPS YouTube Stream](#), the link to which may be found on the Boardcast page of the MPS website.

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

**(Item 1) Action on a Request for Technical Amendments to the 2025-26 (FY26) Budget for the Extension Fund (MKE Rec)**

**Background**

The Board approved the FY26 Budget on October 28, 2025. The purpose of this item is to request a modification and re-adoption of the FY26 Budget.

On October 28, 2025, the full Board considered and approved the Administration's recommended adjustments to the Superintendent's Proposed Budget adopted in June. At that meeting, the Board adjusted the property tax levy raised for the District's Extension Fund with the intention of increasing the fund balance. The additional funds would be used to support the Extension Fund in case of future funding challenges while also investing in MKE Rec (formerly known as Milwaukee Recreation) services and facilities to ensure equitable access for all Milwaukee Residents.

After conversations with the City of Milwaukee, the Administration is requesting the Board approve a technical amendment to categorize the additional revenue as Expenditure Budgets for Contracted Construction Services.

**2025-26 Fall Adjustment Line-Item Detail**

<u>Budget Fund Group</u>	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 Trust	\$27.8	\$52.1	\$ 24.3	87.5%
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%

## **Budget Resolutions**

### ***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 \$75,584,650 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.

## **Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Admin Policy 3.01 - Annual Operating Budget

## **Fiscal Impact Statement**

This recommendation is a technical adjustment, and does not alter the original intent of the Board.

## **Implementation and Assessment Plan**

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

**Recommendation**

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The Administration recommends that the Board

1. reconsider its action of October 28, 2025; and
2. adopt the modified FY26 budget Resolution and Detailed Line Items.

Director O'Halloran moved to reconsider the Board's previous action of October 28, 2025, relative to the FY26 Extension Fund budget. The motion passed, the vote being as follows:

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

Noes — None — 0.

Director Siemsen moved to adopt the modified FY26 Extension Fund resolution and line-item details, as presented in the item. The motion passed, the vote being as follows:

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

Noes — None — 0.

The Board adjourned at 5:26 p.m.

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



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

Special meeting of the Board of School Directors called to order by President Zombor at 9:15 p.m.

Present — Directors Ferguson, Fons, Herndon, Siemsen, Vannoy, and President Zombor — 6.  
Absent and Excused— Directors Jackson, O'Halloran, and Reza – 3.

The Board Clerk read the following call of the meeting:

November 7, 2025

To the Members of the Board of School Directors:

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

Special Board Meeting

6:30 p.m., Thursday, November 13, 2025

(Or immediately following the Committee on Student Achievement and School Innovation (SASI) Meeting)

ORDER OF BUSINESS

1. Work Session and Possible Action on the Board's Committee Structure
2. Action on a Request to Retire to Closed Session to Consider Performance Goals Relative to the Employment of the Superintendent of Schools

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>.

Executive Session

On Item 2: Pursuant to Wisconsin Statute 19.85(1)(c), the Board may retire to closed session to consider the employment, promotion, compensation or performance evaluation data of the Superintendent, relative to performance goals.

TINA OWEN-MOORE, ED. L.D.

Board Clerk

**(Item 1) Work Session and Possible Action on the Board's Committee Structure**

**Background**

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Currently, there are five regular standing committees of the Board:

- the Committee on Family and Community Engagement;
- the Committee on Student Achievement and School Innovation;
- the Committee on Strategic Planning and Budget;
- the Committee on Legislation, Rules and Policies; and
- the Committee on Accountability, Finance, and Personnel

Through these committees, the Board receives informational reports from its Administrators and invited experts, gives hearing to the public, and deliberates on action items to make final recommendations.

The Board will hold a work session to consider its committee structure.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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2.01 - Standing, Special, and Functional Committees

Director Zombor moved to refer the item to the Committee on Strategic Planning and Budget, to be scheduled at the call of the Chair. The motion passed, the vote being as follows:

Ayes - Directors Ferguson, Fons, Herndon, Siemsen, Vannoy, and President Zombor — 6.  
Noes - None – 0.

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Director Vannoy moved to retire to closed session on Items 2 and 3 of the agenda (below), pursuant to Wisconsin Statute 19.85(1)(c). The motion passed, the vote being as follows:

Ayes - Directors Ferguson, Fons, Herndon, Siemsen, Vannoy, and President Zombor — 6.  
Noes - None – 0.

The Board retired to closed session at 9:27 p.m.

**(Item 2) Action on a Request to Retire to Closed Session to Consider Performance Goals Relative to the Employment of the Superintendent of Schools**

**Background**

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

**Strategic Plan Compatibility Statement**

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

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

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3.02 - Role of the Superintendent

**Recommendation**

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That the Board consider this item in closed session.

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**(Item 3) Action on a Request to Retire to Closed Session for Consideration of and Possible Action on Performance Evaluation Data Relative to the Senior Director of the Office of Accountability and Efficiency**

**Background**

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Pursuant to Wisconsin Statute 19.85(1)(c), the Board may retire to closed session to consider the employment, promotion, compensation or performance evaluation data of the Senior Director, Office of Accountability and Efficiency

**Strategic Plan Compatibility Statement**

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

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

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- 3.02 - Role of the Superintendent

The Board adjourned at 10:47 p.m.

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



**BOARD OF SCHOOL DIRECTORS  
MILWAUKEE, WISCONSIN  
NOVEMBER 20, 2025**

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

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

**AWARDS AND COMMENDATIONS**

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

- Kathleen Zapfel, a Food Service Assistant from Barton
- Michael Broderick, former HS Arts Teacher passed
- Barb Connolly-Blick, a retired teacher from Golda Meier
- Namar Hicks, a 12th Grade student from Assata
- Veronica Kunath, a School Social Worker from Milwaukee Academy of Chinese Language and Whittier
- Minnie Reynolds, a General Education Assistant from Zablocki

The Board also recognizes the passing of Mark Sain, a dedicated public servant, who was a longtime firefighter, a past President of the Milwaukee Board of School Directors, and a community advocate for literacy. In December, we will offer a proclamation in his memory.

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**APPROVAL OF MINUTES**

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

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Before proceeding with the order of business, President Zombor moved to set aside Item Two of the Report of the Committee on Student Achievement and School Innovation regarding the renewal of a contract with Carmen Schools, Inc. and consider the item first. The motion passed, the vote being as follows:

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

Noes - Director Jackson – 1.

After the action on this item, President Zombor called for a recess at 5:50. Director O'Halloran left the meeting at that same time.

*Action on this item is noted below.*

## REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

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

#### **Background**

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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.

#### **Finance**

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##### **2025-26 Budget Approved**

On October 28, the Milwaukee Board of School Directors unanimously approved the proposed \$1.6 billion final budget for 2025–26.

The budget protects arts and student supports, expands extracurriculars, addresses staffing, and strengthens resources for students with limited impact on taxpayers.

##### **Working Towards FY25 Deadline**

Office of Finance staff, along with MGT, Baker Tilly, DPI, and CGCS, have relocated workspaces within the Superintendent's office as we work towards the FY25 deadline.

#### **Lead Action Plan Report**

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Milwaukee Board of School Directors Resolution 2526R-001 Lead Safety:

“FURTHER RESOLVED, That the Administration is directed to present a monthly report on the implementation of the Lead Action Plan until all initial school assessments and recommendations are complete at which time, the report is to be presented quarterly.”

The MPS Lead Action Plan November Report addresses the following topics:

- Status of Lead Stabilization
- Testing
- Training and Educational Resources
- Monitoring
- Water Safety
- Lead in Soil
- Cost Summary

##### **Status of Lead Stabilization**

Pre-1950 Schools

- Lead stabilization is complete, and Milwaukee Health Department (MHD) clearance has been received
- Touch-up sites began November 2025 Expected completion June 2026
- Begun installing shelf-liners and additional storage at sites.

##### **Post-1950 Schools**

- Lead stabilization is complete in 49 of 50 schools
- o Congress School to be completed over Thanksgiving holiday

##### **Testing**

- Continue partnership with MHD, NoVir, and Coalition on Lead Emergency (COLE)
- 9 schools tested from May to September 2025
- o 465 students tested
- CDC grant was awarded to MHD. MPS will implement the grant, in partnership with NoVir and COLE.

- o Award amount: \$394,000
- o Timeframe: January 2026 – November 2026
- o Goal: 35–50 schools, 8,000 students tested

### **Training and Educational Resources**

- Family, Students, and Staff
  - o Webinar on lead safety was made available in October 2025
  - o Produced in collaboration with the MHD
  - o Available on the MPS website “MPS Lead Report”
    - Part 1: “Health Effects and Risks to Children”
    - Part 2: “Preventing Lead Exposure in School Environments”
    - Part 3: “Lead in Milwaukee”
- Building Operations Staff
  - o Revised cleaning Standard Operating Procedures (SOP)
  - o Hired an additional 39 school-based positions in FY26 budget
  - o Increased the frequency of cleaning

### **Monitoring**

#### *Environmental Services/Safety*

3 staff members in DFMS monitor lead safety  
Every 3 years, a full facility risk assessment for lead-based hazards is performed concurrently with the asbestos risk assessments.

- Schools
  - o Checklists to monitor building conditions
- Beginning School Checklist (98% completion rate by DFMS)
- Administrator Report of Services (December & June)
- Building Condition Reports (October & March)
  - o 4 operation managers continually access building conditions and report any issues to DFMS

#### *Building Operations Staff*

- o Revised Cleaning Standard Operating Procedures (SOP)
- o Additional HEPA vacuums in schools
- o Increased the frequency of cleaning
- o Identify on work orders where potential lead stabilization is required, which will be addressed as an emergency. DFMS will then be able to track the response time of work orders related to lead paint.

#### *Water Safety*

- Preparations underway to meet EPA Standard 5pb by 2027
  - o Collaboration with MHD and Milwaukee Water Works (MWW) to implement EPA Lead and Copper Rule Improvements in 2026. The Rule requires the MWW to test 20% of schools annually for lead levels.
  - o MPS currently meets the 5pb for all drinking fountains and bottle fillers.
- Risk Reduction Actions Undertaken
  - o Posted clear and age-appropriate signage indicating water should not be used for drinking at non-filtered taps.
  - o Installed 560 filters in kitchens, nurse’s offices, teacher’s lounges, culinary arts classrooms, and parent centers.
    - Tested and replace fixtures and filters on a set routine schedule, or as needed.

#### *Lead in Soil*

- Actions for reducing risks for lead in soil
  - o Place gardens at least 20 feet from lead painted structures
  - o Use raised garden beds

- o Avoid areas with a history of lead contamination
- o Create circulation paths from hard surfaces to play areas to restrict erosion of grasses
- o HEPA vac paint chips from exteriors of buildings
- o Hand washing after planting and harvesting activities

### Costs

- MPS Project Expenditures: \$7,327,489
    - o Includes: lead stabilization, moving, waste disposal, testing, cleaning
  - JCP Construction Expenditures: \$35,950,298
    - o Includes: lead stabilization, moving, cleaning, labor, GC fees
  - Total Projected Costs: \$43,277,787\*
- \* As of November 17, 2025

### Community & School Engagement

- GEAR UP Grant
- UNCF Empower Me Tour
- Milwaukee Delegation of Legislators Meeting
- Youth Gun Violence Summit
- Panel with 101.7 The Truth
- National Parental Involvement Day
- School Visits
  - Emerson
  - Brown Street
  - Manitoba
  - Auer Avenue
  - Hopkins-Lloyd
  - Jackson
  - Keefe Avenue
  - Clarke Street
  - LaFollette
  - Thurston Woods

### February 2025 - MGT Operational Audit

#### *Implementation Progress Update - November 2025*

February 2025 MGT Operations Audit identified 29 strategic priorities for improving central office operations

18 recommended action steps are complete or well underway

29 recommendations propose comprehensive, multi-year improvement initiatives and most recommendations list multiple action steps

- MPS has taking action on 27 of the 29 action steps so far in 2025-26
- Status of proposed action steps in October 2025:
  - 14% (4) - Complete
  - 48% (14) - Underway
  - 34% (10) - Planned for SY26
- Top priorities for SY26:
  - ✓ Finalize governance framework
  - ✓ Adopt updated Strategic Plan
  - ✓ Launch comprehensive communications plan
  - ✓ Redesign onboarding and professional learning systems
  - ✓ Advance departmental restructuring

18 recommended action steps are complete or underway

*Complete*

- Leadership: Hired new Chiefs of Communications, Operation, and Human Resources
- Engagement: Conducted Superintendent Listening Tour to elevate community voices

*Underway*

- Governance: Clarifying roles and collaboration across governance offices
- Structure: Redesigning departmental structures, reporting lines, and job scopes
- Strategy: Updating the Strategic Plan to align goals with student outcomes
- Communication: Enhancing board governance, communications, and engagement systems
- Operations: Standardizing operations, technology, and onboarding

**Goal 1: Create a coherent central system**

Restructure Central Office

- Clarify roles of independent offices .....In Progress
- Evaluate departmental structures .....Complete
- Hire a CCO & COO .....Complete
- Create cross-functional team .....Not Started

Invest in Human Resources

- (See HR audit) .....In Progress

Make Targeted Shifts to Strategic Plan

- Evolve MPS Strategic Plan .....In Progress
- Link goals to student outcomes .....In Progress
- Create district-wide implementation plan on collaboration .....Not Started
- Conduct Listening Tour .....Complete

**Goal 2: Foster meaningful communication & collaboration**

Improve collaboration between MPS Board and District

- Provide governance training for board .....In Progress
- Establish collaboration between Board and District communications offices .....In Progress

Bolster leadership and operations within Communications

- Develop a communications plan .....In Progress
- Develop SOPs, KPIs to monitor effectiveness .....In Progress
- Address external communications gaps in preparation for facilities adjustments .....In Progress

Enhance data management and utilization

- Codify protocols for data-driven decision-making .....Not Started
- Create unified data sets .....Not Started
- Invest in upskilling Research, Assessment, and Data .....Not Started
- Revamp public-facing dashboard .....Not Started

**Goal 3: Operate and fund strategically**

Maintain external accountability structures

- Continue engaging with DPI .....In Progress
- Identify areas of opportunity for increased support from DPI .Not Started

Invest in technological infrastructure and planning

- Standardize computing programs to operate on a single cloud.In Progress
- Connect DPI and MPS financial reporting software .....In Progress
- External change management to support implementation of new systems .....Not Started
- Develop 5-year tech improvement roadmap ..... In Progress

Redesign key internal procedures Redesign onboarding process In Progress

- Hire a permanent comptroller .....Not Started
- Overhaul reporting and grievance policies .....In Progress

## June 2025 CGCS Review of the Office of Human Resources

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### *Implementation Progress Update*

In June 2025, CGCS outlined 18 strategic recommendations for Human Resources

HR Leadership	Customer Service
Organizational Structure & CI	OAE Culture
HR Strategic Plan	Employee Handbook
Hiring Authority	HR Service Center
Teacher Recruitment	Change Management
Succession Planning	Employee Relations
Employee Development	Data Accuracy
Hiring & Onboarding	Background Verification
Open Communication	Instructional Staffing

### **Vision**

MPS Human Resources is a strategic people division that attracts, develops, and retains exceptional talent that directly supports every student. Human Resources will foster a fair, supportive, honest, safe, and engaged workplace culture across every school and department to ensure our students are receiving the very best educational experience.

### **Guiding Principles**

- Equity & Consistency – Policies and practices applied fairly across all sites and roles.
- Partnership – HR is a trusted, collaborative partner for all staff at MPS.
- Transparency – Clear communication of expectations, processes, and decisions.
- Accountability and Execution – Measurable goals, tracked and reported openly.

### **60-Day Progress**

1. Stabilize Human Resources and Labor Management
2. 99% Certified Staff Fill Rate
3. Access HR Org and Staff Key Leadership Roles
4. All Principal Professional Development
5. Cleared Backlog of Employee Complaints and Continuant Inquires through OBG and OAE.
6. 3 Board Approved Staffing Policies
7. Created Year-Round Staffing Strategy
8. Establishing New Partnerships with Universities
9. Created an HR Phone Tree for All MPS Staff
10. Removed Bottlenecks from the Hiring Process and Shrink Time to Fill Timeline
11. Created Investigatory Charter Team (OBG, OAE, ER, ERAD)
12. Paperless HR (As Much as Possible!)
13. Time and Attendance Pilot w/ IT

### **12-Month Human Resources Strategy**

- PHASE 1 – Listen Learn, and Input Overload
- PHASE 2 – Alignment
- PHASE 3 – Transform and Lead

### **Compensation at Milwaukee Public Schools**

- MPS is committed to attracting, retaining, rewarding and engaging a highly qualified and diverse workforce. Compensation at Milwaukee Public Schools
- Builds the foundation for career progression and articulates pathways for those ready, willing and able to take on additional responsibilities
  - Establishes and maintains competitive salary opportunities within relevant markets and total compensation packages

- Promotes fairness and internal equity through a pay structure and clearly articulated administrative guidelines
- Hyperfocus on compression, market baselines, and internal equity
- 6-9 Month Roll Out

**MPS is taking action on 61 of 95 action steps in SY26**

- 18 recommendations propose comprehensive, multi-year improvement initiatives  
18 recommendations 95 proposed action steps
- MPS is taking action on 61 of the 95 action steps in SY26
- Status of proposed action steps in October 2025:  
1% (1) - Complete  
17% (16) - Underway  
46% (44) - Planned for SY26 36% (34) - Planned for Future SY
- Top priorities for SY26:  
✓ HR Leadership  
✓ Org Structure and Continuous Improvement  
✓ Teacher Recruitment  
✓ Hiring and Onboarding  
✓ Customer Service  
✓ Data Accuracy

**17 recommended action steps are complete or underway**

*Complete*

- HR Leadership – Hire Chief of Human Resources

*Underway*

- Org. Structure & CI – SOPs for consistency and accountability
- HR Strategic Plan – Collaborative planning with stakeholders, modernize business processes, strengthen stakeholder engagement, conduct study of HR staffing levels
- Teacher Recruitment – launch recruitment media and marketing plan, implement a year-round recruitment model, streamline onboarding, expand "grow-your-own", better applicant communication
- Hiring & Onboarding – Streamline physical examinations and overall onboarding.
- Customer Service – Implement customer service strategy, HR phone tree, stakeholder feedback tools
- OAE Culture – Create confidential escalation protocols, investigatory charter team
- Employee Handbook – Rewrite handbook in plain language, implement employee sign-off process
- Change Management – Change management communication plan

**CGCS HR recommendations – October 2025 Status**

1. HR Leadership  
Hire Chief Human Resources Officer .....Complete
2. Org Structure & Continuous Improvement  
Establish a CI function within HR P .....planned  
SOPs for all HR functions .....Underway  
Build KPI dashboards .....Planned  
Exit interview analysis system .....Planned  
Create staff development framework .....Future SY  
Establish quarterly CI reporting cycle .....Planned
3. HR Strategic Plan  
Develop 5-year strategic plan .....Future SY  
Collaborative planning with stakeholders .....Underway  
Modernize business processes .....Underway  
Cross-train staff .....Future SY  
Define performance framework .....Future SY

	Strengthen stakeholder engagement .....	Underway
	Conduct study of HR staffing levels .....	Underway
	Set short-, mid-, long-term HR goals .....	Future SY
	Integrate HR technology systems .....	Planned
4. Hiring Authority		
	Delegated hiring authority to Superintendent .....	Future SY
5. Teacher Recruitment		
	Evaluation of teacher recruitment program .....	Planned
	Develop annual recruitment calendar .....	Planned
	Allocate recruitment budget & track ROI	Planned
	Build staffing forecast for proactive recruitment .....	Planned
	Deploy trained teams to recruitment events .....	Planned
	Launch recruitment media and marketing plan .....	Underway
	Employee Value Proposition .....	Future SY
	Implement a year-round recruitment model .....	Underway
	Document fast-track hiring procedures .....	Planned
	Prevent bottlenecks and streamline onboarding .....	Underway
	Expand "grow-your-own" programs .....	Underway
	Set substitute placement .....	Future SY
	Strengthen ties with pipeline and university programs .....	Planned
	Provide timely offers & communication .....	Underway
	Maintain vacancy reporting protocols year-round	Planned
	Keep job postings current, mobile-friendly, and accessible ....	Planned
6. Succession Planning		
	Succession planning .....	Planned
7. Employee Development		
	Comprehensive employee development strategy .....	Planned
	Conduct classification and compensation studies.....	Planned
	District-wide professional development program .....	Planned
	Expand employee recognition & reward systems .....	Planned
8. Hiring & Onboarding		
	Modernize hiring and onboarding .....	Planned
	Replace manual processes .....	Planned
	Streamline physical examinations .....	Underway
	Establish blended onboarding programs .....	Planned
	Standardize hiring timelines .....	Planned
	Launch regular hiring practice audits .....	Future SY
9. Open Communication		
	Leaders champion open communication .....	Future SY
	Clearly communicate goals and objectives .....	Future SY
	Intraoffice and interdepartmental collaboration .....	Future SY
	Clarify performance expectations .....	Future SY
	Provide change rationale .....	Future SY
	Cascade information consistently .....	Future SY
	Create feedback loops .....	Future SY
10. Customer Service		
	Implement customer service strategy .....	Underway
11 OAE Culture		
	Address culture of fear .....	Planned
	Revise anonymous complaint procedures .....	Planned
	Implement supportive, transparent accountability .....	Planned
	Create confidential escalation protocols .....	Underway
	Schedule recurring OAE–HR communication .....	Planned
	Train supervisors on reporting & psychological safety .....	Future SY
	Conduct regular climate assessments .....	Future SY
12. Employee Handbook		

Rewrite handbook in plain language with glossary .....	Underway
Establish annual review/update cycle	Planned
Publish searchable online version .....	Planned
Create highlights doc for major changes .....	Planned
Implement employee sign-off process .....	Underway
Integrate handbook into new employee orientation .....	Future SY
Train managers on referencing handbook .....	Future SY
Specify which policies are universal vs. group-specific .....	Planned
Add guidance on finding collective bargaining agreements .....	Future SY
Launch communication plan for updated handbook .....	Planned
13. HR Service Center	
HR service center .....	Future SY
14. Change Management	
Change management .....	Planned
Align individual goals to strategic plan .....	Future SY
14b. Ensure senior leaders model desired behavior .....	Planned
14c. Conduct readiness survey & targeted PD .....	Future SY
14d. Change management communication plan .....	Underway
14e. Create feedback and monitoring mechanisms .....	Future SY
15. Employee Relations	
Employee relations .....	Planned
Standardize discipline policies .....	Planned
Centralize all employee relations in OHR .....	Planned
Train principals in employee relations .....	Planned
Require remediation plans before transfers .....	Future SY
Guarantee access to evidence before discipline .....	Future SY
Streamline due process procedures .....	Future SY
16. Data Accuracy	
Quality control for assignment data .....	Planned
Standardize OHR data entry procedures .....	Planned
Ongoing training on policies, procedures, systems .....	Planned
Implement quality checks of position control .....	Planned
Monitor assignment entry accuracy .....	Future SY
17. Background Verification	
Fingerprint-based background verification .....	Future SY
18. Instructional Staffing	
Align staffing strategy with instructional priorities .....	Planned
Redesign teacher mentor program .....	Future SY
Develop a differentiated staffing model by school needs .....	Planned
Support system for underperforming teachers .....	Future SY
Incentives for early retirement notification .....	Future SY
Provide site-specific HR support .....	Planned

## **Literacy Implementation**

### **What: Key Shifts in Literacy Instruction**

- Explicit Teaching of Word Recognition Structured Literacy
- Strategic Teaching of Language Comprehension
- Science of Reading: LETRS Training
- Implementation of High Quality Instructional Materials

### **Tier I Instruction**

- Universal Access to Tier I: Shift from RtI to MTSS
- All students are Tier I students.
- Universal Screeners and Personal Reading Plans

## Transparency and Partnership

- District Literacy Plan Update
- Partnership with Families and the Community

Year 1, By Spring 2026: 20% of students are above the 40<sup>th</sup> percentile on MPS universal screener

Year 2, By Spring 2027: 45% of students are above the 40<sup>th</sup> percentile on MPS universal screener

Year 3, By Spring 2028: 60% of students are above the 40<sup>th</sup> percentile on MPS universal screener

## How: Focus on Implementation

*SY26 action is planned for 29 of the 38 recommendations*

- Proposes 38 comprehensive, multi-year improvement initiatives  
4 Levers > 12 Domains > 38 Recommendations  
MPS is taking action on 29 recommendations in SY26
- Status of proposed action steps as of October 2025:  
0% (0) - Complete  
47% (18) - Underway  
29% (11) - Planned for SY26 24% (9) - Planned for Future SY
- SY26 vision for success (from MGT report):  
✓ Clear vision for teaching and learning is communicated  
✓ Systems and resources are aligned to support that vision  
✓ Clarity on Science of Reading for school + district leaders  
✓ Systems to support implementation of Structured Literacy

*18 recommended action steps are underway*

MPS is already taking action on 18 recommendations centered on improving instruction, leadership, and family partnership. Current efforts are focused on:

- Establish a unified vision for teaching, learning, and leadership
- Provide dedicated time for LETRS training
- Audit and strengthen instructional guidance for literacy
- Update and align instructional materials
- Implement a predictable cycle of job-embedded professional development
- Refocus principal supervision on instruction and student experience
- Stronger family partnership and feedback systems

## Goals for Implementation

Year 1 - By Spring 2026

Classroom Practice

Word Recognition (Grades K – 5)

- In 60% of classroom observations, there is evidence of effective implementation of the foundational skills component of HMH Into Reading V3 that is aligned to the principles of structured literacy

*Year 2 & 3 goals increase expectations for implementation and incorporate integrated reading & writing in grades K-8*

Teacher Perception

- In surveys, 60% of teachers will agree or strongly agree with the following statements:

- I use district-adopted instructional materials in my daily reading instruction
- I have a clear vision for how to effectively implement the Literacy Block in my classroom

*Year 2 & 3 goals increase expectations for implementation and incorporate goals for teacher collaboration*

Leader Perception

- In surveys, 60% of teachers will agree or strongly agree with the following statements

- Teachers consistently use district-adopted instructional materials in daily reading instruction
- I have a clear vision for how to support teachers in implementing the literacy block

*Year 2 & 3 goals increase expectations for implementation*

#### Family Perception

- In surveys, 60% of family members agree or strongly agree with the following statements:
  - My student's school has communicated clearly with me about my student's progress in reading
  - I have been given strategies to support my student at home in reading

*Year 2 & 3 goals increase expectations for implementation*

#### **Districtwide Leadership Team - Key Outcomes**

- Establish a Literacy Leadership team, inclusive of key representation from the Office of Academics, Office of School Administration, and other relevant district leaders that meets regularly to monitor progress toward literacy goals
- There are clear systems for MTEA and ASC input to be considered
- Develop a shared, clear vision of effective structured literacy practices across K-8 classrooms, and communicate that plan districtwide
- Make and execute a plan for data collection aligned to literacy goals
- Align on priority supports and actions across departments
- Create and implement a district wide literacy family engagement plan

#### **Professional Development for Leaders - Key Outcomes**

- District Leaders have the knowledge, skills, and mindsets to effectively support principals and lead their learning communities in implementing effective literacy instruction
- Principals have the knowledge, skills, and mindsets to effectively lead implementation of structured literacy and drive strong literacy outcomes
- Principals are aligned on a shared, clear vision of effective structured literacy practices across K-8 classrooms districtwide

#### **High-Quality Instructional Materials and Assessments - Key Outcomes**

- Adoption of High-Quality Instructional Materials that are fully aligned to the Science of Reading for all teachers in grades K5 - 5
- Clear, time-bound guidance for the structure of the literacy block for each grade level, aligned to instructional materials
- Clear pacing guides aligned to High-Quality Instructional Materials for every grade level
- Comprehensive assessment system including screening, diagnostic, formative, and summative assessment, phased in over three years

#### **The New Teacher Project Report**

- The TNTP report, The Opportunity Myth, identifies grade-appropriate assignments (the primary component of High-Quality Instructional Materials, or HQIM) as one of four key resources essential for student success.
- When students had access to more grade-appropriate assignments, they made an average of 1.7 months more academic progress in a single school year.

#### **Pivot: K5-Grade 5 English Language Arts Materials**

##### K5 - Grade 3, Structured Literacy

Provides the essential foundational skills curriculum, offering explicit, systematic, and diagnostic instruction in phonological awareness, phonics, and morphology, ensuring alignment with the Science of Reading for early reading proficiency.

##### Gr. 4-5 Word Study

Delivers a dedicated, evidence-based approach to vocabulary acquisition and spelling, building upon foundational phonics with structured lessons that deepen students' knowledge of orthography and etymology, critical for bridging decoding to comprehension.

K5 to Gr.5 HMH v3

Offers the robust core English Language Arts program (ELA) that seamlessly integrates with the foundational skills and provides high-quality, complex texts, building fluency, comprehension, and writing skills through a user-friendly, digitally enabled platform for effective instruction and assessment.

**Professional Development for Teacher - Key Outcomes**

- Strategic, long-term Professional Development plan for teachers that includes theory (LETRS) as well as concrete application grounded in instructional materials
- Professional Development is consistently delivered in a format and at a pace that is conducive to adult learning and includes time for collaboration and planning
- Establish Professional Learning Communities for teachers that are focused on artifacts of student learning and embedded into the school day

School Coaching

Each K5 to Gr. 5 program will have access to unlimited online coaching and up to two in-person school visits.

District Wide PD

In person professional development aligned to the science of reading to implement HQIM.

**Instructional Coaching & Modeling - Key Outcomes**

- Strategic coaching plan leveraging HMH coaches to launch Into Reading V3 in grades K-5
- Plan to leverage HMH virtual coaching to reinforce professional development and support teachers and teams
- Sustainable plan for ongoing literacy coaching and modeling beyond initial adoption of instructional materials

\* \* \* \* \*

**(Item 2) Action on a Request to Retire to Closed Session to Consider Negotiation Strategy with Respect to a Possible Lease for the Use of Dyer Playfield**

**Background**

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The Board may retire to closed session pursuant to Wisconsin Statute 19.85(1)(e) for the purpose of deliberating or negotiating a possible lease for the use of Dyer Playfield.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Admin Policy 5.01 - Facilities

**Recommendation**

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That the Board consider this item in closed session.

*Deferred to the end of the meeting*

\* \* \* \* \*

## **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**

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The Board Clerk/Chief Officer has presented the attached report for November 2025.

#### **Government Relations**

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During the first week of November, our office coordinated training for Board members on the Legislative Advocacy work done on behalf of the Board and the District. Our Legislative Policy Manager and Board Clerk met with Board members and provided one-on-one training on how the Legislative Agenda is created, what the Legislative Policy Manager does once the Board votes on an agenda, and how the Board can engage in advocacy around those legislative priorities.

#### **Student Readers**

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Our office is doing our part to champion reading across the district. Each month, we are soliciting recordings of students reading a portion of the script for our committee meetings. We send out the information in the MPS Express, so that teachers and school staff can engage their students. If you know anyone who would like to participate, have them reach out to the Office of Board Governance.

#### **Discussions on Meeting Structures**

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Our team is facilitating discussions and work sessions around what board meetings could look like over the next several months, as we engage in strategic planning and the long-range facilities discussions.

#### **Records Work**

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In November, we were able to bring in additional office support through a temporary agency. This will ensure that we are able to keep up with the demand and complexity of records requests.

#### **Awards and Commendations**

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We are grateful to be able to assist the Board with honors and recognitions of individuals and organizations in our community who have made an outstanding contribution to Milwaukee Public Schools. This month, our team has assisted with several recognitions.

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

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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 November:

- MPS Kids' Cabinet Adopt- A- School at Elm Creative Arts
- Friendship City Signing Ceremony at Milwaukee School of Languages
- Mexican Consulate Book Donation at Longfellow
- WASB Board of Directors Meeting
- Hi-Mount MLK YMCA Mentorship Day
- Gear-Up Grant at Carson
- Packers Book Fair at Clarke St. & Metcalfe

#### **Beyond the Boardroom**

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The Board Services Team is actively working with Board members to engage in activities in the community on a regular basis. If you have an idea about where our team can help you facilitate engagement with the community, send us an email.

**Strategic Plan Compatibility Statement**

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

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

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

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

**Background**

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The Manger of Legislative Affairs presented an oral report.

**Strategic Plan Compatibility Statement**

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

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

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1.02 - Goals

**Fiscal Impact Statement**

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This item does not authorize expenditures.

**Implementation and Assessment Plan**

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

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

**Background**

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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**

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Goal 3, Effective and Efficient Operations

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

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1.18 - Legal Representation

*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 October 19, 2025, and November 8, 2025, Accountability and Efficiency Services completed five constituent support requests.

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

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

#### **Contract Compliance Services (CCS)**

This month, Contract Compliance Services (CCS) staff attended the Future Urban Leaders (FUL) Gala, reinforcing our shared commitment to youth development and leadership. FUL's mission is to nurture the leadership potential in students by providing life-enriching opportunities that empower them to become future leaders of Milwaukee and beyond.

CCS onboarded six students for internal work-based learning internships and an additional interpreting intern with one of our vendors for a total of seven student interns.

Several CCS vendors also volunteered for mock interviews at Hamilton, Washington, and Reagan High Schools, and participated in the Milwaukee Tool Career Fair for Milwaukee Public Schools high school students, supporting career readiness and workforce development. 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 October 17, 2025, through November 11, 2025, include:

- Conducted one closing meeting for a plan-approved performance audit
- Issued one school audit
- Issued one special review report
- Bi-weekly meetings with Employee Relations to discuss received tips
- Provided input and feedback to various administration groups on internal control and processes development
- Continued the hiring process to add two more auditors to increase office effectiveness
- Ongoing activities include open and active investigations resulting from fraud hotline tips, school audits, and Board-approved performance audits

\* \* \* \* \*

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

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

Director Siemsen moved to accept the reports of the Independent Hearing Officers of November 4, 2025 (9:00 a.m.) and November 12, 2025 (9:00 a.m.)

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

Ayes — Directors Ferguson, Fons, Herndon, Reza, Siemsen, Vannoy, and President Zombor — 7.  
Noes — None.

\* \* \* \* \*

### REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

Item Two of the Report of the Committee on Legislation, Rules and Policies, Action on a Request to Approve Revisions to Administrative Policy 6.23, Recruitment and Hiring of Staff.

Item Two of the Report of the Committee on Student Achievement and School Innovation, Action on a Recommendation to Approve the Renewal of the Non-Instrumentality Charter School Contract with Carmen High School of Science and Technology, Inc., for Carmen Northwest.

Item Five of the Report of the Committee on Student Achievement and School Innovation, Action on a Request to Approve the District Library Plan.

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

Ayes — Directors Ferguson, Fons, Herndon, Reza, Siemsen, Vannoy, and President Zombor — 7.  
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**

#### Classified Personnel Transactions

	Name	Position	Salary	Date
NEW HIRES				
2	Taucha Brown	Building Service Helper I	\$18.41 /hr	10/06/2025
2	Kiearra Johnson	Children's Health Assistant	\$22,755.00	10/21/2025
2	Jacquelyn Nash	Children's Health Assistant	\$22,755.00	10/23/2025
2	Shemeka Owens	Children's Health Assistant	\$22,755.00	10/14/2025

2	Tyniescia Pinkston	Children's Health Assistant	\$22,755.00	10/06/2025
2	Zaresha Taylor	Children's Health Assistant	\$24,954.55	10/13/2025
2	Terri Tyler	Children's Health Assistant	\$22,755.00	10/06/2025
2	Robin Williams	Children's Health Assistant	\$22,755.00	10/21/2025
2	Sonya Adams	Food Service Assistant	\$18.40 /hr	10/10/2025
2	Gail Baker	Food Service Assistant	\$18.40 /hr	10/13/2025
4	Antonia Carranza Barcenas	Food Service Assistant	\$18.40 /hr	10/27/2025
2	Tracy Davis	Food Service Assistant	\$18.40 /hr	10/13/2025
2	Jessie Dear	Food Service Assistant	\$18.40 /hr	10/07/2025
2	Brittney Flynn	Food Service Assistant	\$18.40 /hr	10/06/2025
2	Patrick Harris	Food Service Assistant	\$18.40 /hr	10/21/2025
2	Gloria Holmes	Food Service Assistant	\$18.40 /hr	10/13/2025
5	Rebecca Jeske	Food Service Assistant	\$18.40 /hr	10/01/2025
2	Shekela Perry	Food Service Assistant	\$18.40 /hr	10/10/2025
2	Shavette Smith	Food Service Assistant	\$18.40 /hr	10/10/2025
6	Braxton Webb	Food Service Assistant	\$18.40 /hr	10/13/2025
5	Payton Auel	Paraprofessional	\$22,873.70	10/20/2025
5	Aaron Clark	Paraprofessional	\$23,432.23	10/13/2025
2	Alexia Hardy	Paraprofessional	\$22,873.70	10/27/2025
2	Heather King	Paraprofessional	\$22,873.70	10/27/2025
2	Tamekia Lewis	Paraprofessional	\$22,873.70	10/20/2025
4	Fernando Pinheiro	Paraprofessional	\$22,873.70	10/13/2025
4	Alejandro Rodriguez	Paraprofessional	\$22,873.70	10/27/2025
4	John Roman Areizago	Paraprofessional	\$22,873.70	10/13/2025
5	Lisa Shoning	Paraprofessional	\$22,873.70	10/13/2025
2	Shemaj Williams	Paraprofessional	\$22,873.70	10/27/2025
2	Jakira Wills	Paraprofessional	\$23,432.23	10/13/2025
2	Shani Yarn	Paraprofessional	\$22,873.70	10/13/2025
4	Alexia Hardy	Paraprofessional	\$22,873.70	10/20/2025
2	Kawana Boone	Payroll Assistant I	\$48,120.75	10/13/2025
4	Amalia Soto	School Secretary I <u>12</u> Month	\$44,354.45	10/13/2025
2	Danielle Adams	School Kitchen Manager I	\$29,997.74	10/27/2025
2	Demone Lee	School Kitchen Manager Trainee	\$18.83 /hr	10/21/2025
2	Jerry Pryor	School Kitchen Manager Trainee	\$18.83 /hr	10/08/2025

## PROMOTION

4	Tanya Valles-Badillo	Accounting Assistant III	\$61,801.49	09/02/2025
2	Shannon Davis	School Engineer I	\$61,624.52	10/27/2025
2	Ziaree Robinson	School Engineer I	\$58,850.07	10/27/2025
2	Tony Bowen	School Engineer II	\$71,088.44	09/29/2025
2	Lamont Cobbs	School Engineer II	\$79,942.67	10/27/2025
2	Marcus Leach	School Engineer II	\$72,564.75	10/27/2025
2	Damon Smith	School Engineer II	\$79,942.67	10/27/2025
7	Craig Ninham Jr.	School Engineer III	\$79,770.56	10/27/2025
2	Jessica Porter	School Engineer III	\$78,135.46	10/27/2025
5	Morgan Guenther	School Secretary II	\$54,489.01	10/27/2025
4	Raquel Herrera	School Secretary II	\$61,391.33	10/27/2025

## REHIRES

2	Myie Grandberry	Children's Health Assistant	\$23,488.04	10/06/2025
2	David Brimley	Food Service Assistant	\$18.40	10/10/2025
2	Talonna Doss	Food Service Assistant	\$18.40	10/13/2025
2	Jalisa Jackson	Food Service Assistant	\$18.40	10/13/2025
2	Ceceil Carson	Paraprofessional	\$24,276.52	09/15/2025
4	Cassandra Holmes	Paraprofessional	\$26,796.39	10/13/2025
2	Jerome Johnson	Paraprofessional	\$22,873.70	10/21/2025
4	Jessica Russell	Paraprofessional	\$26,796.39	10/08/2025

Codes

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

**Action on Certificated Appointments**

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER

4,r	Alamo, Natalie Lyvette BILINGUAL EDUCATION	01/MA	\$69,064.20	9/29/2025
5,r	Ashton, Patricia M SPEC ED MULTICATEG.	01/BA	\$78,370.69	10/22/2025
2,nr	Cole, Derrick J MULTICATEG. COMP. SEN	01/MA	\$60,320.32	10/6/2025
5,r	Danzer, Isaac ENGLISH	01/BA	\$54,386.11	10/6/2025
2,nr	Dye, Angela Y SOCIAL STUDIES	01/MA	\$82,181.74	8/25/2025
5,r	Elsenbroek,Jason SPEC ED MULTICATEG.	01/BA	\$88,363.62	10/6/2025
5,r	Evans, Mathieu T MATHEMATICS	01/BA	\$58,383.54	10/6/2025
5.,r	Lewis, Rachael Marie GEN ELEM & K8 - ALL GRADES	01/BA	\$58,383.54	10/20/2025
1,nr	McGowan, Patricia A EARLY CHILDHOOD- SPEC ED	01/MA	\$66,877.36	10/13/2025
5,nr	Mews, Erin EDUCATIONAL OPERATIONS	01/BA	\$58,383.54	9/2/2025
2,nr	Ouedraogo,Wendlaviim REG (5 YR) KINDERGARTEN	01/BA	\$54,386.11	10/27/2025
2,r	Perry, Fredrick L SPEC ED MULTICATEG.	01/MA	\$75,622.39	10/20/2025
2,r	Ramsey, Susan ENGLISH AS SECOND LANGUAGE	01/MA	\$69,064.20	10/13/2025
5,nr	Straub, Mary E KINDERGARTEN (4 YR OLDS)	01/BA	\$70,375.83	11/17/2025
2,nr	Timolien,Niasya GEN ELEM & K8 - ALL GRADES	01/BA	\$54,386.11	8/25/2025

5,nr Waletzko, Brandie L 01/BA \$70,375.83 10/21/2025  
SAGE

ACTION ON CERTIFICATED APPOINTMENTS -PERMIT TEACHER W / LICENSE

5,r Clark, Jeffrey 01/BA \$80,368.83 10/6/2025  
EDUCATIONAL OPERATIONS

ACTION ON CERTIFICATED APPOINTMENTS - SPEECH PATHOLOGIST

4,r Garcia, Emily 01/SLP \$61,211.73 10/6/2025  
SPEECH PATHOLOGY

ACTION ON CERTIFICATED APPOINTMENTS -SCHOOL PSYCH-10 MO

5,r Young, Krista L FLT/51C \$78,855.76 8/25/2025  
IEP TEAMS

ACTION ON CERTIFICATED APPOINTMENTS - PERMIT TEACHER

2,r Clayvon,Keyante L XX/4W2 \$54,386.11 11/3/2025  
SPEC ED MULTICATEG.

5,nr Kremski,Caroline XX/4W2 \$54,386.11 10/13/2025  
MULTICATEG. COMP. SEN

5,r Sankovitz,Nora XX/4W2 \$54,386.11 10/13/2025  
DAY TO DAY TEACHER

2,r Wallace, Kayla XX/4W2 \$54,386.11 10/6/2025  
GENERAL OPERATIONS

Counts	Male	Female	Native	African	Asian/	Hispanic	White	Other	Two
			American	American	Pacific	(4)	(5)	(6)	or
			(1)	(2)	Islander				More
					(3)				Ethnic
			1	2		4	5	6	Codes
									(8)
			7	8	3	2	11	0	7
Teachers	7	15	1	8	0	2	11	0	0
SSW's	0	0	0	0	0	0	0	0	0
Psychologists	0	1	0	0	0	0	1	0	0
Other	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>7</b>	<b>16</b>	<b>1</b>	<b>8</b>	<b>0</b>	<b>2</b>	<b>12</b>	<b>0</b>	<b>0</b>

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

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

**Leaves of Absence**

	<u>Present Assignment</u>	<u>Effective From</u>
Personal Leave		
Courtney Chavez	South Division High School	November 14, 2025
Illness Leave October 2025	Present Assignment	Effective From
Araceli Aldape	Fratney Street School	October 24, 2025
Sara McGair	Browning School	October 16, 2025
Personal Leave		
Anthony Frank	Itinerant	October 31, 2025
Mikayla Thompson	Ninety-Fifth Street	October 28, 2025
Margaret Petershack	Transition High School	October 23, 2025

### Certificated Resignations and Classified Retirements

#### Certificated Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	3.1	4	Gabriela Acosta	Teacher	Mitchell	10/27/2025
Personal	0.5	2	Taurus Adams	Teacher	Carson Acad	09/22/2025
Personal	24.7	2	Danielle Chipley	Teacher	Special Svcs	09/18/2025
Retire	29.8	5	Sean Goldner Luedtke	Teacher	Goodrich	12/15/2025
Retire	12.1	2	Trinette Green	Teacher	WCLL	10/31/2025
Retire	3.1	2	Lori Johnson	Teacher	Rufus King MS	10/17/2025
Retire	33.2	2	Jason McCord	Principal	North Division	12/10/2025
Personal	17.2	5	Adam Murphy	Teacher	Central Svcs	10/31/2025
Personal	0.1	4	Isanar Ornelas	Occ Ther	Special Svcs	10/18/2025
Personal	13.0	2	Tanya Reed	Teacher	Hampton	10/09/2025
Retire	32.0	2	Carolyn Renfro	Teacher	Barton	01/02/2026
Retire	37.1	4	Josephine Rivas Castillo	Teacher	Doerfler	06/16/2026
Retire	35.1	5	Rachel Schlueter	Teacher	Morgandale	10/13/2025
Retire	29.2	5	Renee Scianni	Teacher Ldr	Central Svcs	11/21/2025
Personal	1.2	5	Olivia Solak	SLP	Meir	11/07/2025
Other Dist	6.2	5	Mandilyn Veeder	Teacher	Brown Streer	11/07/2025
Retire	23.1	1	Wayne Wacker	Teacher	95th Street	10/17/2025

#### Classified Resignations

Retire	28.0	5	Nancy Franzen Wink	CHA	Bay View HS	01/09/2026
Other Work	8.0	2	Walter Gilmore	Safety Asst	School Safety	09/30/2025
Personal	0.8	4	Nancy Gonzalez	Para	Parkside	10/07/2025
Personal	2.9	5	Alicia Hopkins	Nutr Assoc	Food Service Div	10/27/2025
Personal	7.1	2	Dawn Jackson	Para	Starms	10/24/2025
Personal	5.2	2	Natesha Kelly	SNA	Central Svcs	10/22/2025
Personal	1.1	5	Crosbie Kowalski	Para	Neeskara	10/16/2025
Personal	0.2	2	Terica Love	FSA	Kagel	10/27/2025
Personal	1.1	2	Laprinicia Maclin	Safety Asst	School Safety	10/24/2025
Personal	3.1	2	Shahidah Malone	Para	53rd Street	10/21/2025
Personal	4.2	5	Venus Martin	Para	Bradley Tech	11/15/2025
Personal	2.1	5	Dakota Maves	Para	Humboldt Park	11/01/2025
Personal	6.0	2	Kelly Miller	BSH I	Forest Home	10/23/2025
Personal	0.9	2	Damon Milton Taylor	Para	Clarke	11/14/2025
Personal	3.1	2	Lori Niobium Moss	Secretary I	Franklin	10/15/2025
Personal	0.1	2	Jacquelyn Nash	CHA	Thurston Woods	10/24/2025
Personal	2.1	2	Brunasia Richardson	Safety Asst	School Safety	10/29/2025
Personal	3.0	2	Tiffany Robinson	Para	Metcalfe	09/18/2025
Retire	17.0	4	Elizabeth Rodriguez	Para	Longfellow	11/14/2025
Personal	8.7	4	Karina Ruiz Huesca	Sch Sec I	Ronald Reagan	10/21/2025
Personal	4.2	5	Patrick Santi	Para	Bradley Tech	10/16/2025
Personal	6.0	4	Selina Serna Rizo	Teacher	Longfellow	11/25/2025

Other Work	4.2	5	Kristina Sexton	Para	Fairview	10/31/2025
Retire Personal	19.0	2	Timothy Steward	BSH I	Vincent	06/12/2026
Personal	2.0	2	Jessica Sykes	Safety Asst	School Safety	10/16/2025
Personal	1.7	2	Daniel Turner	CHA	Lloyd Barbee	11/04/2025
Retire Personal	4.1	5	Peter VanEyck	FSA	Hamilton	11/21/2025
Personal	0.1	2	Moriah Wilson	CHA	Emerson	10/29/2025
Retire	5.8	2	Mildred Wright	BSH I	Spanish Imm	02/13/2026

Other District – (Classified 0 – Certificated – 1)  
 Other Work – (Classified 2 – Certificated – 0)  
 Personal – (Classified 30 – Certificated – 7)  
 Retirement – (Classified 8 – Certificated – 9)

**Monthly Personnel Report**

The Affirmative Action report for October 2025 is attached to the minutes of your Committee’s meeting. This report is for informational purposes only.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Admin Policy 6.19 - Positions: Staff

**Fiscal Impact Statement**

Authorized expenditures were previously approved in the FY26 budget.

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

By consensus, 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 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)(r)	Dana Berlin	Sr. Director Talent Management Office of the Chief of Human Resources	Sch 03, Range 16A \$163,932
(4)(r)	Mary Urbina-McCarthy	Deputy Chief of Staff Office of the Superintendent	Sch 03, Range 17A \$150,000

(4)(nr)	John Riojas	Manager II-Technical Support, Technology Office of the Operations	Sch 03, Range 17A \$128,500
(5)(r)	Perla Jimenez	Specialist I, Business Office of the Chief of Finance	Sch 03, Range 08A \$123,119
(4)(r)	Jamie Bergener	Employee Rights Administrative Manager III Office of the Chief of Human Resources	Sch 03, Range 13A \$120,000
(2)(r)	Reshunda Stephens	Assistant Principal I Office of the Chief of Schools	Sch 03, Range 10C \$116,508
(2)(r)	Janelle Keller	Coordinator II, ELO Office of the Chief of Academics	Sch 03, Range 07A \$107,450
(4)(r)	Noelia Enriquez	Assistant Principal, ALBA Office of the Chief of Schools	Sch 03, Range 10C \$95,000
(2)(r)	Janine Dyer	Accountant IV Office of the Chief of Finance	Sch 03, Range 06A \$95,000
(2)(r)	Cacy Masters	Auditor I-Performance Office of the Accountability	Sch 03, Range 04A \$91,000

### **Reclassifications**

The Board approved the following individual be appointed to the reclassifications indicated, to be effective upon approval by the Board.

(5)(r)	Matthew Chason	Chief of Accountability & Efficiency Office of Accountability & Efficiency	Sch 03, Range 18A \$201,406
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The Board Clerk recommends that the following individuals be appointed to the reclassifications indicated, to be effective upon approval by the Board.

(5)(r)	Anna Miller	Board Associate II Office of Board Governance	Sch 03, Range 04A \$64,538
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The Superintendent recommends that the following individuals be appointed to the reclassifications indicated, to be effective upon approval by the Board.

(2)(nr)	Carol Eady	Deputy Chief Human Resources Office of the Chief of Human Resources	Sch 03, Range 17A \$182,597
(5)(r)	Nick Sinram	Director II, Financial Planning & Budget Office of the Chief of Finance	Sch 03, Range 15A \$160,000
(2)(nr)	Karolyn Taylor	Supervisor I, Scheduling Counseling Office of the Chief of Academics	Sch 03, Range 09A \$126,839
(5)(nr)	Ericca Pollack	Supervisor I, College Access Office of the Chief of Academics	Sch 03, Range 09A \$126,839
(4)(nr)	Deborah Blancarte	Principal I, Neeskara K-6 Office of the Chief of Schools	Sch 03, Range 13T \$120,000
(5)(nr)	Thor Templin	Principal I, German Immersion K-6 Office of the Chief of Schools	Sch 03, Range 13T \$120,000
(2)(r)	Kourtney Anderson	Supervisor I, Scheduling Counseling Office of the Chief of Academics	Sch 03, Range 09A \$103,026
(7)(r)	Whitney Applegate	Specialist I, Records Office of the Superintendent	Sch 03, Range 08A \$85,409
3)(r)	Abby Lor	Associate II Executive Support Office of the Superintendent	Sch 03, Range 04A \$80,000
(2)(r)	Roberta Elizondo	Associate II, Compensation Office of the Chief of Human Resources	Sch 03, Range 04A \$71,000

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

(5)(r)	Michael Turza	Chief of Operations	\$100.00
(5)(r)	Suzanne Engelbart	Office of Superintendent 09/13/25 to 03/13/26 Data Management Supervisor II	\$50.00

		Office of Human Resources 11/03/25 to 05/01/26	
5)(r)	Sandra Menden	Refugee Student Service Provider Office of Academics 10/01/25 to 03/28/26	\$50.00
(2)(r)	LaRia Brent	Industry Liaison/Bradley Tech Office of Academics 11/01/25 to 05/01/26	\$50.00
(5)(r)	Jennie Doucette	Independent Hearing Officer Office of Schools 08/15/25 to 02/15/26	\$40.00
(2)(nr)	Ellis Turrention Jr.	Independent Hearing Officer Office of Schools 08/15/25 to 02/15/26	\$40.00
(5)(r)	Jeanne DeMint	Independent Hearing Officer	\$40.00
(5)(r)	Barbara Hickling	Office of Schools 08/15/25 to 02/15/26 Educator Effectiveness Implementation Coach Mentors for Principals Office of Schools 11/01/25 to 05/31/26	\$40.00
(2)(r)	Loraine Applewhite	Educator Effectiveness Implementation Coach Mentors for Principals, Goodrich Office of Schools 11/01/25 to 05/31/26	\$40.00
(5)(r)	Sabaa Haleem Abdulrazzaq	Refugee Service Liaison	\$35.00
(6)(r)	Richard Faraj	Office of Operations 11/01/25 to 04/30/26 Refugee Student Service Provider Office of Academics 09/01/25 to 02/28/26	\$35.00
(3)(r)	Mala Nan Leth	Refugee Student Service Provider Office of Academics 10/01/25 to 03/31/26	\$35.00
(5)(r)	Karen Romantini	Refugee Student Service Provider Office of Academics 09/01/25 to 02/28/26	\$35.00
(7)(r)	Anna Cwalina	Refugee Student Service Provider Office of Academics 09/01/25 to 02/28/26	\$35.00
5)(r)	Jennifer Glueckert	ESL Literacy Resource Instructor Office of Schools 10/21/25 to 04/21/26	\$35.00
(7)(r)	Charlie Voith	One Acts Theater Coordinal Office of Schools 11/16/25 to 12/21/25	\$30.00
(5)(r)	Michael Fendry	Induction & Support, Elm Creative Arts School Office of Schools 10/13/25 to 12/19/25	\$30.00
(5)(nr)	Laura Naughton	Induction & Support Office of Schools 08/25/25 to 12/19/25	\$30.00
(5)(r)	Lyn Smith	Office Support/Secretary Training	\$30.00

		Office of Schools 12/15/25 to 06/15/26	
(7)(r)	Elijah Whitkowski	Drumline and Percussion Coach	\$25.00
		Office of Operations 10/10/25 to 04/30/26	
(1)(r)	Alyssa Tanner	Wellness and Prevention Office – Health & PE	\$18.50
		Office of Academics 09/02/25 to 02/02/26	

**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 FY25 budget.

**Committee’s Recommendation**

Having set the item aside for separate consideration, 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; Acceptance of the Report on Revenues and Expenditures; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant awards; Acceptance of Donations**

**Purchases**

Cooperative Authorization to Enter into a Blanket Purchase Order with Amazon Business for Online Marketplace

The Administration is requesting authorization to issue a blanket purchase order to Amazon Business for online marketplace. This will allow teachers and departments to make purchases needed for their classrooms and departments. They would otherwise have to go to a store to purchase or purchase from Amazon using their own funds.

The blanket purchase order is made under the State of Utah Contract #LS4679. The blanket agreement will run from January 1, 2026, through December 31, 2029, and will not exceed \$2,000,000.

Budget Code: 000-0-0-000-BL-ECTS.....\$2,000,000.00

**RFB 5815 Authorization to Extend a Blanket Purchase Order to American Lithography & Publishing, Inc. for Printing and Mailing of Seasonal Recreation Guides**

The Administration is requesting authorization to extend the blanket purchase order with American Lithography & Publishing, Inc. for the printing and mailing of seasonal recreation guides. This vendor produces and distributes Milwaukee Recreation’s Recreation Guide, which is mailed to every residential address within the City of Milwaukee. The guide is published four times per year—winter, spring, summer, and fall.

The quarterly Recreation Guide serves as Milwaukee Recreation’s primary marketing and communication tool and remains the most effective way to share detailed information about the department’s wide range of programs and services. While many customers now register online, a significant number still prefer browsing the printed guide to review program options and plan their schedules. The printed guide also ensures that all residents, including those without internet access—have equal access to information about Milwaukee Recreation’s offerings and opportunities.

The Contractor was selected pursuant to Request for Bid (RFB) 5815, which closed on November 22, 2023. The initial purchase term ran from January 1, 2024, through December 31, 2024. The purchase was subsequently extended for an additional one-year term from January 1, 2025, through December 31, 2025.

The Administration now seeks authorization for the second and final one-year extension, for the period of January 1, 2026, through December 31, 2026.

The total cost of the purchase over the one-year extension shall not exceed \$313,520.00.

Budget Code: 000-0-0-000-BL-ECTS (Blanket Contract).....\$313,520.00

**State Authorization to Enter into a Blanket Agreement with Complete Office of Wisconsin Inc for Copier Paper**

The Administration is requesting authorization to enter into a blanket agreement with Complete Office of Wisconsin Inc for copier paper. Purchases will be made by various MPS schools and departments throughout the District as needed.

These purchases are made under the Value for Local Government contract #202201.

The Contract will run from February 1, 2026 through December 31, 2027, and the total cost of goods purchased will not exceed \$980,000.

Budget Code: 00000000-BL-ECTS (varies by department).....\$980,000.00

HUB, COIN, and student engagement information may be found in the minutes of your Committee’s meeting.

**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: C034025 - America Scores Milwaukee d/b/a Milwaukee Kickers Soccer Club, Inc.**

On August 29, 2025, the Milwaukee Board of School Directors and America Scores Milwaukee d/b/a Milwaukee Kickers Soccer Club, Inc. entered into Professional Services Contract number C034025, with a term of August 1, 2025 through June 30, 2026, to operate a Community Learning Center (CLC) at the direction of MPS. A Request to Change Contract (RCC) was approved October 15, 2025, to add the DPI funding.

Original Contract Amount: ..... \$ 130,000.00  
RCC 10/15/25 ..... \$ 375,143.00

Ending Amount: .....\$ 505,143.00

**Contract: C034026 - Stryv365, Inc.**

On August 29, 2025, the Milwaukee Board of School Directors and Stryv365, Inc. entered into Professional Services Contract number C034026, with a term of August 1, 2025 through June 30, 2026, to operate a Community Learning Center (CLC) at the direction of MPS. A Request to Change Contract (RCC) was approved October 15, 2025, to add the DPI funding.

Original Contract Amount:.....\$ 330,000.00

RCC 10/15/25.....321,420.00

Ending Amount: .....\$ 651,420.00

**Contract: C034030 Journey House Inc.**

On August 29, 2025, the Milwaukee Board of School Directors and Journey House, Inc. entered into Professional Services Contract number C034030, with a term of August 1, 2025 through June 30, 2026, to operate a Community Learning Center (CLC) at the direction of MPS. A Request to Change Contract (RCC) was approved October 15, 2025, to add the DPI funding.

Original Contract Amount:.....\$ 30,000.00

RCC 10/15/2025.....\$ 96,150.00

Ending Amount: .....\$ 126,150.00

**Contract: C034027 - Silver Spring Neighborhood Center, Inc.**

On August 29, 2025, the Milwaukee Board of School Directors and Silver Spring Neighborhood Center, Inc. entered into Professional Services Contract number C034027, with a term of August 1, 2025 through June 30, 2026, to operate a Community Learning Center (CLC) at the direction of MPS. A Request to Change Contract (RCC) was approved on October 15, 2025, to add the DPI funding.

Original Contract Amount:.....\$ 55,000.00

RCC 10/15/2025.....\$ 65,048.00

Ending Amount: .....\$ 120,048.00

**Contract: C031195 - Accounting Equipment Corporation d/b/a AE Business Solutions**

On February 1, 2023, the Milwaukee Board of School Directors and Accounting Equipment Corporation d/b/a AE Business Solutions entered into Professional Services Contract number C031195 (“Contract”), with a term of February 1, 2023 through January 31, 2026, to provide technical support activities as requested by MPS and in accordance with the Scope of Services of RFP 1092. On March 5, 2024, a Request to Change Contract (RCC) was approved to add funds of \$135,000 for a cybersecurity contractor. On November 18, 2024, an RCC was approved to add funds of \$460,000 due to the increased volume of work including setup and deployment of new equipment, repairing broken Chromebooks, installation of new desktops and laptops, and removal of obsolete equipment. An RCC was approved on 10/15/2025 to add funds of \$180,000 for additional support in schools related to the lead project

Original Contract Amount:.....\$1,350,000.00

RCC 3/5/2024.....135,000.00

RCC 11/18/2024.....460,000.00

RCC 10/15/2025.....180,000.00

Ending amount: .....\$2,125,000.00

**Monthly Financial Reports**

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

**Donations**

Location	Donor	Amount	Gift or Purpose
<b>Monetary Donations</b>			
Bay View Montessori School	Jessica Foster	5.00	Classroom Supplies
Bay View Montessori School	Karen Siettmann	10.00	Classroom Supplies
Bay View Montessori School	Parent of W. Vandervort	20.00	Classroom Supplies
Bay View Montessori School	James Hall	20.00	Classroom Supplies
Bay View Montessori School	Erin Wood	25.00	Classroom Supplies
Bay View Montessori School	Erin Wood	25.00	Classroom Supplies
Bay View Montessori School	Jessica Foster	50.00	Extended Field Trip to Upham Woods
Bay View Montessori School	Mary Mathy	150.00	Extended Field Trip
Cass Street School	Business Improvement District #11	745.00	School Yard Redevelopment Project
Clara Barton School	Milwaukee Elk's Lodge #46	1,000.00	General School Supplies
German Immersion School	Blackbaud Giving Fund	25.00	General School Supplies
German Immersion School	German Fest Milwaukee, Inc	400.00	Dance Club - German Fest
Hamilton High School	Leading Edge Fundraising	2,280.00	Football Donation
Hi-Mount School	All American Income Life	33.00	General School Supplies
Honey Creek Elementary School	Portillo's Hot Dogs, LLC	1,000.00	Green School Yard Project
Parkside School	Holistic Life	1,060.00	Bus to UW Madison
Parkview School	Roettgers Company - Mike Miller	500.00	Exxon Mobil's Education Alliance Program
River Trail School	Children's Health Alliance of Wisconsin	1,000.00	Love My Air Wisconsin program
Ronald Reagan High School	Children's Health Alliance of Wisconsin	1,000.00	Love My Air Wisconsin program
Sherman School	Children's Health Alliance of Wisconsin	1,000.00	Love My Air Wisconsin program
Story School	American Online Giving Foundation	161.63	General School Supplies
Story School	American Online Giving Foundation	736.89	General School Supplies
Vincent High School	Goat Yoga	500.00	AG department
Vincent High School	Children's Health Alliance of Wisconsin	1,000.00	Love My Air Wisconsin program
Zablocki School	First Stage Milwaukee	456.00	Reimburse Buses
<i>Total Monetary Donations</i>		<i>13,202.52</i>	
<b>Non-Monetary Donations</b>			
Allen-Field School	DonorsChoose	13.58	Classroom Essentials
Allen-Field School	DonorsChoose	630.55	Basics Needed
Bethune Academy	DonorsChoose	192.38	Literacy & Language, STEM

Location	Donor	Amount	Gift or Purpose
Bethune Academy	DonorsChoose	318.18	Just the Basics
Carver Academy	DonorsChoose	263.33	Feelin' Good At School!
Clemens School	DonorsChoose	757.01	Ready for Take Off!
Congress School	DonorsChoose	587.50	Learning Power
Craig Montessori School	DonorsChoose	36.88	Classroom Essentials
Craig Montessori School	DonorsChoose	46.77	Classroom Essentials
Craig Montessori School	DonorsChoose	585.23	Take Your Power Back!
Doerfler School	DonorsChoose	229.92	Creating a Calming Classroom
Dr. B Carson Academy of Science	DonorsChoose	181.62	Headphones Help Us Hear
Dr. B Carson Academy of Science	DonorsChoose	234.29	Future Astronauts
Dr. B Carson Academy of Science	DonorsChoose	351.77	K4 Is All About Learning!
Fernwood School	DonorsChoose	299.88	Montessori Wonder and Awe
Forest Home Avenue School	DonorsChoose	601.03	Organization Is the Key
Forest Home Avenue School	DonorsChoose	665.36	New Printer for our Classroom
Fratney Street School	Michelle Moring	300.00	General School Supplies
Fratney Street School	DonorsChoose	21.04	Classroom Essentials
Fratney Street School	DonorsChoose	368.97	White Paper Like Winter Snow
Fratney Street School	DonorsChoose	400.50	Literacy & Language
Fratney Street School	DonorsChoose	540.01	Literacy & Language, Students with Disabilities
Fratney Street School	DonorsChoose	847.68	Music & The Arts
Fratney Street School	DonorsChoose	1,017.37	Health Sports & Wellness
Fratney Street School	DonorsChoose	1,170.33	Life Skills, Literacy & Language
French Immersion School	DonorsChoose	9,173.71	Health Sports & Wellness, STEM
Gaenslen School	DonorsChoose	540.77	Health Sports & Wellness
Goodrich School	DonorsChoose	28.38	Classroom Essentials
Goodrich School	DonorsChoose	67.39	Classroom Essentials
Goodrich School	DonorsChoose	208.62	Help Us Get Organized!
Goodrich School	DonorsChoose	251.77	Play-Doh and LEGO Bricks
Goodrich School	DonorsChoose	273.89	Puzzled Learning (Part 2)
Goodrich School	DonorsChoose	282.69	Sensory Friendly Music Making
Goodrich School	DonorsChoose	310.10	Inspire the Desire to Read
Goodrich School	DonorsChoose	321.30	Basic Supplies
Goodrich School	DonorsChoose	326.66	Literacy & Language, Students with Disabilities
Goodrich School	DonorsChoose	334.50	TPT Shopping Spree!

Location	Donor	Amount	Gift or Purpose
Goodrich School	DonorsChoose	334.50	Interventions and Groups
Goodrich School	DonorsChoose	381.94	Classroom Starters!
Goodrich School	DonorsChoose	417.22	Board Books
Goodrich School	DonorsChoose	419.04	Basic Supplies- New School Year
Goodrich School	DonorsChoose	430.64	Life Skills, Students with Disabilities
Goodrich School	DonorsChoose	470.80	Health Sports & Wellness
Goodrich School	DonorsChoose	523.29	STEM, Students with Disabilities
Goodrich School	DonorsChoose	850.46	Bright Stars
Goodrich School	DonorsChoose	856.24	Music & The Arts, Students with Disabilities
Goodrich School	DonorsChoose	998.94	Flexible Work Spaces!
Grantosa Drive School	DonorsChoose	239.97	A Calming Escape
Grantosa Drive School	DonorsChoose	274.72	Small Items, Big Impact
Gwen T. Jackson School	DonorsChoose	184.27	Entertain Parents My Way
Hamilton High School	DonorsChoose	203.53	Journals for True Growth
Hartford University School	DonorsChoose	832.39	Life Skills, STEM
Hartford University School	DonorsChoose	1,132.54	STEM the Year Up!
Hawthorne School	DonorsChoose	19.47	Classroom Essentials
Hawthorne School	DonorsChoose	24.31	Classroom Essentials
Hawthorne School	DonorsChoose	140.42	Classroom Essentials
Hawthorne School	DonorsChoose	412.84	Ladybug Love Packs
Hayes Bilingual School	DonorsChoose	343.07	Literacy & Language, STEM
Hayes Bilingual School	DonorsChoose	367.93	Build and Create
Hayes Bilingual School	DonorsChoose	431.08	Speak Engagement
Hayes Bilingual School	DonorsChoose	448.36	A New Start
Hayes Bilingual School	DonorsChoose	587.87	Students with Disabilities
Hi-Mount School	DonorsChoose	15.05	Classroom Essentials
Hi-Mount School	DonorsChoose	537.79	Health Sports & Wellness, Warmth Care & Hunger
Hi-Mount School	DonorsChoose	878.08	Health Sports & Wellness, Life Skills
Holmes School	DonorsChoose	440.52	Health Sports & Wellness, Warmth Care & Hunger
Holmes School	DonorsChoose	467.68	Health and Hygiene Part 2
King High School	DonorsChoose	18.98	Classroom Essentials
King High School	DonorsChoose	24.31	Classroom Essentials
King High School	DonorsChoose	155.72	Literacy & Language
King High School	DonorsChoose	217.03	Health Sports & Wellness, Life Skills
King High School	DonorsChoose	235.07	Stand Up for Education

Location	Donor	Amount	Gift or Purpose
King High School	DonorsChoose	318.67	Calculator? No - CalcuNOW!
King High School	DonorsChoose	602.46	Music & The Arts, STEM
King High School	DonorsChoose	798.34	STEM
Kluge School	DonorsChoose	166.77	Life Skills, Students with Disabilities
Lloyd Barbee Montessori	DonorsChoose	20.14	Classroom Essentials
Lloyd Barbee Montessori	DonorsChoose	52.30	Classroom Essentials
Lloyd Barbee Montessori	DonorsChoose	52.77	Classroom Essentials
Lloyd Barbee Montessori	DonorsChoose	54.35	Classroom Essentials
Lloyd Barbee Montessori	DonorsChoose	197.17	Nature Activity Books
Lloyd Barbee Montessori	DonorsChoose	231.18	Everything in Its Place
Lloyd Barbee Montessori	DonorsChoose	239.20	Classroom Essentials
Lowell School	DonorsChoose	353.89	Really Awesome Rug and Stuff
MacDowell Montessori	DonorsChoose	149.06	Life Skills, STEM
MacDowell Montessori	DonorsChoose	149.06	We Need a Fan
Marshall High School	DonorsChoose	192.38	Music & The Arts, STEM
Marshall High School	DonorsChoose	413.06	Literacy & Language, STEM
Marshall High School	DonorsChoose	541.49	Recreate the Classroom
Marshall High School	DonorsChoose	841.96	STEM
Marshall High School	DonorsChoose	949.81	STEM
Milwaukee High School of the Arts	DonorsChoose	316.09	Overheating Students
Milwaukee Sign Language School	DonorsChoose	182.20	Let's Go Learn!
Mitchell School	DonorsChoose	367.89	Seat Sacks for Our Materials
Mitchell School	DonorsChoose	770.48	Literacy & Language, STEM
Morgandale School	DonorsChoose	19.47	Classroom Essentials
Morgandale School	DonorsChoose	26.71	Classroom Essentials
Morgandale School	DonorsChoose	33.80	Classroom Essentials
Ninety-Fifth Street School	DonorsChoose	133.72	Kid Crafts
Ninety-Fifth Street School	DonorsChoose	150.80	Must Haves for Day 1
Ninety-Fifth Street School	DonorsChoose	153.51	Blue, Blue, Blue Ink!
Ninety-Fifth Street School	DonorsChoose	153.58	PreK Needs Yellow Ink
Ninety-Fifth Street School	DonorsChoose	153.60	We Need Ink!
Ninety-Fifth Street School	DonorsChoose	177.39	Let's Have FUN While Learning
Ninety-Fifth Street School	DonorsChoose	542.45	Music & The Arts
Ninety-Fifth Street School	DonorsChoose	549.28	Learning Through Creativity!
Ninety-Fifth Street School	DonorsChoose	626.96	3rd Grade Art Expression
Obama School of Career and Technical Education	Kwik Trip	200.00	\$200.00 Gift Card
Obama School of Career and Technical Education	DonorsChoose	500.48	Life Skills
Obama School of Career and Technical Education	DonorsChoose	541.92	Life Skills, Students with Disabilities

Location	Donor	Amount	Gift or Purpose
Office of Academics - Specialized Services	* MARTA Debra Jupka	325.00	Gift Cards
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Children's Hospital	1,200.00	School Supplies for School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Strattec Security Corp	400.00	School Supplies for School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Quest CE	300.00	Backpacks and Supplies for School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Marking Services, Inc	750.00	School Supplies for School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Kohn Law Firm S.C.	2,898.82	216 Backpacks with Supplies for School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Educational Credential Evaluators	800.00	School Supplies for School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Medical College of Wisconsin	600.00	20 Backpacks with Supplies for School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Advocate Aurora Healthcare - 4CD Unit	300.00	School Supplies for School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Susan Thompson	50.00	School Supplies for School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Amphenol CIT	100.00	2 Backpacks with Supplies for School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Renewal By Anderson	350.00	Backpacks and Supplies for School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Kohl's	1,000.00	Backpacks and Supplies for School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Medical College of WI - Dept of Neurology	300.00	School Supplies for School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Girl Scouts of Wilson Elementary	600.00	School Supplies for School Supply Drive
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Oterra LLC	300.00	School Supplies for School Supply Drive
Parkside School	DonorsChoose	901.92	Health Sports & Wellness, Students with Disabilities
Parkview School	Terina Hammick - Prime Financial Credit Union	250.00	General School Supplies
Pulaski High School	DonorsChoose	144.15	Classroom Essentials

Location	Donor	Amount	Gift or Purpose
Riverside High School	DonorsChoose	492.03	Claw Cafe: Our Job Skills
Riverside High School	DonorsChoose	612.44	Life Skills, Literacy & Language
Riverside High School	DonorsChoose	771.70	Happy Classroom
Riverside High School	DonorsChoose	814.36	Health Sports & Wellness, Students with Disabilities
Riverwest Elementary	* Erin Trad	1,500.00	\$100 Gift Cards
Riverwest Elementary	DonorsChoose	200.36	STEM Marble Run for Library
Rogers Street Academy	DonorsChoose	657.43	After-school Chess Club
Roosevelt Middle School	Alice Kids	100.00	Walmart Gift Card
Roosevelt Middle School	DonorsChoose	184.10	Recess and Team Building
Roosevelt Middle School	DonorsChoose	464.65	Science Lab and Demo Materials
Siefert School	DonorsChoose	276.04	Delightful Dictionaries!
Siefert School	DonorsChoose	456.00	Magnificent Math!
Starms Discovery School	Linda A. Gianni	2,000.00	Clothing for Appreciation Adults; Staff and Families
Story School	DonorsChoose	479.60	STEM
Thoreau School	DonorsChoose	274.11	Health Sports & Wellness, Life Skills
Trowbridge School	DonorsChoose	13.58	Classroom Essentials
Trowbridge School	DonorsChoose	131.50	Teachers Helping Teachers
Trowbridge School	DonorsChoose	132.47	STEM
Trowbridge School	DonorsChoose	176.51	Positive Start!
Trowbridge School	DonorsChoose	222.84	We See the World in Color!
Victory School	DonorsChoose	19.64	Classroom Essentials
Victory School	DonorsChoose	368.71	Hands on Little Learners
Vieau School	DonorsChoose	136.37	Classroom Organization Time
Vieau School	DonorsChoose	351.77	Sit Together and Learn!
Vieau School	DonorsChoose	408.41	Classroom Refresh
Vieau School	DonorsChoose	416.20	Literacy & Language
Vieau School	DonorsChoose	463.18	Off to a Great Start
Vieau School	DonorsChoose	1,307.34	Literacy & Language, STEM
Vincent High School	DonorsChoose	152.33	Anime Creation
Wedgewood Park School	DonorsChoose	164.17	So Many Feels
William Cullen Bryant School	DonorsChoose	275.12	Oh! The Better to Hear You!
<i>Total Non-Monetary Donations</i>		<i>74,614.27</i>	
<i>Total Value of Donations</i>		<i>87,816.79</i>	
<i>* Donations from MPS Alumni</i>		<i>1,825.00</i>	

### **Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Admin Policy 3.06 - Fiscal Accounting and Reporting

**Fiscal Impact Statement**

This item authorizes expenditures as indicated on the attachment.

**Committee’s Recommendation**

Having set the item aside for consideration, your Committee recommends that the Board (1) authorize the purchases and (2) accept the donations as listed in the attachments, with appropriate acknowledgement to be made on behalf of the Board.

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

\* \* \* \* \*

**(Item 4) Action on the Award of Exception-to-Bid Contracts**

**Background**

**Exception Authorization to Issue a Purchase Order to Riverside Insights for Clinical Assessment Subscriptions**

The Administration is requesting authorization to issue a purchase order to Riverside Insights for clinical assessment subscriptions. Contractor will be used to deliver Woodcock-Johnson® V (WJ V™) Achievement Test Subscription (3-year, unlimited use) to the Department of Specialized Services. The WJ V™ is a revised online standardized assessment to measure academic achievement. School psychology ethical standards dictate that within one year of publication, we must use updated assessments. This assessment will be used for special education evaluations across the district. The 3-year unlimited subscription was more cost effective than a one-year subscription.

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

The purchase of subscriptions form Riverside Insights will run from November 1, 2025 through October 31, 2028 and the total cost will not exceed \$214,382.70.

Budget Code: MCG-0-I-IF6-DW-ESUP Ex Ed & Supportive Services).....\$214,382.70

**Exception Authorization to Enter into a Contract with Walk on Water Consulting Inc, for Peoplesoft Support and Upgrades**

The Administration is requesting authorization to enter into a contract with Walk on Water Consulting Inc, (“WOW”) to support PeopleSoft, the District’s human resource management system. This contractor will be used to provide critical upgrades to the PeopleSoft application and related database, to deliver support for customizations to the PeopleSoft modules, and to assist, on an as-needed basis, with application support and troubleshooting.

WOW has been involved with the PeopleSoft application since its implementation at MPS in 1999. WOW will be used by the district during this extension as an escalated level of support for critical HR system needs and/or in addressing time-sensitive payroll issues.

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

The contract will run from January 1, 2026, through December 31, 2029.

The total cost of the contract over a three-year period will not exceed \$150,000.

Budget Code: TSV-0-0-TLN-DW-ECTS (Technology - Contracted Services).....\$150,000.00

**Exception Authorization to Enter into a Contract with AA Fierro & Associates, LLC**

The Administration is requesting authorization to enter into a contract with AA Fierro & Associates, LLC for twenty-four (24) English language word recognition structured literacy lessons for features and closely related skills (Full Alphabetic and Consolidated). These lessons will support middle and high school students who are in need of a targeted strategy.

The acquisition of this set of explicit, systematic structured literacy lessons for adolescents by AA Fierro and Associates directly supports the three core priorities of the MPS plan:

1. Implementing the Science of Reading & Decoding Focus: SL-A provides the precise, sequential tools (e.g., teaching syllable types, morphology, and advanced spelling patterns) needed to build true decoding. Shift away from guessing strategies to an intentional focus on decoding words by sounding them out. mastery, even with complex, grade-level vocabulary.
2. Explicit Instruction (Ambitious Instruction Framework): Aligning all content areas around high-quality, explicit instruction. The lessons follow a rigid, research-based 4-Part Architecture (Objectives, Explicit Instruction, Collaborative Practice, Independent Practice), ensuring consistent, teacher-led modeling and immediate application—a direct embodiment of the "Explicit Instruction" lever in our Ambitious Instruction plan.
3. Closing the Achievement and Opportunity Gap (Equity-Driven): Targeting interventions and differentiated support for all students, regardless of race, ethnicity, or zip code. The lessons are inherently diagnostic and differentiated, emphasizing that instruction must be delivered to the whole group, small groups, or one-on-one based on data, ensuring every student receives support at their readiness level. This is the highest expression of the district's commitment to equitable, data-informed intervention within the Multi-Tiered System of Support (MTSS) framework.

By adopting structured literacy lessons for adolescents, MPS is ensuring curricular coherence across the entire PreK–12 continuum. The Chief Academic Office sent out quote requests to three vendors seeking services. The Contractor with the lowest cost and best quality offering was chosen.

The Exception to Bid has been granted on the basis of unique design (Administrative Policy 3.09(7)(E)(1)(b)(vi)). The Contractor was chosen based on having the best quality offering for District staff members.

The contract will run from December 1, 2025, through June 30, 2026, and total cost of the contract will not exceed \$72,816.00.

Budget Code: AMM-0-0-SPF-AQ-ECTS ..... \$72,816.00

HUB, COIN, and Student Engagement information may be found in the minutes of your Committee’s meeting.

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Admin Policy 3.09 - Purchasing and Bidding Requirements

**Fiscal Impact Statement**

This item authorizes expenditures as indicated in the attachments.

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

By consensus, your Committee recommends that the Board authorize the exception-to-bid contracts as set forth in the attachments to this item.

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

\* \* \* \* \*

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

HUB and Student Engagement information may be found in the attachments to your Committee’s meeting.

**RFP 1062 Authorization to Extend a Contract with Charter Communications Operating, LLC for Leased Metro Ethernet Services**

The Administration is requesting authorization to extend the contract with Charter Communications Operating LLC for leased metro ethernet services.

The E-Rate program (“E-rate”), administered by the Federal Communications Commission (“FCC”), provides discounts on eligible telecommunications services and products for eligible schools and libraries. Discounts are available through an application process. The District has participated in this program since its inception in 1998.

E-Rate is governed by the Telecommunications Act of 1996, and the corresponding rules promulgated by the FCC, as well as subsequent guidance and rule changes issued through FCC Orders. E-Rate is administered by the FCC’s contractor, the Schools and Libraries Division (“SLD”) of the Universal Service Administrative Company (“USAC”). The District must strictly adhere to the FCC’s rules and Orders, and sufficient funding must be available for E-Rate funding to be granted. The most significant requirements are 1) the selection of the winning vendor via a competitive procurement process where price is the primary factor, and 2) resulting contracts must be fully executed before submitting applications for funding requests to the SLD.

This contractor was chosen pursuant to RFP 1062. The original contract ran from July 1, 2022 through June 30, 2023 and provided four one-year options to be extended solely at the discretion of MPS. The contract was subsequently extended for three one-year terms, with the current term running from July 1, 2025 through June 30, 2026.

This contract extension will run from July 1, 2026 through June 30, 2027. The total cost of the contract in this extension year will not exceed \$1,501,891.08.

RFP 1062 .....	Leased Metro Ethernet Services
TOTAL CONTRACT AMOUNT: .....	\$ 1,501,891.08
ANTICIPATED E-RATE REIMBURSEMENT: .....	\$ 1,277,027.32
ANTICIPATED MPS SHARE: .....	\$224,863.76*

\*\$82,971,84 of total costs are ineligible under E-rate. As such, the 90% E-rate share is based only on total E-rate eligible costs of \$1,418,919.24.

Upon the Board’s approval, the District will sign the contract extensions prior to filing

E-rate applications. The Administration will make a request for funds to pay its share of the contract costs during the FY25-26 budget process.

Budget Code: PIN-0-0-TLN-DW-ETEL (E-Rate Contracts).....\$ 1,501,891.08

**RFP 1055 Authorization to Extend a Contract with Zayo Education LLC for Internet Access Service and Connectivity Services**

The Administration is requesting authorization to extend the contract with Zayo Education LLC for internet access service and connectivity services.

The E-Rate program (“E-rate”), administered by the Federal Communications Commission (“FCC”), provides discounts on eligible telecommunications services and products for eligible schools and libraries. Discounts are available through an application process. The District has participated in this program since its inception in 1998.

E-Rate is governed by the Telecommunications Act of 1996, and the corresponding rules promulgated by the FCC, as well as subsequent guidance and rule changes issued through FCC Orders. E-Rate is administered by the FCC’s contractor, the Schools and Libraries Division (“SLD”) of the Universal Service Administrative Company (“USAC”). The District must strictly adhere to the FCC’s rules and Orders, and sufficient funding must be available for E-Rate funding to be granted. The most significant requirements are 1) the selection of the winning vendor via a competitive procurement where price is the primary factor, and 2) resulting contracts must be fully executed before submitting applications for funding requests to the SLD.

This contractor was chosen pursuant to RFP 1055. The original contract ran from July 1, 2022 through June 30, 2023 and provided for four one-year extensions to be exercised solely at the discretion of MPS. The contract was subsequently extended for a three one-year terms, with the current term running from July 1, 2025 through June 30, 2026.

The contract was modified January 1, 2025, reflecting a change in ownership, from ENA Services LLC to the new entity recognized as Zayo Education LLC, EIN: 62-1805864, MPS Vendor ID: V0000001896, address: PO Box 201431, Dallas, TX 75320, and a new contract record of C033611.

This final contract extension will run from July 1, 2026 through June 30, 2027. It is anticipated that E-Rate will pay an estimated 90% of the amount deemed E-Rate-eligible for Internet Access Service and Connectivity. The total cost of the contract in the final extension year will not exceed \$247,200.

Budget Code: PIN-0-0-TLN-DW-ETEL (E-Rate Contracts) .....	\$247,200.00
RFP 1055.....	Internet Access Service and Connectivity
TOTAL CONTRACT AMOUNT:.....	\$ 247,200.00
ANTICIPATED E-RATE REIMBURSEMENT: .....	\$ 222,480.00
ANTICIPATED MPS SHARE: .....	\$ 24,720.00

Upon the Board’s approval, the District will sign the contract extensions prior to filing E-rate applications. The Administration will make a request for funds to pay its share of the contract costs during the FY 26-27 budget process.

**RFB 5819 Authorization to Extend a Contract with United Healthcare Services Inc for Stop Loss Insurance**

The Administration is requesting authorization to extend a contract with United Healthcare Insurance Company for stop loss insurance. This contractor will be used to reimburse the district for any medical and prescription claims in excess of \$1,000,000 incurred for the period January 1, 2026, through December 31, 2026, that could

otherwise be paid from the period January 1, 2026, through December 31, 2027.

Contractor was chosen pursuant to RFB 5819 which closed on 8/16/2024. In December 2024, the Board approved a contract with United Healthcare Services Inc with a term of January 1, 2025, through December 31, 2025, (the “Initial Term”) with the possibility of a four one-year extension, upon mutual agreement of the parties, at the same terms.

The first extension will run from January 1, 2026, through December 31, 2026, and total cost of the contract in Year 2 will not exceed \$3,277,429.00.

Budget Code: DWC-0-0-EMB-DW-EMDI (Medical Insurance – District Wide) .....	\$3,277,429.00
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**RFP 1094 Authorization to Extend a Contract with Occupational Health Centers of the Southwest P.A. d/b/a Concentra Medical Centers for Occupational Medical Services**

The Administration is requesting authorization to extend a contract with Occupational Health Centers of the Southwest P.A. d/b/a Concentra Medical Centers (“Concentra”) for occupational medical services.

Concentra will be used to: deliver pre-employment physicals and exams; fitness for duty exams; occupational medical surveillance and testing, where required; follow-up care and medical surveillance relating to occupational exposure to bloodborne pathogens; coordinating the district’s reasonable suspicion drug and alcohol testing protocols; and workers’ compensation medical care for all MPS schools and departments. Timely scheduling and delivery of pre-employment exams and physicals is essential to assist with staffing the schools.

Concentra was chosen pursuant to RFP 1094, which closed on November 15, 2022. In January 2023, the Board approved a contract with Concentra with a term of February 1, 2023, through January 31, 2026, (the “Initial Term”), with two additional one-year options to extend if certain performance metrics incorporated into the contract are met.

The first extension will run from February 1, 2026, through January 31, 2027, and the cost of the contract in Year 4 will not exceed \$259,000.00.

Budget Code: DWC-0-0-EMB-DW-ECTS (Contracted Services–Employee Benefits) .....\$259,000.00

**RFP 1155 Authorization to Issue a Contract to AE Business Solutions for Information Technology Support Services Personnel**

The Administration is requesting authorization to enter into a contract with AE Business Solutions for information technology support services personnel. This contractor will be used to provide personnel for technical support services. The technical support services to be provided include:

Group A: IT Service Technician to assist the Division of Technology in maintaining and supporting the District’s computers and other technology;

Group B: Network Support to assist the Division of Technology in its WAN/LAN network infrastructure needs;

Group C: Cyber Security Services to assist the Division of Technology in its network and application security needs; and

Group D: Database Specialist Administrator.

These services are utilized by the Department of Technology, as necessary, to provide interim IT support for schools and departments at various times throughout the school year. Examples include providing assistance on large-scale projects, time-sensitive IT support needs as well as emergency requests that current staffing does not have the capacity to fulfill.

Contractor was chosen pursuant to RFP 1155, which closed on September 29, 2025. The contract will run from February 1, 2026 through January 31, 2029 and will not exceed \$1,200,000. In the initial year, \$400,000 will be encumbered, and additional encumbrances will be made on or near the anniversary date of the contract.

Budget Code: TSV-00-TLN-DW-EMTC (Technology) .....\$1,200,000.00

**RFB 5814 Authorization to Issue a Blanket Contract with EverDriven Technologies, LLC for Human Service Vehicles or Van Type Transportation for Schools**

The Administration is requesting authorization to enter into a blanket contract with EverDriven Technologies, LLC for Human Service Vehicles (HSV) or Van Type Transportation for students throughout the metro-Milwaukee area, to and from school. This service will provide service for students who may require transportation to MPS schools and/or schools in the surrounding suburban districts. This service will provide both (1) Ambulatory and (2) Orthopedically Impaired (OI) requiring wheelchair transport.

The vendor is chosen pursuant to responding to RFB 5814 which closed on June 30, 2023. The blanket contract will run from November 21, 2025 through July 31, 2026.

The total cost of the contract will not exceed \$850,000.00.

Budget Code: 000-0-0-000-BL-ECTS Contracted Services – Blanket Contract)..... \$850,000.00

**Strategic Plan Compatibility Statement**

Goal 3, Effective and Efficient Operations

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

Admin Policy 3.09 - Purchasing and Bidding Requirements

**Fiscal Impact Statement**

This item authorizes expenditures as indicated in the attachments.

**Implementation and Assessment Plan**

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

**Committee’s Recommendation**

By consensus, 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 6) Action On Monthly Facilities Matters: FMS Award of Professional Services Contract, Report of Exception to Bid, Contract Modification, and Material Purchase Recommendation**

**Professional Services Contract**

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

RFP #25-033 Burnham Playfield Parking Lot Renovation – Design Services

A Request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Design Services for the Burnham Playfield Parking Lot Renovation

Selected firm: Graef-USA Inc. Spending Authority: \$73,021.00

Contract Period: November 21, 2025 – August 15, 2026

Budget Code: STS 00 RCI RC ECMC

**Exception-to-Bid**

Recommended for the Board’s approval is the following compatibility (exception to bid) contract for AssetWorks Inc. The services to be provided by AssetWorks will include a system upgrade and migration to a cloud-based system.

The Administration recommends that the Board authorize the compatibility (exception to bid) contract, for AssetWorks Inc., \$509,000.00.

Funds are available for the AiM Upgrades project account code: Various (Project No. 8792).

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are needed due to compatibility and competitive vendors do not exist (Administrative Policy 3.09(7)(e)(1)(b)(ii)).

### **Contract Modification**

#### **Authorization to Increase Spending Authority – Moving Services**

The Administration is requesting approval to waive Board Policy 3.09 (9)(e) Relative to Purchase Order and Contracts. The Administration is requesting approval to increase the expenditure authority for Moving Services – Design & Construction by an additional \$500,000.00 per year.

The vendors (A C.H. Coakley & Co., Inc., A&M Business Interior Services DBA Emerald Blue, Ace World Wide Moving & Storage Co., Inc., C. Coakley Relocation Systems, Coakley Brothers, & Eagle movers Inc.) were chosen pursuant to RFP #9231-560135, with a term of January 1, 2025 – December 31, 2027.

Budget Code: Various

### **Material Purchase**

ROCK SALT

Various sites

#### **Prime Contractor**

State of Wisconsin Department of Corrections 3099 East Washington Avenue, PO Box 8990  
Madison, WI 53708

Authorization to approve the purchase of rock salt for various sites across the district. Purchase is made under the State of Wisconsin Contract 505ENT-M18-ICEMELTER-01 and shall be in accordance with the component pricing on the quote dated October 21, 2025.

One-Time Purchase Amount: \$62,410.32

Budget Code: BLD 00 BOP DW ESUP

### **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 Contract:

Total Professional Services Contracts Requested = \$73,021.00

Exception to Bid:

Total Exception to Bid Requested = \$509,000.00

Contract Modification:

Total Contract Modification Requested = \$500,000.00 per year

Material Purchase:

Total Material Purchase Requested = \$62,410.32

### **Implementation and Assessment Plan**

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

**Committee’s Recommendation**

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By consensus, your Committee recommends that the Board approve the attached professional services contract, report of exception to bid, contract modification, and material purchase.

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

\* \* \* \* \*

**(Item 7) Action on a Request to Approve a Conservation Easement Between Milwaukee Public Schools, the City of Milwaukee, and Milwaukee Metropolitan Sewerage District**

**Background**

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Milwaukee Public Schools has collaborated with the Milwaukee Metropolitan Sewerage District and the City of Milwaukee to further advance the district’s sustainability initiatives through \$105,149.24 in partnership funding grants for a green infrastructure project at the following site:

- Modrzejewski Playfield

The funding agreement indicates that upon completion of this green infrastructure project that an 11-year limited-term conservation easement be executed for the site in order to ensure the new green space is adequately maintained and protected. These projects have resulted in improved stormwater management through the installation of bioswales, underground cisterns, native plants, new tree plantings, and additional green space. These efforts provide a direct benefit to the environment and create additional opportunities for MPS students to learn about advancing sustainability efforts through the implementation of green infrastructure.

The draft lease agreement is attached to the minutes of your Committee’s meeting.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Admin Policy 5.01 - Facilities

**Fiscal Impact Statement**

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There are no expenditures associated with this item.

**Implementation and Assessment Plan**

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Upon Board approval, the limited term conservation easement will be executed between Milwaukee Public Schools and the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District.

**Committee’s Recommendation**

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Your Committee recommends that the Board approve the limited term conservation easement between Milwaukee Public Schools and the City of Milwaukee in favor of the Milwaukee Metropolitan Sewerage District.

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

\* \* \* \* \*

**(Item 8) Report with Possible Action on a Request for Pius XI High School to Lease Dyer Playfield**

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

**Background**

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In September 2022, District 10 Alderman Michael Murphy presented the Milwaukee Public Schools Department of Recreation and Community Services with a proposed lease agreement that would allow Pius XI High School to build an athletic facility on Dyer Playfield. Dyer Playfield is a site owned by the City of Milwaukee and operated by MPS, through its Department of Recreation and Community Services, which has been the arrangement for more than 50 years. Alderman Murphy's proposal was rejected by then-Milwaukee Public Schools Superintendent Dr. Keith Posley, because MPS opposed the privatization of public parks used by our community and students.

In June 2025, District 10 Alderwoman Sharlen Moore approached Milwaukee Recreation with former Alderman Murphy's idea of leasing Dyer Playfield to Pius XI High School. Superintendent Dr. Brenda Cassellius informed Alderwoman Moore, and representatives from Pius XI, that the District was in the midst of its Long-Range Facilities Master Plan (LRFMP) process and would not be entering into any new lease agreements, as the LRFMP's findings would be used to determine MPS' strategic use of school facilities and outdoor spaces.

On October 23, 2025, Alderwoman Sharlen Moore sent a letter to Dr. Cassellius indicating her intention to bring the Pius XI High School lease of Dyer Playfield to the Milwaukee Common Council for discussion. The specific terms of the lease are unknown at this point, as the discussion between the City and Pius XI High School are in the early stages and key stakeholders, including the Council and MPS, must agree with the proposal; however, it is known Pius XI High School is seeking a long-term lease of Dyer Playfield to construct and operate an athletic facility.

**Strategic Plan Compatibility Statement**

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

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

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Admin Policy 5.01 - Facilities

**Fiscal Impact Statement**

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N/A

**Implementation and Assessment Plan**

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N/A

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**(Item 9) Action on a Request to Approve the Proposed 2026-2027 Districtwide School Calendar and 2027-2028 Districtwide School Calendar**

**Background**

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Milwaukee Public Schools developed the FY27 and FY28 districtwide school calendars through a cross-functional team that identified key dates and events to ensure full alignment with instructional-minute requirements, teacher contractual obligations, professional development needs, and wellness breaks. The team prioritized maximizing uninterrupted learning time for students. Draft calendars were reviewed by external stakeholders—including Family and Community Engagement, The Administrators and Supervisors Council (ASC), Milwaukee Teachers' Education Association (MTEA), and the District Advisory Committee (DAC)—and then shared with all staff and families through an online survey. Based



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

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Admin Policy 7.03 - School Year/School Calendar

**Fiscal Impact Statement**

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No fiscal impact.

**Implementation and Assessment Plan**

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Upon Board approval the finalized calendars will be prepared and shared with all internal and external stakeholders and posted on the district website.

**Committee’s Recommendation**

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Your Committee recommends the Board approve the proposed 2026-2027 and 2027-2028 Districtwide School Calendars.

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

\* \* \* \* \*

**COMMITTEE ON LEGISLATION, RULES AND POLICIES**

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

**(Item 1) Action on a Request to Approve Revisions to Administrative Policy 4.02 Buildings and Grounds**

**Background**

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

The Administration has reviewed Administrative Policy Administrative Policy 4.02 Buildings and Grounds and is recommending the following revisions to Section (3) of the policy:

(3)The director of the Division of Facilities and Maintenance shall be either a registered architect or a registered professional engineer in the State of Wisconsin. If not registered at the time of hire, the director must become registered within 12-18 months of hire. In addition, a degree in construction, engineering, architecture, design, or equivalent is highly recommended.

**Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Admin Policy 6.19 - Positions: Staff

**Fiscal Impact Statement**

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No fiscal impact.

### **Committee's Recommendation**

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Your Committee recommends approval of the revised policy, as attached, but specifying "within 18 months" as the timeframe.

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

\* \* \* \* \*

### **(Item 2) Action on a Request to Approve Revisions to Administrative Policy 6.23 Recruitment and Hiring Staff**

#### **Background**

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

The Administration has reviewed Administrative Policy 6.23 Recruitment and Hiring Staff and has attached the recommended revisions.

The recommendation is that Section (4) of the policy be amended as follows:

(4) Limited-term Employment (LTE) Positions

(a) All LTE (limited-term employment) contracts for LTE positions at any level of operation shall be reported to Board within 60 days of commencement of services.

(b) LTE positions must have the approval of the superintendent, or designee the management of the Office of Accountability and Efficiency, or the director of the Office of Board Governance (OBG), whichever is applicable, and the funding source must be confirmed by the Office of Finance before any LTE contract that exceeds 60 days may be brought forth for approval by the Board.

(c) No LTE contract shall be for a period of one year or more without ~~the Board's advance approval of the extension~~ Superintendent or designee's approval.

#### **Strategic Plan Compatibility Statement**

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Goal 3, Effective and Efficient Operations

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

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Admin Policy 6.19 - Positions: Staff

#### **Fiscal Impact Statement**

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No fiscal impact.

### **Committee's Recommendation**

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Your Committee recommends that the Board approve the revisions to Administrative 6.23 as attached.

Director Reza moved approval of the Administration's recommendation, as presented in the revised attachment. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Reza, Siemsen, Vannoy, and President Zombor — 7.  
Noes — None.

\* \* \* \* \*

**(Item 3) Work Session on Policy Review: Consideration of, and Possible Action on, Section 7000 Property**

**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 7000 Property**

This month, your Committee reports having conducted a work session on policies to be included in Section 7000, Property.

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**

After setting aside the below policies for separate consideration, your Committee makes the following recommendations:

7240	Site Acquisition	To approve as presented
7300	Disposition of Inventory of Real Property	To approve as presented
7540.08	Artificial Intelligence (AI)	To approve as presented
7544	Use of Social Media	Hold in Committee

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

\* \* \* \* \*

**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 a Recommendation to Approve the Renewal of the Instrumentality Charter School Contract for Whittier Elementary, Inc. for Whittier Elementary School**

**Background**

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Whittier School, located at 4382 South 3rd Street, was established as an instrumentality charter school beginning in 2013. The current contract is for a maximum of 225 full-time-equivalent (FTE) pupils in grades K4 through 5. Whittier's mission is to provide high-quality education in a safe, respectful, and inclusive environment that builds a foundation for life-long learning.

In June 2025, the Department of Contracted School Services initiated the charter school review process. On August 1, 2025, representatives from Whittier submitted the charter renewal letter of intent and on September 5, 2025, submitted its charter renewal application to seek renewal of its charter school contract.

On October 2, 2025, the Charter School Review Team (Team) conducted a full-day site visit at Whittier School. The Team examined the school's academic, financial, and organizational performance using the scorecard attached and reviewed the data relative to contract compliance and renewal. The Team reviewed additional responses and information provided by the school through its application and evidence compiled in the school's renewal folders. The Team participated in classroom observations and heard testimony of parents, students, staff, and governance board members.

Based on a thorough review of the evidence provided, the Team recommends a five-year renewal of the instrumentality charter school contract with Whittier.

The charter school scorecard with the Team recommendation, renewal application, and data are attached to the minutes of your Committee's meeting.

**Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Goal 3, Effective and Efficient Operations

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

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Admin Policy 9.12 - Charter Schools

**Fiscal Impact Statement**

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Adoption of this item alone does not authorize expenditures. Pending contract approval, the funds for the charter school contract will be authorized as a part of the annual budget process.

**Implementation and Assessment Plan**

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Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of Whittier, in consultation with the Board's designee and the Office of the City Attorney, in anticipation of developing a renewed charter contract to be presented to the Board.

**Committee's Recommendation**

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Your Committee recommends that the Board:

1. approve the renewal of a five-year instrumentality charter school contract with Whittier Elementary, Inc.; and
2. authorize the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, to enter into negotiations with representatives of Whittier Elementary, Inc. for Whittier Elementary School and to draft a renewed instrumentality charter school contract to begin with the start of the 2026-27 school year and end on the last regularly scheduled day of the 2030-31 school year.

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

\* \* \* \* \*

**(Item 2) Action on a Recommendation to Approve the Renewal of the Non-Instrumentality Charter School Contract for Carmen High School of Science and Technology, Inc. for Carmen Northwest**

**Background**

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Carmen Schools of Science and Technology - Northwest, located at 5496 North 72nd Street, was established as a non-instrumentality charter school beginning in 2013. The current contract is for a maximum of 800 full-time equivalent (FTE) pupils in grades 6-12. Carmen's mission is to graduate all students as critical thinkers and self-directed learners who are prepared for success in college, meaningful careers, community involvement, and family life.

In June 2025, the Department of Contracted School Services initiated the charter school review process. On July 29, 2025, representatives from Carmen Northwest submitted the charter renewal letter of intent and on September 4, 2025, submitted its charter renewal application to seek renewal of its charter school contract.

The Administration recommends that the Board:

1. approve the renewal of a three-year non-instrumentality charter school contract with Carmen High School of Science and Technology, Inc.; and

2. authorize the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, to enter into negotiations with representatives of Carmen High School of Science and Technology, Inc. for Carmen Northwest and to draft a renewed non-instrumentality charter school contract to begin with the start of the 2026-27 school year and end on the last regularly scheduled day of the 2028-29 school year.

On October 9, 2025, the Charter School Review Team (Team) conducted a full-day site visit at Carmen Northwest. The Team examined the school's academic, financial, and organizational performance using the scorecard attached and reviewed the data relative to contract compliance and renewal. The Team reviewed additional responses and information provided by the school through its application and evidence compiled in the school's renewal folders. The Team participated in classroom observations and heard testimony of parents, students, staff, and governance board members.

Based on a thorough review of the evidence provided, the Team recommends a three-year renewal of the non-instrumentality charter school contract with Carmen Northwest.

The charter school scorecard with the Team recommendation, renewal application, and data are attached to the minutes of your Committee's meeting.

**Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Goal 3, Effective and Efficient Operations

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

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Admin Policy 9.12 - Charter Schools

**Fiscal Impact Statement**

---

Adoption of this item alone does not authorize expenditures. Pending contract approval, the funds for the charter school contract will be authorized as a part of the annual budget process.

**Implementation and Assessment Plan**

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Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of Carmen Northwest, in consultation with the Board's designee and the Office of the City Attorney, in anticipation of developing a renewed charter contract to be presented to the Board.

**Committee's Recommendation**

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Your Committee has advanced this item to the Board without a recommendation. *As previously indicated, this item was considered before the reports of the executive officers.*

Director O'Halloran moved to

1. approve the Administration's recommendation to renew the school for one year (through the end of 2026-27 school year) with the lease to terminate at the end of the school year with no option to purchase or renew the building;
2. authorize the Administration to negotiate a contract accordingly

Ayes — Directors Ferguson, Fons, Herndon, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 6.

Noes — Directors Fons and Vannoy — 2.

Director O'Halloran left the meeting at 5:50 p.m.

President Zombor called for a recess at 5:50 p.m.

The meeting resumed at 5:57 p.m.

\* \* \* \* \*

**(Item 3) Action on a Recommendation to Approve the Renewal of the Non-Instrumentality Charter School Contract for La Causa, Inc. for La Causa Charter School**

**Background**

La Causa Charter School, located at 1643 South 2nd Street and 809 West Greenfield Avenue, was established as a non-instrumentality charter school beginning in 2003. The current contract is for a maximum of 810 full-time equivalent (FTE) pupils in grades K4-8. La Causa's mission is provide innovative, foundational, and culturally rich academic programs, focused on Fine Arts, Science and Technology, Bilingual Education and English as a Second Language, while engaging the entire family in their children's educational experience.

In June 2025, the Department of Contracted School Services initiated the charter school review process. On June 25, 2025, representatives from La Causa submitted the charter renewal letter of intent and on September 5, 2025, submitted its charter renewal application to seek renewal of its charter school contract.

On October 23, 2025, the Charter School Review Team (Team) conducted a full-day site visit at La Causa. The Team examined the school's academic, financial, and organizational performance using the scorecard attached and reviewed the data relative to contract compliance and renewal. The Team reviewed additional responses and information provided by the school through its application and evidence compiled in the school's renewal folders. The Team participated in classroom observations and heard testimony of parents, students, staff, and governance board members.

Based on a thorough review of the evidence provided, the Team recommends a five-year renewal of the non-instrumentality charter school contract with La Causa.

The charter school scorecard with the Team recommendation, renewal application, and data are attached to the minutes of your Committee's meeting.

**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 9.12 - Charter Schools

### **Fiscal Impact Statement**

Adoption of this item alone does not authorize expenditures. Pending contract approval, the funds for the charter school contract will be authorized as a part of the annual budget process.

### **Implementation and Assessment Plan**

Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of La Causa, in consultation with the Board's designee and the Office of the City Attorney, in anticipation of developing a renewed charter contract to be presented to the Board.

### **Committee's Recommendation**

Your Committee recommends that the Board:

1. approve the renewal of a five-year non-instrumentality charter school contract with La Causa, Inc.; and
2. authorize the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, to enter into negotiations with representatives of La Causa, Inc. for La Causa Charter School and to draft a renewed non-instrumentality charter school contract to begin with the start of the 2026-27 school year and end on the last regularly scheduled day of the 2030-31 school year.

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

\* \* \* \* \*

### **(Item 4) Action on a Recommendation to Approve the Renewal of the Instrumentality Charter School Contract for IDEAL Charter School, Inc. for Individualized, Developmental, Educational Approaches to Learning (I.D.E.A.L.)**

#### **Background**

Individualized, Developmental, Educational Approaches to Learning (I.D.E.A.L.), located at 1420 West Goldcrest Avenue, was established as an instrumentality charter school beginning in 2001. The current contract is for a maximum of 300 full-time equivalent (FTE) pupils in grades K4-8. I.D.E.A.L.'s mission is to ensure the healthy developmental and high academic success of all students through the unique multi-age program.

In June 2025, the Department of Contracted School Services initiated the charter school review process. On July 18, 2025, representatives from I.D.E.A.L. submitted the charter renewal letter of intent and on September 4, 2025, submitted its charter renewal application to seek renewal of its charter school contract.

On October 29, 2025, the Charter School Review Team (Team) conducted a full-day site visit at I.D.E.A.L. The Team examined the school's academic, financial, and organizational performance using the scorecard attached and reviewed the data relative to contract compliance and renewal. The Team reviewed additional responses and information provided by the school through its application and evidence compiled in the school's renewal folders. The Team participated in classroom observations and heard testimony of parents, students, staff, and governance board members.

Based on a thorough review of the evidence provided, the Team recommends a five-year renewal of the instrumentality charter school contract with I.D.E.A.L.

The charter school scorecard with the Team recommendation, renewal application, and data are attached to the minutes of your Committee's meeting.

#### **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**

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Admin Policy 9.12 - Charter Schools

### **Fiscal Impact Statement**

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Adoption of this item alone does not authorize expenditures. Pending contract approval, the funds for the charter school contract will be authorized as a part of the annual budget process.

### **Implementation and Assessment Plan**

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Upon the Board's approval, negotiations will begin between the Superintendent's designee and representatives of I.D.E.A.L., in consultation with the Board's designee and the Office of the City Attorney, in anticipation of developing a renewed charter contract to be presented to the Board.

### **Committee's Recommendation**

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Your Committee recommends that the Board:

1. approve the renewal of a five-year instrumentality charter school contract with IDEAL Charter School, Inc.; and
2. authorize the Superintendent's designee, in consultation with the Board's designee and the Office of the City Attorney, to enter into negotiations with representatives of IDEAL Charter School, Inc. for Individualized, Developmental, Educational Approaches to Learning (I.D.E.A.L.) and to draft a renewed instrumentality charter school contract to begin with the start of the 2026-27 school year and end on the last regularly scheduled day of the 2030-31 school year.

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

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## **(Item 5) Action on a Request to Approve District Library Plan**

### **Background**

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Wisconsin Administrative Code PI8.01(2)(h) requires districts to create and submit district library plans. Library plans are essential to the strength and success of the library program to meet the needs of students and school communities. This presentation will outline the purpose and goals of the MPS district library plan.

The Administration recommends approval of the district library plan. The full plan is attached to the minutes of your Committee's meeting.

- In Wisconsin, school districts are required to develop long-range plans for library services, as outlined in Wisconsin Administrative Code PI 8.01(2)(h).

- The purpose of the district library plan is to ensure alignment with broader district priorities rather than functioning as an isolated service.

- The Department of Public Instruction has provided guidance, tools, and professional learning.

- The Future Ready Librarian framework serves as a valuable foundation for aligning library planning with district goals and priorities.

Common School Fund

- The Common School Fund is a state-managed fund that provides funding for public education, particularly school libraries.

- The money from the fund is distributed to school districts annually and have specific restrictions on how it can be spent for library materials.

### **Goal 1: Common School Funding**

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*Library Goal 2025-2030:* All schools in the district must fully spend their annual Common School Fund (CSF) allocation by April 30 of each fiscal year to ensure the timely procurement of library materials and alignment with state requirements.

### **Goal 2: Equitable Library Programs**

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*Library Goal 2025-2030:* All students in the district will have equitable access to school library resources, services, and spaces that support their literacy, academic, social-emotional, and personal growth regardless of school location, grade level, ability, language, or socioeconomic background.

### **Goal 3: Digital Citizenship, Information Literacy & Research**

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*Library Goal 2025-2030:* By the end of the academic year, school librarians will collaboratively plan and deliver instruction that integrates digital citizenship, information literacy, and research skills into grade-level curriculum. Instructional impact will be measured by student growth in responsible technology use, source evaluation, and research proficiency, as demonstrated through pre- and post-assessments.

### **Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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Admin Policy 7.01 - Teaching and Learning Goals

### **Fiscal Impact Statement**

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This item does not authorize expenditures.

### **Implementation and Assessment Plan**

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Upon approval of this item, the district library plan will be uploaded in the WISEadmin Portal to satisfy requirements from DPI.

### **Committee's Recommendation**

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Your Committee has advanced this item to the Board without recommendation.

Director Siemsen moved to approve the plan as presented. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Reza, Siemsen, Vannoy, and President Zombor — 7.  
Noes — None.

\* \* \* \* \*

### **(Item 6) Report with Possible Action Regarding Music Education**

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

#### **Background**

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At its August 2019 meeting, the Milwaukee Board of School Directors referred Communication 1920C-001 regarding a proposed music education policy to the Administration for follow-up.

In alignment with the Board's direction, an advisory committee was formed to develop Administrative Policy 7.44: Music Education. The committee included members of the MPS Administration, the Office of Board Governance, the Office of Accountability and Efficiency, MPS music teachers, the Milwaukee Teachers' Education Association, music providers such as the Wisconsin Conservatory of Music, and Board members. The advisory committee collaborated in finalizing Administrative Policy 7.44: Music Education, which the Board adopted in November 2019.

The policy includes twice-yearly (October and May) updates by the Administration relative to the progress in implementing the policy as well as next steps. The attached presentation provides an overview of the progress and next steps related to implementation of Administrative Policy 7.44: Music Education.

Music Staffing: 2025-26 School Year

**Total of 127 music staff for 2025-26**

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- 99 classroom teachers serving 85 schools
  - 24 traveling music teachers serving 52 schools
  - 2 music instructional coaches supporting 23 teachers
  - 1 instrument specialist serving all schools
  - 66.4% of schools have a music teacher
  - 28.1% of schools use a community partner for instruction
- Wisconsin Conservatory of Music is serving 36 MPS Schools
- 5.6% of schools had no music instruction for the year (seven schools, or 1764 students)

**51st MPS Biennial Festiva**

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Over 5000 students will perform May 6th and 7th, 2026 at 6:30pm at the UWM Panther Arena

- Representing ALL MPS Schools
  - 3 Bands, 3 Orchestras, 3 Choirs, Modern Band,
  - All-City Drum Line, World Drums, Piano, and Harp

**District Music Events for 2025-26**

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- All schools with a drumline are expected to participate as exhibition or competitors.
  - All schools with ensembles are expected to send students 6th grade and above to WSMA Solo and Ensemble.
  - ALL SCHOOLS are expected to participate in the MPS Biennial Music Festival.
- A list of program types and staffing is attached to the minutes of your Committee’s meeting.

**Looking Forward to FY27**

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- Support ALL music positions at a minimum of 0.5FTE to facilitate staffing
- Fund additional music and art positions at arts schools to offer aligned programming at elementary, middle and high school levels
- Add dance and theater position to our schools

**Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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Admin Policy 7.44 - Music Education

**Fiscal Impact Statement**

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N/A

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**(Item 7) Report with Possible Action Regarding Art Education**

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

**Background**

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At its January 2020 meeting, the Milwaukee Board of School Directors referred Communication 1920C-004 regarding a proposed art education policy to the Administration for follow-up.

In alignment with the Board's direction, an advisory committee was formed to develop Administrative Policy 7.45: Art Education. The committee included MPS art educators, MTEA, Board members, and the Offices of Academics, Accountability and Efficiency, Board Governance, Finance and

School Administration. As a result of the advisory committee's work, Administrative Policy 7.45: Art Education was adopted by the Board in May 2020.

The policy includes twice-yearly updates by the Administration relative to the progress in implementing the policy as well as next steps. The attached presentation provides an overview of the progress and next steps related to implementation of Administrative Policy 7.45: Art Education.

## **Staffing**

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### **2024-25**

- 148 art positions filled with arts educators
- 14 art vacancies filled with board-approved vendors
- 5 art vacancies
  - 3 high school
  - 1 middle school
  - 1 elementary school

### **2025-26**

- 154 art positions filled with arts educators
- Art vacancies at 7 schools
  - Thurston Woods, Kilbourn, Washington, Hopkins-Lloyd, Sherman, Emerson, Curtain
  - 3.8 FTEs total combined
  - 1 applicant in process
  - Contracted services (Arts @ Large or TBey) filling 6 vacancies

## **Visual Arts District Staffing**

Two visual art teacher leaders:

- Provide professional development during district designated days
- Lead curriculum development K–12
- Respond to principals' support requests across the district
- Provide student-centered coaching to all visual art teachers in years 0–3:
  - o Educators new to teaching
  - o Educators new to the district
  - o Educators new to their grade level
  - o International teachers

Two arts integration teacher leaders eliminated for 2025-26:

- Sketchnoting was the focus for 2024–25
- Over 175 points of contact with teachers:
  - o Co-planning
  - o Co-teaching
  - o Providing feedback on implementation
  - o ELA, social studies, science, art, and math
- Teacher surveys indicate that sketchnoting:
  - o Boosted student engagement
  - o Improved information retention
  - o Differentiated instruction to reach diverse learners

## **2024-25 Visual Arts and Ambitious Instruction**

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Visual art teacher leaders completed over 153 walk-throughs using the district-adopted tool

### **Explicit Instruction**

Aligning instruction to grade-level standards:

- 18.56% exceeding expectations
- 65.98% meeting expectations
- 12.37% developing

**Formative Practices**

Eliciting and gathering evidence of student learning:

- 1.96% exceeding expectations
- 35.29% meeting expectations
- 47.06% developing

**Engagement**

Providing opportunities for student choice:

- 6.58% exceeding expectations
- 51.97% meeting expectations
- 31.58% developing

**Visual Art Student Opportunities**

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Participation in upcoming contests and community events:

- Fire prevention
- City of Milwaukee Early Voting
- MLK Art Contest
- Spelling bee T-shirt design
- STEAM Fair buttons
- Museum of Wisconsin Art Teen Exhibition
- Cesar Chavez Art Contest
- State Fair Youth Art Awards
- International Folk Fair murals

**Strategic Plan Compatibility Statement**

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Goal 1, Academic Achievement

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

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Admin Policy 7.45 - Art Education

**Fiscal Impact Statement**

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N/a

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**(Item 8) Follow-up on Report with Possible Action on the MPS FY26 Academic Plan**

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

**Background**

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On August 28, 2025, Administration presented the 2025-26 Academic Plan. On September 11, 2025, Administration responded to questions regarding the literacy portion of the 2025-26 Academic Plan and offered an opportunity to receive feedback on the information that was presented.

On October 16, 2025, the presentation outlined the district's assessments for the 2025–26 school year, grounded in the belief that curriculum, instruction, and assessment are interconnected. Administration addressed the purpose of assessments, testing times, and also highlighted the key shifts for the 2025–26 school year, designed to provide more consistent and actionable data to support literacy across the district. Tonight, Administration will provide an update on literacy and the recommendations from the MGT audit, which include feedback from stakeholders in establishing a literacy implementation plan.

## **The New Teacher Project Report**

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The TNTP report, *The Opportunity Myth*, identifies grade-appropriate assignments (the primary component of High-Quality Instructional Materials or HQIM) as one of four key resources essential for student success.

- **Significant Time Wasted on Non-Rigor:** Students spend the equivalent of about six months (over 500 hours) per school year on assignments that are not appropriate for their grade and do not challenge them to meet grade-level standards.
- **The Mastery Gap:** Despite most students earning passing grades (As and Bs), they demonstrated mastery of grade-level standards on only 17% of their assignments, revealing that the content they were completing was fundamentally not preparing them for the next level.
- **Acceleration and Learning Gains:** When students had access to more grade-appropriate assignments, they made an average of 1.7 months more academic progress in a single school year.
- **Equity and Opportunity:** Students of color and those from low-income families are disproportionately denied this critical resource. For instance, the study found that 4 out of 10 classrooms with a majority of students of color never received a single grade-level assignment.

## **Three Beliefs**

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Tier I, daily core instruction, is standards-aligned and delivered via high-quality instructional materials.

All students have access to Tier I daily core instruction. All means ALL.

Clarity: Grade-level specific prioritized teacher actions and corresponding student outcomes are clear.

## **Challenges to Original 2025-26 SY Plan**

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- Difficulty implementing virtual-only resources, particularly in primary grades
- Not enough time or capacity to plan integrated blocks with enough time for teachers to prepare
- Technical challenges integrating HMH resources with Google-based guidance in the classroom

## **Pivot: K5 - Grade 5 English Language Arts Materials**

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### **K5-Grade 3 Structured Literacy**

Provides the essential foundational skills curriculum, offering explicit, systematic, and diagnostic instruction in phonological awareness, phonics, and morphology, ensuring alignment with the Science of Reading for early reading proficiency.

### **Gr. 4-5 Word Study**

Delivers a dedicated, evidence-based approach to vocabulary acquisition and spelling, building upon foundational phonics with structured lessons that deepen students' knowledge of orthography and etymology,

critical for bridging decoding to comprehension.

### **K5 to Gr. 5 Houghten Mifflin Harcourt V3**

Offers the robust core English Language Arts program (ELA) that seamlessly integrates with the foundational skills and provides high quality, complex texts, building fluency, comprehension, and writing skills through a user-friendly, digitally-enabled platform for effective instruction and assessment.

## **K5 - Grade 5 HMH Professional Development**

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### **School Coaching**

Each K5 to Gr. 5 program will have access to unlimited online coaching and up to two in-person school visits.

### **District-wide Professional Development**

In person professional development aligned to the science of reading to implement HQIM.

**Literacy Implementation Support Plan**

To ensure that this investment in HQIM has the desired impact on teaching and learning, it will be supported by a robust implementation plan that includes:

- Science of Reading training for central office staff
- A clear monthly implementation focus and protocols to monitor districtwide progress
- Long and short-term goals for student achievement
- Establishment of Literacy Leadership team that:
  - Leads a learning walk protocol to collect implementation data
  - Monitors implementation progress against monthly goals
  - Collects, analyzes, and applies teacher feedback
  - Monitors student achievement against short and long-term goals

To maximize the impact of new materials and the HMH coaching & PD package, it will be supported by a robust implementation plan that includes:

Training for school leaders focused on concrete actions to support implementation of the Science of Reading

A long-term plan for teacher PD, including theory (LETRS) and concrete implementation grounded in HMH materials

A strategic plan to leverage HMH in-person and virtual coaching aligned to teacher needs, PLCs, and

implementation focus areas

A roadmap for curriculum and assessment that includes:

- Clear guidance on pacing and materials implementation aligned to master schedules
- Curriculum adoption plan and timeline for specialized schools
- Timeline for implementation of research-based assessments

**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

**Implementation and Assessment Plan**

n/a

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**REGULAR ITEMS OF BUSINESS**

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

The Board received the reports of its delegates to the District Advisory Council (DAC), Wisconsin Association of School Boards (WASB) and CESA #1.

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

President Zombor made oral remarks.

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## RESOLUTIONS

### Resolution 2526R-003

By Director Fons

WHEREAS, Milwaukee Public Schools (MPS) is committed to the education, protection, and wellbeing of Milwaukee's K–12 students and their families; and

WHEREAS, MPS's goal is to ensure that all graduates are prepared to successfully pursue post-secondary education and/or high-quality career pathways; and

WHEREAS, tens of thousands of MPS students and family members have been preyed upon and exploited by for-profit colleges—such as Everest College, ITT Technical Institute, Sanford-Brown College, and Kaplan University—that promise a quick and inexpensive education leading to career advancement, but in fact frequently leave students with little more than unmanageable debt, non-transferable credits, and no measurable improvement in employment outcomes; and

WHEREAS, many of these organizations spend significantly more on marketing and recruitment than on instruction, student services, or educational quality; and

WHEREAS, research done by the nonprofit Student Borrower Protection Center found that predatory for-profit colleges disproportionately target low-income students and students of color, specifically noting the high rate of such targeting among Milwaukee residents and MPS graduates; and

WHEREAS, according to a comprehensive two-year study conducted by the United States Senate, for-profit colleges have been structured to exploit and game the federal financial aid system to their own financial benefit rather than to advance student success; and

WHEREAS, that same U.S. Senate study found that, absent reform, for-profit colleges “will continue to fall far short in retaining students and helping them secure valuable degrees and good jobs;” and

WHEREAS, a study by the nonprofit National Bureau of Economic Research found evidence across a wide spectrum of sources demonstrating that students enrolled in for-profit institutions “borrow more, default at a higher rate, and have lower likelihood of employment” compared to students attending public or nonprofit schools; and

WHEREAS, a majority of Milwaukee Common Council members have issued a public statement warning residents about the dangers posed by predatory for-profit colleges and urging stronger consumer protections; now, therefore, be it

RESOLVED, that the Milwaukee Board of School Directors formally endorses and supports the for-profit college accountability legislation presently before the Wisconsin Legislature, including AB 637 (reforming for-profit school revenue sources), AB 642 (creating for students a statutory cause of action for fraud against private for-profit colleges), AB 638 (increasing a student protection fee imposed on private for-profit colleges), and AB 636 (requiring for-profit schools to include veteran enrollment information in their quarterly reports); and be it

FURTHER RESOLVED, that the Board hereby directs the Office of Board Governance to communicate its position to Governor Tony Evers, Mayor Cavalier Johnson, Common Council President José Pérez, Milwaukee County Executive David Crowley, Milwaukee County Board Chair Marcelia Nicholson-Bovell, all members of the Wisconsin State Legislature, and appropriate news and media outlets.

*Referred to the Committee on Legislation, Rules and Policies.*

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### **ITEMS DEFERRED**

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

- Action on a Request to Retire to Closed Session to Consider Negotiation Strategy with Respect to a Possible Lease for the Use of Dyer Playfield
- Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation Matters

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

Ayes — Directors Ferguson, Fons, Herndon, Reza, Siemsen, Vannoy, and President Zombor — 7.  
Noes — None.

The Board retired to closed session at 7:46 p.m.

The Board adjourned at 9:19 p.m.

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