



**MILWAUKEE
PUBLIC SCHOOLS**

Office of the Superintendent
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February 19, 2026

Jennifer Kimmons
Amanda Haley
Psychologists Association in Milwaukee Public Schools

RE: Initial Base Wage Proposal for Successor Collective Bargaining Agreement

Dear Ms. Kimmons & Ms. Haley:

Pursuant to Wisconsin Statute § 111.70(4)(cm), Milwaukee Public Schools (“MPS”) hereby submits its initial proposal for base wage increases for employees in the PAMPS bargaining unit for the period July 1, 2026, through June 30, 2027.

SCOPE OF BARGAINING

Consistent with 2011 Wisconsin Act 10 and Wisconsin Statute § 111.70(4)(mb), this proposal covers total base wages only. The Consumer Price Index (CPI) ceiling for these negotiations is 2.63%, which represents the maximum percentage increase in total base wages that may be agreed upon absent a referendum under Wisconsin Statutes §§ 66.0506 and 118.245.

This proposal does not address and MPS does not propose to bargain over any subjects prohibited under Wisconsin Statute § 111.70(4)(mb), including but not limited to: salary schedules, pay schedules, automatic pay progressions (step movement), supplemental compensation, premium pay, merit pay, performance pay, benefits, working conditions, or any other factor or condition of employment other than total base wages.

BARGAINING UNIT

This proposal applies to all employees represented by the Psychologists Association in Milwaukee Public Schools (“PAMPS”) for purposes of collective bargaining under Wisconsin Statute § 111.70.

PROPOSAL

MPS proposes two alternative options for base wage increases for the contract period July 1, 2026, through June 30, 2027. Both options will increase base wages for all employees in the bargaining unit by 2.63% by January 1, 2027.

OPTION A: JANUARY IMPLEMENTATION

This Option A results in a delayed increase to the base wage amount effective January 1, 2027.

Effective January 1, 2027:

- Base wage increase: 2.63%

OPTION B: SPLIT IMPLEMENTATION

Effective July 1, 2026:

- Base wage increase: 1.50%
- Applied to total base wages for all employees in the PAMPS bargaining unit

Effective January 1, 2027:

- Additional base wage increase: 1.13%

DURATION

This proposal covers the period July 1, 2026 through June 30, 2027 (one year).

FISCAL CONTEXT

MPS provides the following fiscal context for informational purposes only. This information is not subject to negotiation and does not form part of this base wage proposal:

- MPS is addressing a \$46 million structural deficit between revenues and expenses
- Referendum revenue will sunset by fall 2028 with no additional new revenue thereafter
- State aid has not kept pace with inflation
- The phased implementation options address MPS's fiscal constraints while ultimately providing the full 2.63% CPI increase to all employees

This fiscal information is provided for transparency but does not alter MPS's legal obligation to bargain in good faith on base wages within the CPI cap.

GOOD FAITH BARGAINING

MPS is committed to bargaining in good faith to reach agreement on total base wages. MPS presents these three options as its opening proposal and looks forward to hearing PAMPS's counterproposal and engaging in productive discussions.

MPS recognizes that PAMPS may have a different perspective on the appropriate timing and implementation of base wage increases, and we are prepared to engage in meaningful dialogue on these options.

MEET AND CONFER

While this proposal is limited to base wages as required by Act 10, MPS remains committed to collaborative relationships with PAMPS and our employees. After the conclusion of base wage negotiations, MPS invites PAMPS to participate in voluntary meet-and-confer discussions on operational and policy matters of mutual interest, including but not limited to:

- Salary schedules and compensation systems
- Professional development opportunities
- Employee handbook provisions
- Working conditions and operational procedures

- Other matters as mutually agreed

These meet-and-confer discussions will be scheduled separately, properly noticed under the Wisconsin Open Meetings Law, and will not result in a binding collective bargaining agreement. Rather, they will inform Board policy decisions on these matters.

RESPONSE REQUESTED

MPS requests that PAMPS provide its written counterproposal as soon as practicable.

If you have any questions regarding this proposal or wish to discuss scheduling for bargaining sessions, please contact:

Domenico Maniscalco
Chief Human Resources Officer
Milwaukee Public Schools
Phone: (414) 475-8343
Email: maniscd@milwaukee.k12.wi.us

MPS looks forward to productive negotiations and to reaching agreement on a successor collective bargaining agreement that recognizes the professionalism of our educators while maintaining fiscal responsibility.

Sincerely,



Dr. Brenda Cassellius
Superintendent Milwaukee Public Schools

cc: Domenico Maniscalco, Chief Human Resources Officer, Milwaukee Public Schools
Robert W. Sanders, Assistant City Attorney

ATTACHMENT A: LEGAL NOTICE

This proposal is submitted pursuant to Wisconsin Statute § 111.70(4)(cm) and is subject to the limitations on collective bargaining imposed by 2011 Wisconsin Act 10.

Pursuant to Wisconsin Statute § 111.70(4)(mb), MPS is prohibited from bargaining collectively with respect to any factor or condition of employment except total base wages. This prohibition includes but is not limited to:

- Overtime, premium pay, merit pay, performance pay
- Supplemental compensation
- Pay schedules and salary schedules
- Automatic pay progressions (step movement)
- Benefits (health insurance, pensions, etc.)
- Working conditions and workplace rules
- Staffing levels and class sizes
- Professional development requirements
- Evaluation procedures
- Any other condition of employment

The percentage increase in total base wages agreed upon through collective bargaining may not exceed the percentage change in the Consumer Price Index, which is currently 2.63% for agreements beginning July 1, 2026.

Any increase above the CPI ceiling would require approval by referendum pursuant to Wisconsin Statutes §§ 66.0506 and 118.245.

This proposal constitutes MPS's good faith effort to bargain over the sole mandatory subject of bargaining under current Wisconsin law.