

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

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

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

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

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

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

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(Item 1) Election of a Temporary Presiding Officer

Background

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

Strategic Plan Compatibility Statement

Untitled

Fiscal Impact Statement

No fiscal impact.

Recommendation

That the Board select a Chair Pro Tem

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

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

Background

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

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

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

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

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

Background

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

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

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

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

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

Background

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

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

Recommendation

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

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

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

Background

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

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

Recommendation

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

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

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

Background

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

Statute, Administrative Policy, or Board Rule Statement

1.28 - Board Memberships

Fiscal Impact Statement

No fiscal impact.

Recommendation

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

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

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

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

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

Background

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

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

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

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

Statute, Administrative Policy, or Board Rule Statement

1.28 - Board Memberships

Recommendation

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

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

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

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

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

Background

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

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

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

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

1.28 - Board Memberships

Fiscal Impact Statement

No fiscal impact.

Recommendation

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

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

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

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

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

Background

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

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

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

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

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

Proposed Meeting Calendar

Approved Tentative 2025-26 Board Calendar

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

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

Calendar is subject to change.

May 2025

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

June 2025

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

July 2025

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

August 2025

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

September 2025

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

October 2025

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

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

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

1.08 - Meeting Agendas and Reports

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

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

Recommendation

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

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

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

Noes — Director Jackson — 1.

Present – Director Fons – 1.

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(Item 2) Annual Review of and Possible Action on Board Compensation

Background

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

It was at its November 2000 meeting , that the Board set salaries of \$18,121 per 2025 for Board members and \$18,667 for the Board President.

April 2022, the Board adjusted its compensation to \$18,972 for Board members, with compensation of \$19,544 for the Board's president for the ensuing 2025.

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.01 - Organizational Meeting

Fiscal Impact Statement

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

Recommendation

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

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

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

Noes — None – 0.

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

Background

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

Pending Items of Business

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

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

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

Director Siemsen set aside Resolution 1920R-013.

Director Zombor set aside Resolution 2324R-003.

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

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

Disposition of Unfinished Business

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

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

Statute, Administrative Policy, or Board Rule Statement

1.08 - Meeting Agendas and Reports

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

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

Recommendation

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

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

Background

The following communication has been submitted for introduction and referral.

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

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

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

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

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

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

Sincerely,
Gina Jorgensen

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

1.10 - Communications, Petitions, Resolutions for Referral

The communication was referred to the Office of Board Governance.

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(Item 1) Introduction and Referral of Resolutions

Resolution 2526R-001

Lead Safety

By Directors Zombor and O'Halloran

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

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

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

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

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

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

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

9. Protocols for MPS contracted schools operating buildings not owned by the district; and be it; FURTHER RESOLVED, That the Administration is directed to present a monthly report on the implementation of the Lead Action Plan until all initial school assessments and recommendations are complete at which time, the report is to be presented quarterly; and be it;

FURTHER RESOLVED, That the report shall include information about:

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

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

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

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

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

Referred to the Committee on Accountability, Finance and Personnel

The Board adjourned at 7:15 p.m.

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

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

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

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

The Board Clerk read the following call of the meeting:

April 29, 2025

To the Members of the Board of School Directors:

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

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

SPECIAL BOARD MEETING

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

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

PUBLIC HEARING

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

EXECUTIVE SESSION

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

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

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

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

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

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

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

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

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

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

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

Next Phase of Lead clean-up

Immediate Priorities:

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

Strengthened Lead Compliance Program

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

High-Risk Facility Prioritization Strategy

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

Remediation and Control Measures

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

Protecting Students at Increased Risk

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

Temporary Relocation Plan

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

Communications and Transparency

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

Next Steps and Long-Term Vision

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 5.01 - Facilities

Implementation and Assessment Plan:

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

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

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

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

This item was withdrawn at the request of the Administration.

* * * * *

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

Background

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

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

No fiscal impact.

Recommendation

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

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

* * * * *

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

Background

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.02 - Role of the Superintendent

Fiscal Impact Statement

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

Recommendation

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

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

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

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

The motion passed, the vote being as follows:

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

The Board adjourned at 8:23 p.m.

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

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

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

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

The Board Clerk read the following call of the meeting:

REVISED
May 12, 2025

To the Members of the Board of School Directors:

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

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

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

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

Public Hearing

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

Executive Session

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

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

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

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

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

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

Background

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

No fiscal impact.

Recommendation

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

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

* * * * *

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

Background

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation

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

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

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

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

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

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

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

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

* * * * *

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

Background

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

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

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

Proposed Structure

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

Reporting Directly to the Superintendent

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

Reporting to the Deputy Superintendents

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

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

Reporting to Chief Officers

The following would report to the Chief Financial Officer:

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

The following would report to the Chief Operations Officer:

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

The following would report to the Chief Human Resources Officer:

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

The following would report to the Chief Communications Officer

- Senior Director, Communications

The following would report to the Chief Academic Officer:

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

The following would report to the Chief Schools Officer:

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

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

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

Principals

Principals would report to the Secondary and Elementary Academic Superintendents

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 2.03 - Administrative Organization Plan

Fiscal Impact Statement

N/A

Recommendation

To approve the FY26 proposed Administrative structure.

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

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

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

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

Noes — None — 0.

Present — Director Fons — 1.

* * * * *

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

Background

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

Statute, Administrative Policy, or Board Rule Statement

1.03 - Special Board Meetings

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

The Board adjourned at 8:41 p.m.

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

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

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

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

The Board Clerk read the following call of the meeting:

May 16, 2025

To the Members of the Board of School Directors:

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

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

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

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

PUBLIC HEARING

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

EXECUTIVE SESSION

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

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

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

Background

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

The draft MOU was provided under separate cover.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Fiscal Impact Statement

n/a

Implementation and Assessment Plan

n/a

Recommendation

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

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

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

* * * * *

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

Background

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Recommendation

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

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

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

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

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

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

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

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

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

Absent and Excused— Director Ferguson – 1.

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

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

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

APPROVAL OF MINUTES

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

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

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COMMUNICATIONS FROM CITY AND COUNTY DEPARTMENTS

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

Background

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.01 - Annual Operating Budget

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

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

Noes — None.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

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

Background

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

Lead Update

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

Finance Update

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

Activities Attended

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

Donation

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

Teacher of the Year

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

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

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 2.10 - Administrative Reports

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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

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

Background

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

Communications Updates

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

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

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

Social Media Lawsuit

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

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

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

Board Retreat – Charter School Authorizing

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

Policy Updates and Considerations

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

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

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

End of Year Activities and Events

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

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

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

* * * * *

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

Background

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

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

Strategic Plan Compatibility Statement

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

Statute, Administrative Policy, or Board Rule Statement

1.02 - Goals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

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

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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

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

Recommendation

That the Board determine how it wishes to proceed.

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

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**REPORTS AND COMMUNICATIONS FROM THE OFFICE OF
ACCOUNTABILITY AND EFFICIENCY**

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

Background

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

Accountability and Efficiency Services

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

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

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

Contract Compliance Services (CCS)

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

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

We continue to build partnerships within the District and with external sponsors to support these efforts. CCS remains committed to the District's implementation of Administrative Policies 3.10 and 3.13, ensuring compliance and promoting student engagement.

Audit Services

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

Updates in the Audit Services area for the current reporting period of April 15, 2025, through May 18, 2025, include:

Audit Completions and Activities:

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

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

* * * * *

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

Background

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

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

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

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

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

Recommendation

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

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

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

Noes — None — 0.

* * * * *

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

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

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

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

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

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

Noes — None.

* * * * *

REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

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

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

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

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

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

Classified Personnel Transactions

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

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

Certificated Appointments

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

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

B - (BA) Bachelor's Level (Teacher's)
 C - (MA) Master's Level (Teacher's)

Leaves of Absence

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

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

Certificated Resignations and Classified Retirements

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

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

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

Monthly Personnel Report

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

* * * * *

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

Recommended Appointments

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

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

Recommended Reassignment

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

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

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

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

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

04/21/25 to 06/20/25

- R Resident
- Nr Non-resident
- 1 Native American
- 2 African American
- 3 Asian/Pacific Islander
- 4 Hispanic
- 5 White
- 6 Other
- 7 Two or more

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Committee's Recommendation

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

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

* * * * *

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

Background

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

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

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

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

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

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

FURTHER RESOLVED, That the report shall include information about:

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

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

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 5.01 - Facilities

Fiscal Impact Statement

No fiscal impact,

Implementation and Assessment Plan

The resolution will be followed upon adoption.

Committee's Recommendation

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

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

* * * * *

(Item 4) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess Of \$25,000; Acceptance of the Report on Revenues and Expenditures; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant awards; Acceptance of Donations.

Purchases

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

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

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

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

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

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

Frontline Technologies Group LLC dba Frontline Education

HUB PARTICIPATION

Required 0%

Proposed0%

\$ Value.....NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

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

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

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

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

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

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

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

Hand2Mind, Inc.

HUB PARTICIPATION

Required0%

Proposed0%

\$ Value.....NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

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

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

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

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

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

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

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

Next Level Libraries, LLC

HUB PARTICIPATION

Required0%

Proposed0%

\$ ValueN/A

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

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

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

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

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

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

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

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

Budget Code:

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

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

Really Good Stuff, LLC.

HUB PARTICIPATION

Required 0%

Proposed0%

\$ Value.....NA

STUDENT ENGAGEMENT (hours per 12-month contract)

Paid Student Employment Hour Commitment: 0 HOURS

Student Career Awareness Commitment: 0 HOURS

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

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

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

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

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

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

Oliver Packaging & Equipment Co.

HUB PARTICIPATION

Required0%

Proposed0%

\$ ValueN/A
 STUDENT ENGAGEMENT (hours per 12-month contract)
 Paid Student Employment Hour Commitment: 0 HOURS
 Student Career Awareness Commitment: 10 HOURS

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

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

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

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

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

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

Virtucom, Inc.
 PRIME CONTRACTOR INFORMATION Certified HUB Contractor? NO
 Total # of Employees219
 Total # of Minorities121
 Total # of Women38 HUB PARTICIPATION
 RequiredNA
 Proposed100%
 \$ Value TBD
 STUDENT ENGAGEMENT (hours per 12-month contract)
 Paid Student Employment Hour Commitment: 400 HOURS
 Student Career Awareness Commitment: 10 HOURS

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

Contract: C033028

Hazard, Young, Attea & Associates

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

Original Contract Amount: \$75,000.00
 RCC 2/20/2025 \$15,000.00

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

Contract: C032781

Aura Staffing Partners Chicago LLC

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

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

Monthly Financial Reports

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

Donations

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

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

This item authorizes expenditures as indicated on the attachment.

Committee’s Recommendation

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

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

* * * * *

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

Background

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

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

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

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

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

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

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

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

Neu-Life Development Center \$ 90,000.00

Budget Codes:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Catapult Learning West LLC

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

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

The Owners Group dba Learning Exchange

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

Mainstream Development Educational Group

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

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

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

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

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

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

Provision of RN personnel with appropriate credentials and training for assigned positions in a timely manner (3-5 business days). This includes both replacing personnel in the short and long term (e.g. when your agency personnel leave, take leaves, etc.) 25 25

Regularly submit accurate invoices detailing hours worked at specific locations 20 20

100% of staff complete evaluations, IEP reports, participate in IEP staff meetings, and complete all required paperwork on time 20 10

Responsiveness to any contact from MPS within 48 hours 20 20

Documentation of Medicaid billing submissions 15 15

Total 100 90

Performance Metrics for – 1:1

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

Provision of LPN personnel with appropriate credentials and training for assigned positions in a timely manner (3-5 business days). This includes both replacing personnel in the short and long term (e.g. when your agency personnel leave, take leaves, etc.) 35 30

Regularly submit accurate invoices detailing hours worked at specific locations 20 20

Responsiveness to any contact from MPS within 48 hours 20 20

Documentation of Medicaid billing submissions 25 20

Total 100 90

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

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

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

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

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

Criteria for Renewal Maximum Points Evaluation Points

Provision of speech pathologists within a given timeframe 20 20

Ability to coordinate specific MPS functions, including CFY year supervision, monitoring of license renewal, performance evaluations and discipline of agency employees as needed 20 18

Ability and process for replacing personnel in the short and long term (e.g. when your agency personnel leave, takes leaves, etc.) 20 20

Responsiveness to any contact from the department within 48 hours 20 18

Documentation of Medicaid billing submissions and completion of all IEP mandated documents 20 20

Total 100 96

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

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

Budget Code:

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

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

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

The recess support services will consist of three components:

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

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

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

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

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

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

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

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

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

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

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

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

Budget Codes: Three (3) Year Total

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

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

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

Contractor Three (3) Year Total

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

Lakeside Buses \$3,636,576.00

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

Safeway Transportation Services Corporation \$17,863,624.80

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

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

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

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

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

Program Contractor Three (3) Year Total

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

First Student, Inc.\$239,405.00

Lamers Bus Lines, Inc. \$263,250.00

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

Safeway Transportation Wisconsin LLC \$385,000.00

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

First Student, Inc.\$16,000.00

Lamers Bus Lines, Inc. \$15,500.00

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

Safeway Transportation Wisconsin LLC \$80,000.00

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

First Student, Inc.\$30,000.00

Lamers Bus Lines, Inc. \$26,000.00

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

Safeway Transportation Wisconsin LLC \$40,000.00

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

First Student, Inc.\$4,000.00

Lamers Bus Lines, Inc. \$3,000.00

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

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

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

Background

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

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

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

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

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

* * * * *

(Item 7) Action on the Award of Exception-to-Bid Contracts

Background

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

The Administration is requesting authorization to issue a purchase order with Apple Computer Inc for iPads. Contractor will be used to provide 241 iPads, 241 Jamf licenses, 4-Year Apple Care + for Schools for 111 devices, 4-Year Apple Care + for Schools for 130 devices, 4 Brenthaven Bounce iPad cases, and 110 Brenthaven Edge Folio iPad cases.

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

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

The total cost of the purchase will not exceed \$109,209.80.

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

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

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

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

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

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

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

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

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

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

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

3.09 (7)(e)(1)(b)(i)).

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

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

Budget Codes:

Estimated Allocation for CESA Service Fees:

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

Estimated Allocation for CESA Services at Lad Lake St. Rose

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

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

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

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

Estimated Allocation for CESA Services at Bakari Center

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

Cooperative Education Service Agency (CESA)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Budget Code:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Budget Code:

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

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

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

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

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

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

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

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

Award of Contracts

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

Construction Contracts

ROOF REPLACEMENT
Department of Facilities & Maintenance Services

Prime Contractor

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

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

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

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

ROOF REPLACEMENT
Roosevelt School of the Arts

Prime Contractor

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

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

HUB

Certified HUB Vendor? No

Total # of Employees 89

Total # of Minorities 56

Total # of Women 3

Required..... 10%

Submitted..... 10%

\$ Value \$168,680.00

COIN

Required..... 0%

Student Engagement

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

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

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

ROOF REPLACEMENT
Bay View High School

Prime Contractor

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

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

HUB

Certified HUB Vendor? No

Total # of Employees 89

Total # of Minorities 56

Total # of Women 3

Required..... 10%

Submitted..... 10%

\$ Value \$184,000.00

COIN

Required 0%

Student Engagement

Paid Employment (Required Hours) 400 Hours

Career Education Activity (Required Hours) 10 Hours

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

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

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

% of HUB participation..... 10%

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

% Women employees within company 3.39%

Report of Emergency Contracts

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

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

RFP #24-021 Authorization to Approve Contract Labor Contracts

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

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

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

Budget Code: Various

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

Selected firm: JCP Construction

Requested Expenditure Authority: \$10,000,000.00

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

Budget Code: Various

Report of Emergency Purchases

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

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

School Outfitters

\$158,348.18

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

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

School Outfitters

\$191,618.68

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:

Construction Contracts:

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

Emergency Contracts and Purchases:

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

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

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

Background

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

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

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

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

The lease rent revenue shall be as follows:

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 5.02 - Use of School Facilities

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee's Recommendation

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

* * * * *

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

Background

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 5.02 - Use of School Facilities

Fiscal Impact Statement

There are no expenditures associated with this item.

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

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

Background

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 5.02 - Use of School Facilities

Fiscal Impact Statement

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

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

COMMITTEE ON LEGISLATION, RULES AND POLICIES

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

TO THE BOARD OF SCHOOL DIRECTORS:

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

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

Background

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

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

ADMINISTRATIVE POLICY 2.03
ADMINISTRATIVE ORGANIZATION PLAN

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

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

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

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

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

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

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

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 2.03 - Administrative Organization Plan

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

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

Background

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

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

ADMINISTRATIVE POLICY 2.04 SUPERINTENDENT'S CABINET

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

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

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

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 2.04 - Superintendents Cabinet

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

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

Committee’s Recommendation

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

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

* * * * *

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

Background

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

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

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

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

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

(a) Introduction

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

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

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

(b) Definitions

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(d) Promoting Students with Incomplete Personal Reading Plans

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

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

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

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

(e) Exceptions to Post-Promotion Requirements

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

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

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

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

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

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

(f) Mid-Year Enrollment/Transfers

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

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

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.36 - Promotion and Retention of Students

Fiscal Impact Statement

NA

Implementation and Assessment Plan

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

Committee's Recommendation

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

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

* * * * *

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

Background

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

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

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

Administrative Policy 8.02 Student Anti-Sexual Harassment

Introduction

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

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

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

Coverage

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

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

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

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

Definitions

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Title IX Coordinator(s)

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

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

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

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

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

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

NAME(S)

TITLE(S)

PHONE NUMBER(S)

OFFICE ADDRESS(ES)

EMAIL ADDRESS(ES)

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

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

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

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

Grievance Process

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

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

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

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

Report of Sexual Discrimination/Harassment

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Formal Complaint of Sexual Harassment

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

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

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

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

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

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

Timeline

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

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

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

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

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

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

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

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

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

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

Dismissal of a Formal Complaint

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

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

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

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

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

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

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

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

or

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

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

Consolidation of Formal Complaints

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

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

Informal Resolution Process

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

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

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

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

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

Before commencing the informal resolution process, the Title IX Coordinator shall obtain from the parties their voluntary, written consent to the informal resolution process.

During the pendency of the informal resolution process, the investigation and adjudication processes that would otherwise occur are stayed and all related deadlines are suspended.

The informal resolution process is not available to resolve allegations that a Board employee or another adult member of the School District community or Third Party sexually harassed a student.

The informal resolution process is not available to resolve allegations involving a sexual assault involving a student Complainant and a student Respondent.

Investigation of a Formal Complaint of Sexual Harassment

In conducting the investigation of a formal complaint and throughout the grievance process, the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility is on the District, not the parties.

In making the determination of responsibility, the decision-maker(s) is (are) directed to use the preponderance of the evidence standard. The decision-maker(s) is charged with considering the totality of all available evidence, from all relevant sources.

The District is not permitted to access, consider, disclose, or otherwise use a party’s records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional’s or paraprofessional’s capacity or assisting in that capacity, and which are made and

maintained in connection with the provision of treatment to the party, unless the party provides the District with voluntary, written consent to do so; if a student party is not an eligible student, the District must obtain the voluntary, written consent of a parent.

Similarly, the investigator(s) and decision-maker(s) may not require, allow, rely upon or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege in writing.

As part of the investigation, the parties have the right to:

A. present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence; and

B. have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney. The District may not limit the choice or presence of an advisor for either the Complainant or Respondent in any meeting or grievance proceeding.

C. The District establishes the following restrictions, which apply equally to both parties, regarding the extent to which an advisor may participate in the proceedings.

Limit the advisor from:

1. questioning the other party,
2. answering questions on behalf of any party, and
3. disrupting the investigation process.

Neither party shall be restricted in their ability to discuss the allegations under investigation or to gather and present relevant evidence.

The District will provide to a party whose participation is invited or expected written notice of the date, time, location, participants, and purpose of all investigative interviews, or other meetings, with sufficient time for the party to prepare to participate. The investigator(s) and decision-maker(s) must provide a minimum of one day notice with respect to investigative interviews and other meetings.

Both parties shall have an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint, including the evidence upon which the District does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source so that each party can meaningfully respond to the evidence prior to the conclusion of the investigation.

Prior to completion of the investigative report, the Title IX Coordinator will send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties will have at least ten (10) calendar days to submit a written response, which the investigator will consider prior to completion of the investigative report.

At the conclusion of the investigation, the investigator shall create an investigative report that fairly summarizes relevant evidence and send the report to each party and the party's advisor, if any, for their review and written response. The investigator will send the investigative report in an electronic format or a hard copy, at least ten (10) calendar days prior to the decision-maker(s) issuing a determination regarding responsibility.

Determination of Responsibility

The Title IX Coordinator shall appoint a decision-maker(s) to issue a determination of responsibility. The decision-maker(s) cannot be the same person(s) as the Title IX Coordinator(s) or the investigator(s).

After the investigator sends the investigative report to the parties and the decision-maker(s), and before the decision-maker(s) reaches a determination regarding responsibility, the decision-maker(s) will afford each party the opportunity to submit written, relevant questions that a party wants asked of any party or witness, provide each party with the answers, and allow for additional, limited follow-up questions from each party. The decision-maker(s) must explain to the party proposing the question of any decision to exclude a question as not relevant.

Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

Determination regarding responsibility: The decision-maker(s) will issue a written determination regarding responsibility. To reach this determination, the decision-maker(s) must apply the preponderance of the evidence standard.

The written determination will include the following content:

A. Identification of the allegations potentially constituting sexual harassment pursuant to this policy;

B. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, [and] methods used to gather other evidence;

C. Findings of fact supporting the determination;

D. Conclusions regarding the application of the applicable code of conduct to the facts;

E. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the decision-maker(s) is recommending that the District impose on the Respondent(s) and whether remedies designed to restore or preserve equal access to the District's education program or activity should be provided by the District to the Complainant(s); and

F. The procedures and permissible bases for the Complainant(s) and Respondent(s) to appeal.

Disciplinary sanctions/consequences may be imposed on a student Respondent who is determined responsible for violating this policy (i.e., engaging in sexual harassment) including but not limited to:

A. Informal Discipline

1. changing of seating or location;
2. pre-school, lunchtime, after-school detention;
3. level one code of conduct.

B. Formal Discipline

1. suspension of bus riding/transportation privileges;
2. removal from co-curricular and/or extra-curricular activity(ies), including athletics;
3. emergency removal;
4. suspension for up to five (5) school days;
5. suspension for up to fifteen (15) consecutive school days if a notice of expulsion hearing has been sent;
6. suspension for up to ten (10) consecutive school days for each incident if the student is eligible for special education services under Chapter 115, Wis. Stats.;
7. expulsion;
8. permanent exclusion from co-curricular and/or extra-curricular activity(ies), including athletics or current class enrollment.

If the decision-maker(s) determines the student Respondent is responsible for violating this policy (i.e., engaging in Sexual Harassment), the decision-maker(s) will recommend appropriate remedies, including disciplinary sanctions/consequences. The Title IX Coordinator will notify the Superintendent of the recommended remedies, so an authorized administrator can consider the recommendation(s) and implement an appropriate remedy(ies) in compliance with Policy 8.31: Student Suspension and Policy 8.32: Student Expulsion.

Disciplinary sanctions/consequences may be imposed on an employee Respondent who is determined responsible for violating this policy including, but not limited to (i.e., engaging in Sexual Harassment):

A. oral or written warning;

- B. written reprimands;
- C. performance improvement plan;
- D. required counseling;
- E. required training or education;
- F. demotion;
- G. suspension with pay;
- H. suspension without pay;
- I. termination, and any other sanction authorized by any applicable Employee/Administrator Handbook.

If the decision-maker(s) determines the employee Respondent is responsible for violating this policy (i.e., engaging in sexual harassment), the decision-maker(s) will recommend appropriate remedies, including disciplinary sanctions/consequences. The Title IX Coordinator will notify the Superintendent of the recommended remedies, so an authorized administrator can consider the recommendation(s) and implement an appropriate remedy(ies) in compliance with applicable due process procedures, whether statutory or contractual. If the Superintendent is the Respondent, the Title IX Coordinator will notify the Board Attorney and the Board President of the recommended remedies for consideration and, if necessary and appropriate, implementation in compliance with applicable due process procedures, whether statutory or contractual.

The discipline of an employee will be implemented in accordance with Federal and State law, and Board policy.

The following disciplinary sanctions/consequences may be imposed on a non-student/non-employee member of the School District community or Third Party determined responsible for violating this policy (i.e., engaging in sexual harassment):

- A. oral or written warning;
- B. suspension or termination/ cancellation of the Board's contract with the Third Party vendor or contractor;
- C. mandatory monitoring of the Third Party while on school property and/or while working/interacting with students;
- D. restriction/prohibition on the Third Party's ability to be on school property; and
- E. any combination of the same.

If the decision-maker(s) determines the Third Party Respondent is responsible for violating this policy (i.e., engaging in sexual harassment), the decision-maker(s) will recommend appropriate remedies, including the imposition of sanctions. The Title IX Coordinator will notify the Superintendent of the recommended remedies so appropriate action can be taken.

The decision-maker(s) will provide the written determination to the Title IX Coordinator who will provide the written determination to the parties simultaneously.

In ultimately imposing a disciplinary sanction/consequence, the Superintendent (or the Board when the Superintendent is the Respondent) will consider the severity of the incident, previous disciplinary violations (if any), and any mitigating circumstances. If the Respondent is a member of the Board, that member of the Board shall be excluded from any determination regarding the imposition of a disciplinary sanction/consequence by the remaining Board members.

The District's resolution of a formal complaint ordinarily will not be impacted by the fact that criminal charges involving the same incident have been filed or that charges have been dismissed or reduced.

At any point in the grievance process, the Superintendent may involve local law enforcement and/or file criminal charges related to allegations of sexual harassment that involve a sexual assault.

The Title IX Coordinator is responsible for the effective implementation of any remedies.

Appeal

Both parties have the right to file an appeal from a determination regarding responsibility or from the Title IX Coordinator's dismissal of a formal complaint or any allegations therein, on the following bases:

A. Procedural irregularity that affected the outcome of the matter (e.g., material deviation from established procedures);

B. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and

C. The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant(s) or Respondent(s) that affected the outcome of the matter

The Complainant(s) may not challenge the ultimate disciplinary sanction/consequence that is imposed.

Any party wishing to appeal the decision-maker(s)'s determination of responsibility, or the Title IX Coordinator's dismissal of a formal complaint or any allegations therein, must submit a written appeal to the Title IX Coordinator within five (5) days after receipt of the decision-maker(s)'s determination of responsibility or the Title IX Coordinator's dismissal of a formal complaint or any allegations therein.

Nothing herein shall prevent the Superintendent (or the Board when the Superintendent is the Respondent) from implementing appropriate remedies, excluding disciplinary sanctions, while the appeal is pending.

As to all appeals, the Title IX Coordinator will notify the other party in writing when an appeal is filed and implement appeal procedures equally for both parties.

The decision-maker(s) for the appeal shall not be the same person(s) as the decision-maker(s) that reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator(s). The decision-maker(s) for the appeal shall not have a conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant(s) or Respondent(s) and shall receive the same training as required of other decision-makers.

Both parties shall have a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome.

The parties' written statements in support of, or challenging, the determination of responsibility must be submitted within five (5) days after the Title IX Coordinator provides notice to the non-appealing party of the appeal.

The decision-maker(s) for the appeal shall issue a written decision describing the result of the appeal and the rationale for the result. The original decision-maker's(s') determination of responsibility will stand if the appeal request is not filed in a timely manner or the appealing party fails to show clear error and/or a compelling rationale for overturning or modifying the original determination. The written decision will be provided to the Title IX Coordinator who will provide it simultaneously to both parties. The written decision will be issued within five (5) days of when the parties' written statements were submitted.

The determination of responsibility associated with a formal complaint, including any recommendations for remedies/disciplinary sanctions, becomes final when the time for filing an appeal has passed or, if an appeal is filed, at the point when the decision-maker(s) for the appeal's decision is delivered to the Complainant and the Respondent. No further review beyond the appeal is permitted.

Retaliation

Neither the Board nor any other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX, its implementing regulations, or this policy, or because the individual made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation or proceeding under this policy. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX, its implementing regulations, or this policy, constitutes retaliation. Retaliation against a person for making a report of sexual harassment, filing a

formal complaint, or participating in an investigation is a serious violation of this policy that can result in the imposition of disciplinary sanctions/consequences and/or other appropriate remedies.

Complaints alleging retaliation may be filed according to the grievance process set forth above.

The exercise of rights protected under the First Amendment of the United States Constitution does not constitute retaliation prohibited under this policy.

Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding under this policy shall not constitute retaliation, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

Confidentiality

The District will keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any witness, except as may be permitted by the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g, or FERPA's regulations, and State law under 118.12, Wis. Stats., 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder (i.e., the District's obligation to maintain confidentiality shall not impair or otherwise affect the Complainant's and Respondent's receipt of the information to which they are entitled with respect to the investigative record and determination of responsibility).

Application of the First Amendment

The Board will construe and apply this policy consistent with the First Amendment to the U.S. Constitution. In no case will a Respondent be found to have committed Sexual Harassment based on expressive conduct that is protected by the First Amendment.

Training

The District's Title IX Coordinator, along with any investigator(s), decision-maker(s), or person(s) designated to facilitate an informal resolution process, must receive training on the definition of sexual harassment (as that term is used in this policy);

- A. the scope of the District's education program or activity;
- B. how to conduct an investigation and implement the grievance process, appeals and informal resolution processes, as applicable; and
- C. how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interests, and bias.

All Board employees will be trained concerning their legal obligation to report sexual harassment to the Title IX Coordinator. This training will include practical information about how to identify and report sexual harassment.

Recordkeeping

As part of its response to alleged violations of this policy, the District shall create, and maintain for a period of seven (7) calendar years, records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment. In each instance, the District shall document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the District's education program or activity. If the District does not provide a Complainant with supportive measures, then the District will document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain bases or measures does not limit the District in the future from providing additional explanations or detailing additional measures taken.

The District shall maintain for a period of seven (7) calendar years the following records pursuant to 19.21(6), Wis. Stats.:

A. Each sexual harassment investigation including any determination regarding responsibility, any disciplinary sanctions recommended and/or imposed on the Respondent(s), and any remedies provided to the Complainant(s) designed to restore or preserve equal access to the District’s education program or activity;

B. Any appeal and the result therefrom;

C. Any informal resolution and the result therefrom; and

D. All materials used to train Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process.

The District will make its training materials publicly available on its website.

Outside Appointments, Dual Appointments, and Delegations

The Board retains the discretion to appoint suitably qualified persons who are not Board employees to fulfill any function of the Board under this policy, including, but not limited to, Title IX Coordinator, investigator, decision-maker, decision-maker for appeals, facilitator of informal resolution processes, and advisor.

The Board also retains the discretion to appoint two (2) or more persons to jointly fulfill the role of Title IX Coordinator, investigator, decision-maker, decision-maker for appeals, facilitator of informal resolution processes, and advisor.

The Superintendent may delegate functions assigned to a specific Board employee under this policy, including but not limited to the functions assigned to the Title IX Coordinator, investigator, decision-maker, decision-maker for appeals, facilitator of informal resolution processes, and advisor, to any suitably qualified individual and such delegation, may be rescinded by the Superintendent at any time.

Discretion in Application

The Board retains the discretion to interpret and apply this policy in a manner that is not clearly unreasonable, even if the Board’s interpretation or application differs from the interpretation of any specific Complainant and/or Respondent.

Despite the Board’s reasonable efforts to anticipate all eventualities in drafting this policy, it is possible unanticipated or extraordinary circumstances may not be specifically or reasonably addressed by the express policy language, in which case

the Board retains the discretion to respond to the unanticipated or extraordinary circumstance in a way that is not clearly unreasonable.

The provisions of this policy are not contractual in nature, whether in their own right or as part of any other express or implied contract. Accordingly, the Board retains the discretion to revise this policy at any time, and for any reason. The Board may apply policy revisions to an active case provided that doing so is not clearly unreasonable.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 8.02 - Student Anti-sexual Harassment

Implementation and Assessment Plan

Upon approval by the Board, the Office of Board Governance will update the policies.

Committee’s Recommendation

Your Committee recommends that the Board approve revisions to Administrative Policy 8.02 nondiscrimination on the basis of sex in education programs or activities as presented in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees’ reports.

* * * * *

(Item 5) Report on Policy Review Project**Background**

In August 2023, the Board directed the Office of Board Governance, with the Administration and the Office of Accountability and Efficiency, to bring to the Board a comprehensive plan for policy review. This review work is ongoing, in partnership with NEOLA. Policies recommended for adoption, modification, or rescission will be brought to the Committee on Legislation, Rules and Policies for its consideration.

March 18, 2025

Your Committee reports having considered the first draft of polices in Section 0000, Board Bylaws, and makes the following recommendations:

Policy	Policy Title	Mtg Date	Recommendation
0111	NAME	3/18/2025	Adopt as presented
0112	PURPOSE	3/18/2025	Adopt as presented
0114	CLASSIFICATION	3/18/2025	Adopt as presented
0115	ADDRESS	3/18/2025	Adopt as presented
0121	AUTHORITY OF THE BOARD	3/18/2025	Adopt as presented
0122	BOARD POWERS	3/18/2025	Adopt as presented
0131.1	BOARD BYLAWS AND BOARD POLICIES	3/18/2025	Adopt as presented
0132.1	SELECTION OF EXECUTIVE OFFICERS	3/18/2025	Adopt as presented
0132.2	ADMINISTRATIVE GUIDELINES	3/18/2025	Adopt as presented
0133	JUDICIAL	3/18/2025	Adopt as presented
0133.1	BOARD LEVEL APPEALS OF EMPLOYEE DISCIPLINE HEARINGS	3/18/2025	Adopt as presented
0141	NUMBER	3/18/2025	Adopt as presented
0142.1	ELECTORAL PROCESS	3/18/2025	Adopt as presented
0142.2	QUALIFICATIONS FOR ELECTION TO THE BOARD	3/18/2025	Hold. Policy team to seek guidance as to who is responsible for verifying residency.
0142.3	TERM	3/18/2025	Adopt as presented
0142.4	OATH	3/18/2025	Adopt as presented
0142.5	VACANCIES	3/18/2025	Hold. Policy team to seek legal guidance as to what “satisfactory reason” is and whether it is prudent to add the rest of Wis. Stat. 119.10(5)
0142.6	RECALL/REMOVAL	3/18/2025	Adopt as presented
0142.7	ORIENTATION	3/18/2025	Hold for possible modifications, based on new board member feedback.
0143	AUTHORITY OF INDIVIDUAL BOARD MEMBERS	3/18/2025	Adopt as presented
0143.1	PUBLIC EXPRESSION OF BOARD MEMBERS	3/18/2025	Adopt as presented

0143.2	BOARD MEMBER INFORMATION REQUESTS	3/18/2025	Adopt as presented
0144.1	BOARD COMPENSATION	3/18/2025	Adopt as presented
0144.3	BOARD MEMBER CONFLICT OF INTEREST	3/18/2025	Adopt as presented
0144.4	INDEMNIFICATION	3/18/2025	Adopt as presented
0144.51	BOARD MEMBER CENSURE	3/18/2025	Adopt as presented
0144.52	PROCEDURES TO CENSURE OR REMOVE A BOARD MEMBER	3/18/2025	Adopt as presented
0144.6	BOARD MEMBER CODE OF ETHICS	3/18/2025	Adopt as presented
0144.7	LEGISLATIVE REPRESENTATION	3/18/2025	Adopt as presented
0145	BOARD MEMBER ANTI-HARASSMENT	3/18/2025	Adopt as presented
0151.1	ANNUAL ORGANIZATIONAL MEETING	3/18/2025	Adopt as presented
0155	COMMITTEES	3/18/2025	Adopt as presented
0155.1	COMMITTEE MEETINGS	3/18/2025	Adopt as presented
0155.2	COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT	3/18/2025	Hold for further discussion.
0155.3	COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION	3/18/2025	Hold for further discussion.
0155.4	COMMITTEE ON STRATEGIC PLANNING AND BUDGET	3/18/2025	Hold for further discussion.
0155.5	COMMITTEE ON LEGISLATION, RULES, AND POLICIES	3/18/2025	Hold for further discussion.
0155.6	COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL	3/18/2025	Hold for further discussion.
0155.7	BOARD ADVISORY COMMITTEES	3/18/2025	Hold. Governance to provide information on which advisory committees currently exist. Policy should state how a committee is dissolved when no longer needed.
0161	PARLIAMENTARY AUTHORITY	3/18/2025	Adopt as presented
0162	QUORUM	3/18/2025	Adopt as presented
0163	PRESIDING OFFICER	3/18/2025	Adopt as presented
0164	MEETINGS	3/18/2025	Adopt as presented
0164.1	VIRTUAL MEETINGS	3/18/2025	Adopt as presented
0164.2	MEETING BROADCAST AND RECORDING	3/18/2025	Adopt as presented
0166	MEETING AGENDAS AND REPORTS	3/18/2025	Adopt as presented
0167.1	VOTING	3/18/2025	Adopt as presented
0167.2	CLOSED SESSION	3/18/2025	Adopt as presented

0167.3	PUBLIC COMMENT AT BOARD/COMMITTEE MEETINGS	3/18/2025	Adopt as recommended, with an additional modification, “no interviews are conducted in the meeting room while the body is in session, <u>including when the body is in a closed session.</u> Members of the media may not...”
0167.5	USE OF ELECTRONIC MAIL	3/18/2025	Adopt as presented
0167.6	E-MAIL - PUBLIC RECORDS	3/18/2025	Adopt as presented
0167.7	USE OF PERSONAL COMMUNICATION DEVICES	3/18/2025	Adopt as presented
0168.1	MEETING MINUTES AND PROCEEDINGS OF THE BOARD	3/18/2025	Adopt as presented
0171.1	PRESIDENT - POWERS AND DUTIES	3/18/2025	Adopt as presented
0171.2	VICE-PRESIDENT - POWERS AND DUTIES	3/18/2025	Adopt as presented
0172	LEGAL COUNSEL	3/18/2025	Adopt as drafted but include the language adopted in Item 3 of the March 2025 LRP agenda.
0173	INDEPENDENT FINANCIAL AUDITOR	3/18/2025	Adopt as presented
0174.1	ANNUAL REPORT	3/18/2025	Adopt as presented
0175	ASSOCIATION MEMBERSHIPS	3/18/2025	Adopt as presented
0175.1	TRAVEL	3/18/2025	Hold for further development.

May 22, 2025

Your Committee reports having considered the first draft of polices in Section 9000, Community Relations and Recreation, and makes the following recommendations:

		Mtg Date	Recommendation
9110	PARENT EMPOWERMENT	5/22/2025	Adopt, but change the word “commit” to “shall” throughout
9120	PUBLIC INFORMATION PROGRAM	5/22/2025	Adopt as presented
9121	SPORTS AND SPECIAL EVENTS NEWS COVERAGE	5/22/2025	Hold. Consider whether reference to livestreaming can/should be added.
9130	PUBLIC REQUESTS, SUGGESTIONS, OR COMPLAINTS	5/22/2025	Hold. Team to consider the language around instructional material.
9140.01	ADMINISTRATION-ORIGINATED ADVISORY COMMITTEES	5/22/2025	Adopt as presented
9141	SCHOOL ENGAGEMENT COUNCILS	5/22/2025	Hold. Administration to consult with PACE and bring back recommendations for a specific month in which monitoring report is to be presented.

9142	COMMUNITY INVOLVEMENT IN DECISION MAKING	5/22/2025	Adopt as presented
9150	SCHOOL VISITORS	5/22/2025	Hold. Bring clarification to the Committee relative to the extent to which sex offenders who are parents must be allowed into buildings.
9151	USE OF CAMERAS AND OTHER RECORDING DEVICES IN LOCKER ROOMS	5/22/2025	Hold. Bring back more information on the extent to which we <i>must</i> allow recording devices in locker rooms.
9160	PUBLIC ATTENDANCE AT SCHOOL EVENTS	5/22/2025	Adopt as presented
9211	DISTRICT-SUPPORT ORGANIZATIONS	5/22/2025	Adopt as presented
9250	RELATIONS WITH PARENTS	5/22/2025	Adopt as presented
9270	HOME-BASED, PRIVATE, OR TRIBAL SCHOOLING	5/22/2025	Adopt as presented
9500	RELATIONS WITH EDUCATIONAL INSTITUTIONS AND ORGANIZATIONS	5/22/2025	Adopt as presented
9501	CHARTER SCHOOLS	5/22/2025	Hold until after May 2025 charter retreat.
9555	PARTNERSHIPS WITH BUSINESS	5/22/2025	Adopt as presented
9600	STAFF/STUDENT PARTICIPATION IN COMMUNITY EVENTS	5/22/2025	Adopt as presented
9700	RELATIONS WITH NON-SCHOOL AFFILIATED GROUPS	5/22/2025	Adopt as presented
9700.01	ADVERTISING AND COMMERCIAL ACTIVITIES	5/22/2025	Adopt as presented
9700.02	PUBLIC SOLICITATIONS IN THE SCHOOLS	5/22/2025	Adopt as presented
9800	HIGH SCHOOL DIPLOMAS TO VETERANS	5/22/2025	Adopt as presented
9800.01	VETERANS AS CLASSROOM VOLUNTEERS	5/22/2025	Hold. Clarify whether we must have this policy. If yes, modify language to clarify that veterans are subject to the same requirements as all other volunteers.

Your Committee further reports reconsidering policies from Section 0000, with the following recommendations:

0142.7	ORIENTATION	5/22/2025	Adopt the revised draft but modify “Senior Director” to say “Senior
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			Director, <u>Office of Accountability and Efficiency.</u>
0175.1	TRAVEL	3/18/2025	Adopt the revised draft.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
 Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

1.11 - Amendments to the Rules

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

The recommendations of the Committee on Legislation, Rules and Policies will advance to the Board where they will be held to the call of the Chair. Upon completion of the review, the entire policy manual will be brought to the Board for final adoption and enactment.

Committee’s Recommendation

Your Committee has presented the attached summary report of its activities related to this project to-date.

Director O’Halloran moved to hold this report to the call of the Chair. The motion passed, the vote being as follows:

Ayes — Directors Fons, Herndon, Jackson, O’Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.

Noes — None.

* * * * *

COMMITTEE ON STUDENT ACHIEVEMENT AND SCHOOL INNOVATION

Director Siemsen presented the following report for the Committee on Student Achievement and School Innovation:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Student Achievement and School Innovation presents the following report:

(Item 1) Report with Possible Action Regarding Art Education

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

At its January 2020 meeting, the Milwaukee Board of School Directors referred Communication 1920C-004 regarding a proposed art education policy to the Administration for follow-up.

In alignment with the Board's direction, an advisory committee was formed to develop Administrative Policy 7.45: Art Education. The committee included MPS art educators, MTEA, Board members, and the Offices of Academics, Accountability and Efficiency, Board Governance, Finance and School Administration. As a result of the advisory committee's work, Administrative Policy 7.45: Art Education was adopted by the Board in May 2020.

The policy includes twice-yearly updates by the Administration relative to the progress in implementing the policy as well as next steps. The attached presentation provides an overview of the progress and next steps related to implementation of Administrative Policy 7.45: Art Education.

Visual Art School Staffing

2024-25

- 148 art positions filled with arts educators
- 14 art vacancies filled with board-approved vendors
- 5 art vacancies
 - 3 high school
 - 1 middle school
 - 1 elementary school

2025-26 Projection

- 152 art positions filled with arts educators
- Art vacancies at 9 schools
 - 6 FTEs

Visual Arts District Staffing

Two visual art teacher leaders:

- Provided professional development during district designated days
- Led curriculum development K–12
- Responded to principals' support requests across the district
- Provided weekly student-centered coaching to all visual art teachers in years 0–3:
 - o Educators new to teaching
 - o Educators new to the district
 - o Educators new to their grade level
 - o International teachers

Two visual art teacher leaders:

- Provided professional development during district designated days
- Led curriculum development K–12
- Responded to principals' support requests across the district
- Provided weekly student-centered coaching to all visual art teachers in years 0–3:
 - o Educators new to teaching
 - o Educators new to the district
 - o Educators new to their grade level
 - o International teachers

Visual Arts and Ambitious Instruction

Visual art teacher leaders completed over 153 walk-throughs using the district-adopted tool.

Explicit Instruction – Aligning instruction to grade-level standards:

- 18.56% exceeding expectations
- 65.98% meeting expectations
- 12.37% developing

Formative Practices – Eliciting and gathering evidence of student learning:

- 1.96% exceeding expectations
- 35.29% meeting expectations
- 47.06% developing

Engagement – providing opportunities for student choice:

- 6.58% exceeding expectations
- 51.97% meeting expectations
- 31.58% developing

Visual Art Student Opportunities

Participation in contests and community events:

- Fire prevention
- MLK Art Contest
- Spelling bee T-shirt design
- STEAM Fair buttons
- Museum of Wisconsin Art Teen Exhibition
- Cesar Chavez Art Contest
- State Fair Youth Art Awards
- International Folk Fair murals

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.45 - Art Education

Fiscal Impact Statement

N/A

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(Item 2) Report with Possible Action Regarding Music Education

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

At its August 2019 meeting, the Milwaukee Board of School Directors referred Communication 1920C-001 regarding a proposed music education policy to the Administration for follow-up.

In alignment with the Board’s direction, an advisory committee was formed to develop Administrative Policy 7.44: Music Education. The committee included members of the MPS Administration, the Office of Board Governance, the Office of Accountability and Efficiency, MPS music teachers, the Milwaukee Teachers’ Education Association, music providers such as the Wisconsin Conservatory of Music, and Board members. The advisory committee collaborated in finalizing Administrative Policy 7.44: Music Education, which the Board adopted in November 2019.

The policy includes twice-yearly (October and May) updates by the Administration relative to the progress in implementing the policy as well as next steps. The attached presentation provides an overview of the progress and next steps related to implementation of Administrative Policy 7.44: Music Education.

Music School Staffing: 2024–25

Total of 133 music staff:

- 105 classroom teachers serving 95 schools
- 24 traveling music teachers serving 54 schools
- 2 music teacher leaders coaching 11 new teachers
- 2 instrument specialists serving all schools

Music vacancies as of 5/15/25:

- 6 full-time
- 35 part-time

District Music Team and Student Opportunities

Two music teacher leaders:

- Supported 11 new teachers with weekly coaching

- Visited 40+ veteran teachers to check in
 - Conducted 227 district walk-throughs
- Two instrument specialists:
- Fulfilled 534 requests for instruments, equipment, and supplies
 - Fulfilled 296 book orders
 - Fulfilled 135 music library requests
 - Assembled new music stands, chairs, risers, and racks to hold them
 - Maintained district inventory of over 7,000 instruments for distribution, cleaning, and repair
 - Battle of the Drum Lines - December 13, 2025 at Rufus King
 - WSMA Solo and Ensemble – Contest February 28, 2026 at MHSA
 - 51st MPS Biennial Music – Festival May 6 and 7, 2026 at UWM Panther Arena

2025–26: Future Music Highlights

- Traveling music will increase from 282 hours in 2024–25 to 425 hours in 2025–26.
- Reagan will be starting a marching band.
- Pulaski is adding choir and music technology (they already have band and piano).
- South Division added a second music position.
- Rufus King High School is building a shared visual art/music technology lab.
- Milwaukee High School of the Arts is building an upgraded piano lab and jazz room.
- Saturday lessons will now offer all-city indoor percussion.

Music and Ambitious Instruction

Aligning instruction to grade-level standards

- 27.94% - Developing (some instruction aligns to standards)
- 2.45% - No Evidence/Needs Support
- 1.47% - Exceeds expectations
- 68.14% - Meets Expectations

Feeder Pattern Study: Aligned

- 86.5% language immersion schools
- 13.5% neighborhood schools
- General music is offered in each K–grade 5 feeder school:
 - Robust programs with experienced, long-term teachers
- The Milwaukee School of Languages high school feeds itself:
 - Band, orchestra, choir, and music technology are offered in grades 6–12

Needs Alignment: Arts Schools Proposal

Currently, no arts feeder school offers a complete arts program.

- 36.4% arts schools
- 63.6% other schools
- Missing art areas in feeder schools, fewer established music programs

Proposed solution:

Funding from the 2020 referendum could

- add dance at Elm;
- merge Roosevelt and Lincoln and provide a complete arts program in one building;
- provide additional supports for dance, theater, and music at Parkside and ALBA;
- provide additional supports for the musicals at Kluge, Manitoba, and Sherman.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.44 - Music Education

Fiscal Impact Statement

N/A

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(Item 3) Action on Request to Approve Submission of Contracts for the Achievement Gap Reduction Program

Background

The Achievement Gap Reduction (AGR) program was authorized in 2015 after State legislation passed Wisconsin Acts 53 and 71. Currently, MPS has sixty-three traditional schools and one non-instrumentality charter school that participate in the AGR program.

The purpose of AGR is to improve academic achievement and decrease achievement gaps in the areas of reading and mathematics through the implementation of one or more of the approved school improvement strategies.

Milwaukee Public Schools leverages the following strategies when implementing this program:

- a. Maintenance of 18:1 or 30:2 classroom ratios in five-year-old-kindergarten (K5) and provision of professional development in small group instruction; and,
- b. Instructional coaching for teachers provided by a licensed teacher in grades K5 through 3rd.

All school districts that participate in the AGR program are to submit a five-year-contract to the Department of Public Instruction by June 15, 2025.

The proposed contracts are attached to the minutes of your Committee’s meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

The AGR program provides state aid of \$2,578.97 per low-income pupil. The proposed FY26 MPS budget includes the AGR funding expected to be generated from the 64 schools.

Implementation and Assessment Plan

Upon the Board's approval, the sixty-four contracts will be electronically submitted and an official copy of the Board's action approving the submission of the AGR contracts will be forwarded to the Department of Public Instruction.

Committee’s Recommendation

Your Committee recommends approval of the submission of the 2025-2030 Achievement Gap Reduction program applications to the Department of Public Instruction.

Approved with the roll call vote to approve the balance of the Committees’ reports.

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

There were no delegate reports for this month.

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(Item 2) Monthly Report of the President of the Milwaukee Board of School Directors

Submitted by President Missy Zombor

432To support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission, the President's activities during the months of April and May 2025 included the following:

Academic Achievement

Ag-Ventures at Vincent High School: It was a joy to visit Vincent High School's annual Ag-Ventures program. This program continues to be a bright spot for our district. Many thanks to the educators and partners who make this program possible.

Expanding Reading Initiatives: I had a discussion with JoAnne Anton exploring ways to support literacy development for all our students.

Student, Family and Community Engagement

Enhancing Student Voice in Decision-Making: I'm excited for Dr. Cassellius' support to empower student voice within Milwaukee Public Schools. Mr. David Valdez, our Alumni and Student Engagement Associate, is facilitating input from the Superintendent's Student Advisory Council (SSAC) on Administrative Policy 8.18, which addresses Student Involvement in Decision Making. Our hope is to reaffirm or revise this policy at an upcoming LRP meeting to ensure students have a consistent, non-voting seat on the Board. This will allow the SSAC to select their Board Representative(s) by the September Board cycle.

Panel Discussion on Education Funding: I participated in a panel on education funding, alongside State Representatives Angelina Cruz and Darrin Madison, State Senator Chris Larson, and MPS Legislative Policy Manager Chris Thiel. Hosted by Amanda Seppanen from Sustainable Formations, we answered questions regarding the current state budget process, public school funding, potential federal policy shifts, and how everyone can collectively support students and families.

Media Engagement: I spoke with local media outlets, including the Milwaukee Journal Sentinel and Shepherd Express, to discuss the district's ongoing efforts to ensure lead-safe schools for all our students and staff.

May Day: I joined Voces de la Frontera's May Day march with MPS students to reaffirm Milwaukee Public Schools' (MPS) dedication to our Safe Haven resolution.

Wick Field Grand Reopening: I attended the grand reopening of the beautiful new Wick Field.

Parent Coordinator Gala: Congratulations to Mrs. Bama Grice, who was recognized as the MPS Parent Coordinator of the Year.

MPS Foundation Event: It was a pleasure to attend the MPS Foundation event to welcome Dr. Cassellius.

Effective and Efficient Operations

Lead Safety in Schools: I met with Milwaukee Commissioner of Health, Dr. Michael Totoraitis, and Deputy Commissioner of MHD's Environmental Health Division, Tyler Weber to discuss the resolution for lead safety policies and procedures, and monitoring progress on the Lead Action Plan.

School Secretaries: It was wonderful to connect with the school secretaries at their AFSCME meeting.

MPS Sustainability Planning: Vice President Herndon and I participated in the "State of Sustainability at MPS: Writing the Roadmap for Green and Healthy Schools" focus groups. These sessions brought together MPS staff and partners to collaborate on developing a comprehensive MPS Sustainability Action Plan. There will be more to come from that team in the coming months. It's truly exciting work.

Board Governance Training: I discussed Board Governance training options with Dr. Owen Moore and Dr. Cassellius to strengthen our leadership and decision-making processes. I plan to bring forward a recommendation in the near future for the Board to consider.

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UNFINISHED BUSINESS

(Item 1) Designation of the Board's Representative to the Library Board

Background

Board Rule 1.17(6) prescribes that "[t]he President is a member ex officio of the Library Board as of his/her election to the presidency. If he/she advises the Board that he/she elects not to serve as a member ex officio of the Library Board, the Board shall at the next regular meeting by roll-call vote elect one of its other members to serve as a member ex officio of the Library Board."

At the April 22, 2025, Organizational Meeting, President Zombor advised that she did not wish to serve as delegate. Pursuant to Board Rule 1.17(6), this item has been held.

Fiscal Impact Statement

No fiscal impact.

Statute, Administrative Policy, or Board Rule Statement

1.28 - Board Memberships

Recommendation

That the Board determine its delegate to the Milwaukee Library Board of Trustees.

Being the only nominee, Director Jackson was designated as the delegate by unanimous consent.

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COMMUNICATIONS AND PETITIONS

As was stated in the notice, the Board gave hearing on the following communication:

(Item 1) Public Hearing on Communication 2526C-001 on Milwaukee Italian Immersion School

Background

At its April 22, 2025, meeting, Communication 2526C-001 was introduced. The communication concerns the Italian Immersion School.

April 14, 2025

Dear Dr. Owen-Moore:

By way of this communication, I am formally requesting on behalf of staff, students, families, and community members that a public hearing be scheduled no later than the May 2025 monthly meeting of the Milwaukee Board of School Directors regarding the MPS Italian Immersion School, established in 2006. This request is being made in accordance with Governance Policy 2.06 of the Milwaukee Board of School Directors.

Specifically, the community is requesting the opportunity to give public testimony regarding:

- The MPS administration's proposed change in programming to the MPS Italian Immersion School originally established via the Milwaukee Board of School Directors' action; and,
- A suggested location change for the existing MPS Italian Immersion School to continue the rich immersion tradition MPS is known for and contribute to increased district enrollment.

It is important that the requested public hearing take place before any changes are made to the program for the 2025-26 school year. It is also important that the public hearing be noticed for public testimony so that the community's viewpoints are heard regarding the continuation of the program as an immersion program as opposed to transitioning to a world language program as suggested by the administration.

Thank you in advance Dr. Owen-Moore! Should you have any questions regarding my formal request for a public hearing with the chance for members of the community to give public testimony no later than the May 2025 full Board meeting, please do not hesitate to contact me.

Sincerely,
Gina Jorgensen

The Board will give public hearing on the communication. This item is strictly to hear from the public on possible changes to the school for the upcoming 2025-26 school year. No action or discussion will take place.

The Board gave hearing on the above matter.

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RESOLUTIONS

Resolution 2526R-002

By Director Jackson

WHEREAS, Milwaukee Public Schools is committed to providing a high-quality education to all students, ensuring that every student has the opportunity to succeed regardless of their race, background, or zip code; and

WHEREAS, Milwaukee Public Schools has long been a central institution in Milwaukee's African American community, serving as a focal point for educational and cultural development; and

WHEREAS, Milwaukee Public Schools has the highest percentage of Black students among Wisconsin's major urban school districts. Approximately 49% of MPS students identify as Black, making it a significant point of reference when discussing racial demographics in Wisconsin education; and

WHEREAS, Black students in Milwaukee Public Schools are a significant and vibrant portion of the student body, contributing richly to the cultural and academic fabric of the MPS district; and

WHEREAS, Acknowledging and celebrating the achievements, cultures, and histories of Black students is essential to fostering a positive and inclusive school environment; and now, therefore be it

RESOLVED, That the Milwaukee Board of School Directors hereby adopts the following statement acknowledging the contributions of Black students to our schools:

"At Milwaukee Public Schools, we proudly serve and uplift the brilliance, resilience, and potential of the Black children in our community. We recognize the historical and systemic challenges that impact their journeys, and we are committed to creating a nurturing and empowering environment that honors their identities, celebrates their culture, and provides equitable opportunities for success. The Milwaukee Board of Directors stands with our children, families, and community to build pathways for excellence, leadership, and lasting change;"

and be it

FURTHER RESOLVED, That beginning the month following Board approval, and thereafter, at each official meeting of the Milwaukee Board of School Directors, the meeting shall include the acknowledgement of honoring the presence and power of Black students shall be read by the presiding officer; and, be it

FURTHER RESOLVED, That the acknowledgement of honoring the presence and power of Black students be used at appropriate Milwaukee Public School public gatherings, especially those that relate to place and culture.

Referred to the Committee on Parent and Community Engagement

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ITEMS DEFERRED

Having been previously deferred, the Board resumed consideration of an item from the Communications and Reports of the Board Clerk/Chief Officer, Office of Board Governance: Action on a Request to Retire to Closed Session to Confer with Legal counsel, with Respect to Pending or Probable Litigation Matters.

Director Siemsen moved to retire to closed session, pursuant to Wisconsin Statute 19.85(1)(g). The motion passed, the vote being as follows:

Ayes — Directors Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.

Noes — None.

The Board retire to closed session at 7:06 p.m.

The Board adjourned from closed session at 8:58 p.m.

TINA OWEN-MOORE, Ed. L.D.
Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 17, 2025**

First of two special meetings of the Board of School Directors called to order by President Zombor at 5:43 p.m.

Present — Directors Ferguson, Fons, Herndon, Reza, Siemsen, Vannoy, and President Zombor — 7.
Absent and Excused— Directors Jackson and O'Halloran – 2.

The Board Clerk read the following call of the meeting:

June 10, 2025

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

The following public hearing is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin

SPECIAL BOARD MEETING

Statutory Public Hearing
5:30 P.M., Tuesday, June 17, 2025

This meeting is being held pursuant to the provisions of Section 119.16(8)(a), Wisconsin Statutes, which requires the Board to hold a public hearing on the proposed school budget. The purpose of this meeting is strictly for giving the public hearing on the Superintendent's proposed budget for FY 2026. No action will be taken at this meeting. The Board may take action on the proposed FY 2026 budget at its Regular Meeting tentatively scheduled for June 24, 2025.

TINA OWEN-MOORE, ED. L.D.
Board Clerk

The Board gave the public hearing on the Proposed FY2026 budget.

The Board adjourned at 6:05 p.m.

TINA OWEN-MOORE, Ed. L.D.
Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 17, 2025**

Second of two special meetings of the Board of School Directors called to order by President Zombor at 6:14 p.m.

Present — Directors Ferguson, Fons, Herndon, O'Halloran (7:40 p.m.), Reza, Siemsen, Vannoy, and President Zombor — 8.

Absent and Excused— Director Jackson – 1.

The Board Clerk read the following call of the meeting:

June 16, 2025

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

At the request of President Missy Zombor, a Special Meeting of the Milwaukee Board of School Directors is scheduled to take place in the Auditorium of the Central Services Building, 5225 West Vliet Street, Milwaukee, Wisconsin.

This meeting will be broadcast on WYMS radio— 88.9 FM, or on Time-Warner/Spectrum Channel 13, and via the MPS YouTube Stream at: <https://mpsmke.com/boardcast>.

SPECIAL BOARD MEETING

6:00 P.M., TUESDAY, JUNE 17, 2025

1. Report, with Possible Action, on a Review of the MPS Fraud, Waste, and Abuse Processes
2. Action on a Request to Approve the Modified 2024-25 (FY25) Proposed Fall Budget Adjustments to the adopted FY25 Budget
3. Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation Matters
4. Discussion on Goal Setting Relative to the Performance Evaluation of the Superintendent of Schools
5. Report on Resolution 2526R-001 Lead Safety

PUBLIC HEARING

As is customary at Special meetings of the Board, public testimony will not be taken at this meeting.

TINA OWEN-MOORE, ED. L.D.

Board Clerk

(Item 1) Report, with Possible Action, on a Review of the MPS Fraud, Waste, and Abuse Processes

Background

Administrative Policy 6.38 requires specified employees to report suspected instances of fraud, waste, abuse, theft, and illegal or unethical activity. The policy further states that all other employees may make such reports.

Administrative Procedure 6.38, codifies the means by which reports may be made. The Procedure further requires that when investigations are warranted Audit Services shall either perform the investigation or refer the matter to an appropriate department, office, or other entity.

Rumph and Associates has performed a review of the Fraud, Waste, and Abuse processes and will present its findings and recommendations.

The response of the Office of Accountability and Efficiency was provided under separate cover.

Background and Objectives

- Engagement Objectives

- Assess Fraud, Waste and Abuse (FWA) investigation processes and FWA whistleblower protocols
- Identify any instances where these processes may be used inappropriately
- Evaluate the adequacy of checks and balances
- Provide actionable recommendation to enhance these processes
- Scope of Procedures
- Review of policies and procedures
- FWA investigations
- Checks and balances

Background – Milwaukee Board of School Directors Governance Framework

- Role of Milwaukee Board of School Directors (MBSD)
- Governing body for Milwaukee Public Schools (MPS)
- Responsible for policy development and implementation
- Commitment to Transparency and Ethics
- Maintaining a transparent environment
- Ensuring ethical practices
- Accountability measures
- FWA Investigation Procedures and FWA Whistleblower Protocols
- Critical components of governance framework
- Concerns about misuse and retaliatory actions
- Need for Robust Checks and Balances
- Preventing abuse and mishandling

Summary of Policy and Procedure

- Reviewed MBSD Policies and Procedures
- Administrative Procedure 3.14: Contractor Code of Conduct – Investigations of Violations
- Administrative Policy P 6.04: Employee Code of Ethics
- Administrative Procedure 6.05: Code of Ethics: Employee Notification
- Administrative Procedure 6.38: Theft, Fraud, Waste, Abuse, Illegal or Unethical Behavior
- Board Governance Policy 3.08: Role of the Senior Director, Office of Accountability and Efficiency
- MPS Employee Handbook Part I Section H
- Audit committee charter
- Board Rule 2.06: Committee on Accountability, Finance, and Personnel – Powers and Duties

Summary of Work – Fraud, Waste, Abuse

- Evaluated internal controls
 - Analyzed effectiveness
 - Identified weaknesses
- Analyzed oversight mechanisms
 - Reviewed processes
 - Assessed monitoring protocols
 - Reviewed adequate checks and balances
- Assessed decision-making processes
 - Reviewed procedures
 - Reviewed reporting to MBSD

Summary of Work – Whistleblower Tips Review

- Protection Measures for Administrators and Investigators
 - Reviewed safeguards against retaliation
- Review Process for FWA Whistleblower Complaints
 - Evaluated complaint handling procedures
 - Assessed complaint resolution
- FWA Tips Review

- Reviewed 167 tips from January 1, 2022, to April 2, 2025
 - Selected 36 tips for detailed file review
 - Included 20 specific tips for further detailed analysis
- Report and Workpaper Review
- Reviewed issued reports from the Chief Auditor
 - FWA Whistleblower Protection Assessment

Report Summary

Compliance with FWA Policies and Procedures

- All investigations sampled adhered to existing policies and procedures
- Procedures were followed correctly

Areas of Improvement

- Checks and Balances within the investigation and reporting system can be improved
- Broader group responsible for adjudication of FWA investigations

Findings and Recommendations

Develop and Implement a Comprehensive Code of Ethics

Current Situation

- MPS has existing Code of Ethics and that are covered in four Administrative Procedures (APs) and a section of the Employee Handbook
- Current APs focus only on prohibited behavior and investigations
- Employee Handbook only covers Whistleblowers

Effects

- Code of Ethics not in one sole procedure or policy
- Current Code of Ethics does not enhance employee decision making on ethical behavior
- No place for employees to get assistance and guidance when they have questions

Recommendations

- Develop comprehensive code of Ethics that covers, at minimum, Code administration, employee decision-making framework, who to call with questions, annual training and how often an employee should get the Code refresher training.

Involve Other Functional Areas in FWA Investigative Process

Current Situation

- Chief Auditor is solely responsible for all investigations, reports and Board communications
- Board Governance Policy 3.06 delegates all authority to the Office of Accountability and Efficiency

Effects

- No required coordination between the Chief Auditor and other functional areas that have a shared responsibility for internal controls (Legal, Human Resources, etc). This coordination now is solely discretionary and does happen on an ad hoc basis.
- Increased reputational risk to the MBSD

Recommendations

- Establish protocols that formally involve other functional areas when required

Improve MBSD Communications on Investigative Results

Current Situation

- Board Governance Policy BG 3.08 requires the Senior Director to keep the Board informed on FWA investigations while FWA Whistleblower confidentiality is to be protected

Effects

- Confidentiality and protection of whistleblowers require discretion in communications.
- Results of investigations are shared with the public, but the Board is not more informed than the public.
- The Board remains relatively uninformed about past and future investigations and there is increased reputational risk.

Recommendations

- Establish a policy to improve Board information while maintaining confidentiality.
- Formalize reporting of the completed investigations, postadjudication, to the Accountability, Finance, and Personnel (AFP) committee.
- Formalize regular communication with the AFP chair and the Chief Auditor for specific areas of ongoing investigations

Modify Charter of Audit Committee

Current Situation

- Audit Committee formed to provide formal oversight to the MBSD related to the Audit function (internal and external), and FWA
- Charter does not include FWA investigations reporting
- Audit Committee responsible for internal controls
- Committee on Accountability, Finance and Personnel have overall responsibility for internal controls and FWA

Effects

- FWA investigative reporting to the Board is not in place
- FWA oversight, with related checks and balances not fully in place

Recommendations

- Modify the name to Audit Advisory Committee
- Set up the Audit Advisory Committee to report to the Committee on Accountability, Finance and Personnel
- Report the FWA investigation results to the AFP

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin. Policy 6.38 - Theft, Fraud, Waste, Abuse, Illegal or Unethical Behavior

Fiscal Impact Statement

This item has no fiscal impact.

Director Herndon in the Chair from 6:54 p.m. to 6:55 p.m.

* * * * *

(Item 2) Action on a Request to Modify the 2024-25 (FY25) Budget

Background

The Board approved the FY25 Budget on October 29, 2024. The purpose of this item is to request a modification and re-adoption of the FY25 Budget showing granular and functionally specific levels. This administrative adjustment will enable the district to present a clear and accurate budget-to-actual comparison

in the General Fund and School Nutrition schedules within the 2025 Comprehensive Annual Financial Report.

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.01 - Annual Operating Budget

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

Recommendation

The Administration recommends that the Board
1. reconsider its action of October 29, 2024; and
2. adopt the FY25 budget, inclusive of the budget resolutions, the recommended action on amendments, and inclusive of the RSI schedule for general budgets and the RSI schedule for nutrition budgets.

Director Siemsen moved to reconsider the Board’s action of October 2024, related to the FY25 budget. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, O’Halloran (7:40 p.m.), Reza, Siemsen, Vannoy, and President Zombor — 8.
Noes — None – 0.

Director Siemsen moved to adopt the FY25 budget, inclusive of the budget resolutions, the recommended action on amendments, and inclusive of the attached RSI schedule for general budgets and the attached RSI schedule for nutrition budgets.

The motion passed, the vote being as follows:

Ayes — Directors Fons, Herndon, Reza, Siemsen, Vannoy, and President Zombor — 6.
Noes — None – 0.
Abstention – Director Ferguson – 1.

* * * * *

Item Five, Report on Resolution 2526R-001 on Lead Safety, was taken before Items 3 and 4. Item 3 and 4 were handled with one vote to retire to closed session.

(Item 3) Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation Matters

Background

The Board may retire to closed session, pursuant to Wis. Stat. 19.85(1)(g) to confer with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation

That the Board determine how it wishes to proceed.

* * * * *

(Item 4) Discussion on Goal Setting Relative to the Performance Evaluation of the Superintendent of Schools

Background

Pursuant to the employment agreement with Dr. Brenda Cassellius, the Board and Superintendent are to set performance goals before the end of June.

The Board is expected to retire to a closed session for this purpose, pursuant to Wisconsin Statute 19.85(1)(c).

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
 Goal 2, Student, Family and Community Engagement
 Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.02 - Role of the Superintendent

Recommendation

That the Board retire to a closed session for consideration of this item.

Director Ferguson moved to retire to closed session, pursuant to Wisconsin Statute 19.85(1)(g) and (c) to consider Items 3 and 4 on the agenda. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Reza, Siemsen, Vannoy, and President Zombor — 7.
 Noes — None — 0.

The Board retired to closed session at 7.35 p.m. and adjourned from the closed session at 9:38 p.m.

* * * * *

(Item 5) Report on Resolution 2526R-001 on Lead Safety

This item was taken after Item 2 and before the closed session, Items 3 and 4. Director O'Halloran arrived at 7:40 p.m., during the closed session.

Background

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 June Report provides an update on the following topics:

Initial Progress, Schedule of Tasks, Training, Project Management, Decluttering, Testing, Monitoring, Water and Soil Safety Recommendations, and Communications.

Resolution At-A-Glance

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 June Report addresses the following topics:

- Initial Progress
- Schedule of Tasks
- Training
- Project Management
- Decluttering
- Testing
- Monitoring
- Water and Soil Safety Recommendations
- Communications

Initial Progress

- Schools Cleared by Milwaukee Health Department (7)
 - Trowbridge, Maryland Avenue, Kagel, Golda Meir, Fernwood, Starms Early Childhood, LaFollette
- Visual Inspections have been completed on all pre 1950 schools
- Stabilization is in Process at 2 Schools
 - Brown Street, Westside Academy
- Phase 1 Schools (14) – In Preparation Mode
 - ALBA, Auer Ave., Forest Home, French Immersion, Hartford, Hayes, Humboldt Park, Longfellow, MacDowell, Mitchell, Riley, Siefert, Townsend, Vieau
- Phase 2 & 3 Schools (31) – Preparation begins in July/August
- Phase 4 Post 1950 Schools (52)
- Limited renovation required with minimal disruption

Schedule of Tasks

- Schedule of Tasks (each school)
 - Decluttering (3 days) – External Staff
 - Moving (3 days) – External Staff
 - Pre-Cleaning (5 days) – External Staff
 - Stabilization & Painting (15 days) – External Staff
 - Final Clean (15 days) – Internal Staff
 - Clearance (2 days) – Milwaukee Health Department

Mandatory Training Requirements

- By September 2025, 100% of all custodial and facilities staff will be trained on lead safe cleaning protocols
- Enhanced lead dust cleaning SOP established (Appendix F)
 - All companies working in schools have highly trained staff to conduct the inspection, renovation and cleaning
 - All companies have Lead Safety Renovation (LSR) staff certified by the Wisconsin Department of Health Services
- By September 2025, Facilities and Maintenance in collaboration with communications are developing Lead awareness instruction for building staff
- Pamphlets
- Online videos – Learning Management System (LMS)

Project Management

- Project Management
- JCP Construction, Inc. on-site
- Scope of work and budget developed for next 14 sites
- Reviewed work and confirmed schedules with school Principals
- Movers and paint crew trained and assigned to schools

- All companies have Lead Safety Renovation (LSR) staff certified by the Wisconsin Department of Health Services

Decluttering Progress

- Communication Methods
 - District wide email/messages
 - Thursday Updates
 - Survey and FAQ (School Leader and Staff)
- Site visits
- Department of Facilities and Maintenance Services (DFMS) provided 9,000 Boxes
- Smurfit Westrock donated 8,000 Boxes
- Phase 1 Schools – disposed +400,000 pounds of outdated materials, furniture and equipment
- Phase 1 Schools – recycled +20,000 pounds of materials

School-Based Lead Testing Clinics

- In collaboration with the Milwaukee Health Department, Children’s Hospital, NoVir and Coalition On Lead Emergency (COLE), lead testing was held at the following school sites:
- Hopkins-Lloyd and Hi-Mount
 - Thirty-six (36) tested – Hopkins-Lloyd
 - Fifty-Eight (58) tested – Hi-Mount
- Westside Academy and Brown Street Academy
 - Thirty-four (34) tested – Westside Academy
 - Thirty-four (34) tested – Brown Street Academy
- Future Testing Efforts
 - Recreation Sites, CLC’s and Summer School Sites

Monitoring

- The district has collaborated with the Wisconsin Department of Health Services (DHS) and the Milwaukee Department of Health (MHD) to ensure all work conforms to state and local regulations.
- DHS and MDH approved the building clearance protocol
- DHS and MDH approved protocol on removal and remediation of painted shelving and storage units.
- This agreement preserves storage capacity in many classrooms
- DHS approved third-party clearance testing
- FY26 budget request includes five (5) Environmental Inspectors
- Develop an electronic dashboard to track individual school progress
- State mandated Requirements for Notification, record keeping, occupant protection, and supervision procedures established pursuant to DHS disclosure forms:
- LBP-100, LBP-100C, LBP-200 and LBP-300

Water and Soil Safety Recommendations

- Water Safety
 - Post clear and age-appropriate signage that clearly identifies safe drinking and refillable stations in all schools
 - DFMS will develop a Standard Operating Procedure (SOP) that will outline the protocol regarding water safety for all non-filtered water sources by September 2025
 - DFMS will monitor and replace water filters to ensure compliance with DHS guidelines
 - 3,219 filters donated by Zuen Elkay
- Soil Safety Recommendations
 - Hand washing protocols for planting, instructing and harvesting activities
 - Used raised garden beds where possible
 - Create circulation paths from hard surfaces to play areas

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Communications

- mpsmke.com – provides the most updated information:
- Family resources
- Link to the Milwaukee Health Department (MHD)
- Frequently Asked Questions (FAQ)
- Communications to families and staff
- Lead Action Plan – Appendix D for Individual School Progress
- Electronic Dashboard – Coming Soon – June 2025

The Board adjourned after the closed session (Items 3 and 4), taking no action, at 9:38 p.m.

TINA OWEN-MOORE, Ed. L.D.
Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JUNE 24, 2025**

Regular meeting of the Board of School Directors called to order by President Zombor at 6:53 p.m.

Present — Directors Ferguson, Herndon, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and
President Zombor — 8.
Absent and Excused— Director Fons – 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:

- Connie Hutchison, an 11th grader at Alliance
- Timothy Lewis-Jordan, an 10th grader at JMAC
- DaMelvion Green, a 9th grader at Vincent
- Miracle Wendt, 7th grader at Wedgewood
- Naominoel Flippin, a 9th grader at RUHS
- James Peters a Locksmith
- Demmis Miller, a retired Teacher from Carleton School
- Nakwon Genous, a 10th grader at Marshall
- Romaero Payton, a 7th grader at Grantosa

* * * * *

AWARDS AND COMMENDATIONS

(Item 1) Presentation of Diploma in Honor of Veteran Robert Theodore Hackl

Background

Wisconsin State Statue 120.13(37) addresses the awarding of high school diplomas to veterans. Specifically, it allows a school to award a high school diploma to a person who meets the following criteria:

- Age: At least 65 years old, or at least 55 years old and has a service-connected disability.
- High School Attendance: Attended high school in the school district or in Wisconsin and resides in the school district.
- Military Service: Left high school before graduating to join the U.S. armed forces during a war period under s. 45.01 (13).
- Honorable Discharge: Served on active duty under honorable conditions.

Robert Hackl was a quiet hero among us, shaped by his service and humility. As a young man, Robert walked through the neighborhoods of Milwaukee to attend Pulaski High School. While in his senior year, just months before graduation, he was called to serve in the Pacific theater during World War II. Following

the war, he remained in Japan during peacetime, helping to restore what had been lost and repair what war had broken.

Though he returned home with a deep sense of duty fulfilled, one thing remained unfinished—he never received his actual high school diploma. It was something that stayed with him, not out of pride, but because education mattered to him. He often shared stories about his time at Pulaski High School and his service in the Army, sometimes joking that his “senior trip” had been to Japan. He never sought recognition, but he carried the question of his graduation with him throughout his life.

After his service, Robert went on to build a life of steady commitment. He worked for Wisconsin Gas Company, where he remained until his retirement. In his retirement, he enjoyed being surrounded by his beloved wife and family, cherishing the simple joys of home and togetherness.

This evening, we honor Robert by awarding his high school diploma to his family—a small but meaningful tribute to a life of quiet service and enduring strength.

In accordance with Wisconsin State Statute 120.13(37), Milwaukee Public Schools is proud to recognize and honor Robert Theodore Hackl on this day, June 24, 2025, with the posthumous presentation of his high school diploma.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 1.05 - Recognition for Accomplishment

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of May will be presented in July.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Report with Possible Action from the Superintendent of Schools

Background

Each month, the Superintendent will share updates with the Milwaukee Public Schools (MPS) Board of Directors and the broader MPS community. These updates will serve as an overview of the month’s developments, offering insight into various events, initiatives, and milestones achieved. It will highlight activities, academics, and various areas where gains and growth are noted, ensuring that both successes and challenges are communicated.

Lead Update

- LaFollette School: The latest school cleared of lead risks. This brings the total to 7.
- Stars Early Childhood Center: Cleared of lead risks.
- Brown Street Academy: Renovation work continues.
- Westside Academy: Painting is complete; deep cleaning following. Students will return to these schools for the 2025–26 school year.
- 14 schools are being prepared for work over the summer.
- Prep work begins at 31 more on staggered dates in July.
- Post-1950 schools, requiring the least work with minimal disruption, to be addressed starting in the fall.

- All contractors have certified lead-safe renovation staff.
- By September, 100% of MPS custodial and facilities staff will be trained on lead-safe cleaning protocols.
- Decluttering of first-phase schools to prepare for work and cleaning resulted in disposal of 400,000 pounds of outdated materials and equipment and 20,000 pounds of recycled materials by mid-June.
- Shared our plan with the Wisconsin Department of Health Services.

Finance Update

- Financial Year 2024
2024 financial data submitted to Wisconsin Department of Public Instruction
- Financial Year 2025
Planning to improve processes to ensure future deadlines are met
Drafted plan will be presented to the Board in August
Adding outside contractors for project management, SOP development, and building framework for surge capacity
- Financial Year 2026
Continuing progress improvement and system changes
Aggressive timeline to be compliant a year earlier

Academic Audit

On June 13, 2025, the MGT firm released the academic audit ordered by the Governor's office. Findings were organized around four levers for academic success, aligned to research on instructional best practices.

- Lever 1: Visionary & Student-centered leadership
 - Lever 2: Ambitious Instruction and Learning
 - Lever 3: Culture of Support and High Expectations
 - Lever 4: Authentic Partnerships with Family and Communities
- More information will be provided on this audit in the future.

Listen and Learn Tour

- Superintendent Cassellius made her first stop on the Listen and Learn Tour at James Madison High School on Monday.
 - The tour will continue this summer as she hears from students, families, staff, and community members.
- Stops on the tour will include Congress School; South Division High School; Gaenslen School; Milwaukee German Immersion School; Curtin Leadership Academy; Clement Avenue School; Milwaukee Academy of Chinese Language; Metcalfe School.

Senator Baldwin Visits Starms

- Senator Tammy Baldwin visited Frances Starms Discovery Learning Center on June 9.
- Sat down with MPS families to discuss their concerns over lead hazards at our schools.

Rogers Street Academy Ribbon Cutting

- The celebration of the Rogers Street green transformation took place on June 11.
- This new public space:
 - Features an inclusive play area with musical equipment and a soccer field
 - Serves as a gathering site for the community
 - Directly benefits Rogers Street Academy and the Boys & Girls Club
 - Contributes to stormwater management

Graduation Ceremonies

• Congratulations to the Class of 2025! MPS high schools held graduation ceremonies last week, and we couldn't be prouder

Scholarship Reveal

- 1,056 Graduates Earned Scholarships and Grants, an MPS Record
- MPS Graduates Offered \$113 million in Scholarships and Grants

Strategic Plan Compatibility Statement

- Goal 1, Academic Achievement
- Goal 2, Student, Family and Community Engagement
- Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 2.10 - Administrative Reports

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REPORTS AND COMMUNICATIONS FROM THE BOARD CLERK/CHIEF OFFICER, OFFICE OF BOARD GOVERNANCE

(Item 1) Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation Matters

Background

The Board may retire to closed session, pursuant to Wis. Stat. 19.85(1)(g) to confer with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation

That the Board determine how it wishes to proceed.

Director Ferguson moved to retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(g). The motion passed, the vote being as follows:

- Ayes — Directors Ferguson, Herndon, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.
- Noes — Director Fons — 1.

The Board retired to closed session at 7:22.p.m and returned to open session at 8:18 p.m., taking no action on this item.

* * * * *

(Item 2) Monthly Report, with Possible Action, From the Board Clerk/Chief Officer, Office of Board Governance**Background**

The Office of Board Governance (OBG) submits, with grateful appreciation for all those contributing to its efforts, the following report on OBG activities.

Beyond the Boardroom

The Board Services team has been working hard at revitalizing the Beyond the Boardroom efforts of the Office of Board Governance. This initiative aims to connect the community with the Board and the Board with the community, by being visible in spaces where the community is gathering. Our team members share information about how to connect with board members and answer questions from the community. Often, board members attend and greet the community with our team.

Last week, our team hosted a table at Milwaukee's Juneteenth celebration. It was a beautiful day, with so many community members showing up, celebrating, and connecting with us. Director Jackson was able to join us this time, greeting the community.

Individuals with ideas about where our team can host a table, contact the Office of Board Governance. We can't be at every event; however, we would love to host more tables like this one.

Budget Month

June was budget month for the Office of Board Governance and the Milwaukee Board of School Directors. In addition to our typical committee meetings, our office facilitated several Strategic Planning and Budget Meetings to allow community input on the superintendent's proposed budget and answered questions from board members about the budget amendment process.

Special Audit of Fraud, Waste and Abuse Protocols

At the Board's request, the Office of Board Governance coordinated a special audit of the district's fraud, waste and abuse processes. The firm that was selected to conduct this audit was Rumph and Associates. After several weeks spent meeting with teams and evaluating policies and procedures, on June 17th, 2025, Rumph and Associates presented their findings and recommendations at a special meeting of the board. This work will be instrumental in shaping the district's practices moving forward.

Academic Audit Briefing

In June, the Board was briefed on the Governor's Academic Audit. MGT met with board members and staff from the Office of Board Governance in 2x2s to review the findings of their audit and to answer questions about the next steps. Board members overwhelmingly expressed an appreciation for the care and attention that went into the audit process. Our office will continue to support the Board in furthering the work highlighted in the audit through policy and board governance.

Superintendent Evaluation

The Board continues to work with the Wisconsin Association of School Boards (WASB) to develop a timeline and goals for the superintendent's evaluation process. This month, WASB consultants met with the Board and the Superintendent in a closed session to discuss goal setting for the evaluation process. The Office of Board Governance (OBG) is assisting with the timeline and coordination for the superintendent evaluation and the evaluations of the board's two other executive officers.

Board Member Engagements and Activities

The Office of Board Governance facilitates board member attendance at events and activities across the district, ensuring board members have the information they need and making sure that events are properly noticed when a quorum of board members may be in attendance.

Our Board members attended many school visits, graduation ceremonies and end of school year events in June. Here are just a few of the events that were attended, in addition to the school visits and completion ceremonies: including:

- The Jimmy Bank Memorial Stadium Mural Unveiling
 - Round Table Discussion on Lead with Tammy Baldwin
 - A Literacy Block Party at High Mount Community School
 - The Pregnant and Parenting Youth Program (PPYP) End of Year Celebration
 - A Surprise Retirement Celebration for Principal James Sayavong at the Milwaukee Academy of Chinese Language (MACL)
 - The Rogers Street Ribbon Cutting Ceremony
 - A College, Career and Community Fair at Transition High School
 - The MPS Scholarship Reveal Ceremony
 - A Rufus King Celebration of High Achievement
 - The Fratney Elementary School Camping Trip
- Board members also attended numerous high school, middle school, and elementary school completion ceremonies.

Strategic Plan Compatibility Statement

- Goal 1, Academic Achievement
- Goal 2, Student, Family and Community Engagement
- Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.05 - Role of the Board Clerk/Chief Officer, Office of Board Governance

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(Item 3) Report with Possible Action on Legislative Matters Concerning Milwaukee Public Schools

Background

Updates regarding federal activity and state budget progress will be provided. As noted in the Wisconsin Supreme Court's decision in Vincent v Voight, "The legislature has articulated a standard for equal opportunity for a sound basic education in Wis. Stat. §§ 118.30(lg)(a) and 121.02(L) (1997-98) as the opportunity for students to be proficient in mathematics, science, reading and writing, geography, and history... So long as the legislature is providing sufficient resources so that school districts offer students the equal opportunity for a sound basic education as required by the constitution, the state school finance system will pass constitutional muster."

Strategic Plan Compatibility Statement

- Goal 1, Academic Achievement
- Goal 2, Student, Family and Community Engagement
- Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.02 - Goals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The district will continue to pursue appropriate support for students as part of the MPS Legislative Agenda.

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(Item 4) Action on a Resolution and Participation Agreement with the Southeastern Wisconsin Schools Alliance (SWSA)

Background

The mission of the Southeastern Wisconsin Schools Alliance (SWSA), which comprises school districts in southeastern Wisconsin, is to support and to promote world-class schools through research, advocacy, public policy, and effective communication for the benefit of students and the economic vitality of the region. In striving to achieve this mission, the goal of the Alliance is to identify issues on which member districts can agree and for which they can advocate. Pursuant to Section 66.0301 of the Wisconsin Statutes, member school districts agree to enter into the agreement as attached to this item and as defined by the Southeastern Wisconsin Schools Alliance's resolution, which is also attached, to achieve this goal. It is of benefit to all of the Alliance's members to discuss and to refine their positions on issues, whether or not consensus on those issues is ultimately reached. A lack of consensus, however, should not prevent individual districts or groups of districts from advocating for issues on their own.

The School District of South Milwaukee serves as operator and fiscal agent of the SWSA and, as such, establishes and maintains records in accordance with the uniform financial accounting system prescribed by the Department of Public Instruction.

The Milwaukee Public Schools has been a member of the Alliance since 2002. Until 2014, MPS covered the cost of its membership through the provision of in-kind services through the Office of Governmental Relations Services. In 2014, however, due to the expanding efforts of the SWSA and the group's increased level of advocacy on behalf of K-12 education, MPS agreed to join the other member districts in providing a \$3,000 annual payment to the organization. In 2017-18, the payment was increased to \$3,200. The payment for 2024-25 remains at \$3,200.

A packet containing the resolution and agreement to be adopted, along with a list of projected participating districts for the upcoming year was presented under separate cover.

Statute, Administrative Policy, or Board Rule Statement

1.01 - Vision and Mission

Fiscal Impact Statement

The Southeastern Wisconsin Schools Alliance's annual participation fee for 2025-26 is \$3,700.

Implementation and Assessment Plan

Once the Board has adopted the resolution and approved submission of the Participation Agreement, the Office of Board Governance will forward the signed documents to the SWSA and ensure payment has been made.

Recommendation

The Office of Board Governance recommends that the Board:

1. adopt the resolution, included in the attachment to this item; and
2. authorize the Board's President and the Board Clerk to sign and to submit the attached Participation Agreement, along with the \$3,700 membership fee, to the Southeastern Wisconsin Schools Alliance (SWSA).

Director O'Halloran moved to adopt the recommendation. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Herndon, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.

Noes — None — 0.

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

(Item 1) Monthly Report, with Possible Action, on Activities within the Office of Accountability and Efficiency

Background

The Office of Accountability and Efficiency (OAE) was established to enhance transparency, oversight, and accountability to the District's financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of fiscal stewardship of Milwaukee Public Schools.

Accountability and Efficiency Services

Between May 18, 2025, and June 14, 2025, Accountability and Efficiency Services completed two requests for information/research, two constituent support inquiries, two special projects, and satisfied three impartial hearing officer (IHO) requests. Additionally, the OAE presented during the Board Director Orientation on Monday, April 21, 2025.

During the reporting period, the OAE has focused most of its effort and attention on the Corrective Action Plan (CAP) under DPI. CAP 2 was approved by the Board on January 30, 2025, and the OAE is managing the project in conjunction with the Administration as set forth in the plan.

Accountability and Efficiency Services also continued to support the District's implementation of Administrative Policies 3.09 and 6.35.

Contract Compliance Services (CCS)

This month, the CCS team focused on strengthening student engagement programming. 13 student interns were interviewed and hired for ambassador (peer mentoring), environmental science, finance, and urban agriculture, providing valuable work-based learning opportunities.

We continue to build partnerships within the District and with external sponsors to support these efforts. CCS remains committed to the District's implementation of Administrative Policies 3.10 and 3.13, ensuring compliance and promoting student engagement.

Audit Services

The Audit Services area under the OAE provides independent assurance that the District's risk management, governance, and internal control processes are operating effectively.

Updates in the Audit Services area for the current reporting period of May 19, 2025, through June 13, 2025, include:

- Exceeded FY25 Annual Audit Plan Goals with 116% of the Planned Activities completed (goal was 93%, with 58 of 50 planned projects completed to date)
- Issued five school audits and one partnership audit and one partnership management letter
- Scheduled one new principal school audit
- Reviewed five charter school external auditor's reports
- Conducting several ongoing investigations resulting from Fraud Hotline Tips
- Recorded the 75th fraud hotline tip this fiscal year, which is 29 more than the number of complaints received for the entire FY24, and one off the record (76 recorded in FY19)
- Provided continued analysis and feedback to the Procurement Department on certain contract services matters
- Completed the FY26 Risk Assessment and Annual Plan of Audits and presented to the AFP Committee on June 10, 2025
- Held orientation meeting with the Audit Advisory Committee on June 17, 2025, with the first Committee meeting to be held week of July 7, 2025
- Issued two special reviews

Statute, Administrative Policy, or Board Rule Statement

3.08 - Role of the Senior Director, Office of Accountability and Efficiency

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REPORTS OF THE INDEPENDENT HEARING OFFICERS OF THE MILWAUKEE BOARD OF SCHOOL DIRECTORS

The Board Clerk presented three expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director Ferguson moved to accept the reports of the Independent Hearing Officers of June 2, 2025, June 11, 2025, and June 18, 2025, each of which were held at 9:00 a.m.

The motion to accept the reports prevailed, the vote being as follows:

Ayes — Directors Ferguson, Herndon, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.
Noes — None - 0.

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the items below.

From the Report of the Committee on Accountability, Finance and Personnel, the Administration requested two items to be set aside:

Item One Action on Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days

Item Seven, Action on the Award of Exception-to-Bid Contracts has been set aside at the request of the Administration

From the Report of the Committee on Legislation, Rules and Policies, the Office of Accountability and Efficiency has asked for Item 1, Action on a Request to Revise the Audit Advisory Committee Charter, to be set aside

From the Report of the Committee on Parent and Community Engagement, Director Jackson set aside Item 1, Action on Resolution 2526R-002 by Director Jackson on the Acknowledgment of the Contributions of Black Students

On the motion of Director Ferguson, the balance of the Committees' Reports was approved, the vote being as follows:

Ayes — Directors Ferguson, Herndon, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.
Noes — None - 0.

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 Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days

Background

Recommended for the Board's Approval are individuals to be promoted, appointed, or reassigned to the classifications indicated.

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)	Anthony Tagliavia	Chief of Communications Office of the Superintendent	\$201,406 Sch 03, Range 18A
(5)(nr)	Kurt Schneider	Academic Superintendent Office of the Chief of School Administration	\$194,918 Sch 03, Range 17A
(4)(r)	Elia Dimayuga-Bruggeman	Academic Superintendent Office of the Chief of School Administration	\$185,000 Sch 03, Range 17A
(2)(nr)	Gregory Oqunbowale	Manager III, School Operations Office of the Chief of School Administration	\$171,413 Sch 03, Range 13A
(2)(nr)	Maurice Turner	Manager III, School Operations Office of the Chief of School Administration	\$163,467 Sch 03, Range 13A
(4)(nr)	Ana Gabriela Bell Jimenez	Academic Superintendent Office of the Chief of School Administration	\$160,000 Sch 03, Range 17A
(4)(r)	Marybell Nieves Harris	Manager III, School Operations Office of the Chief of School Administration	\$155,896 Sch 03, Range 13A
(2)(nr)	Demetri Beekman	Manager III, School Operations Office of the Chief of School Administration	\$152,006 Sch 03, Range 13A
(5)(nr)	Mark Mobley	Civil Engineer Office of the Chief of Operations	\$135,007 Sch 03, Range 11A
(4)(r)	Regina Navejar	Principal II K-8, Alba Office of the Chief of School Administration	\$134,165 Sch 03, Range 14T
(5)(nr)	Todd Hartwig	Assessment Specialist III Office of the Chief of Communications	\$131,404 Sch 03, Range 10A
(2)(r)	Tonya Love	Principal II, K-8, Starms Office of the Chief of School Administration	\$128,438 Sch 03, Range 13T
(5)(r)	Saruccia Benedetto	Coordinator III-Non-Public Education Services Office of the Chief of Finance	\$119,591 Sch 03, Range 08A
(2)(r)	Mulunda Jones	Assistant Principal III, Hamilton Office of the Chief of Academics	\$118,969 Sch 03, Range 12C
(5)(nr)	Joseph Viste	Assistant Principal III, Project Stay Office of the Chief of School Administration	\$108,000 Sch 03, Range 12C
(2)(r)	Johnnie Austin	Supervisor I, System Administration Office of the Chief of Finance	\$102,700 Sch 03, Range 09A
(4)(nr)	Dorcas Lopez	Assistant Principal III, Pulaski Office of the Chief of School Administration	\$96,565 Sch 03, Range 12C
(2)(r)	Regina Williams	Assistant Principal III, Alliance Office of the Chief of School Administration	\$93,665 Sch 03, Range 12C
(5)(r)	Daniel Baker	Webmaster Office of the Chief of Communications	\$91,000 Sch 03, Range 08A
(5)(nr)	Shanon Uhrig	Special Education Supervisor	\$79,911

(2)(nr)	Chavandalyn Jackson	Office of the Chief of Academics Assistant Principal I, Holmes	Sch 03, Range 09C \$78,556
(2)(r)	Tanya Johnson	Office of the Chief of School Administration Planning Assistant II	Sch 03, Range 10C \$77,842
(2)(r)	Beverly Bonds	Office of the Chief of Academics Special Education Supervisor	Sch 03, Range 02A \$76,556
(5)(r)	Larissa Bassett	Office of the Chief of Academics Associate II, Communications Website Copywriter	Sch 03, Range 09C \$75,345
(5)(nr)	Zechariah Diemert	Office of the Chief of Communications Associate II, Recreation (Wellness)	Sch 03, Range 05A \$62,690
(5)(r)	Mariangelly Rivera	Office of the Chief of Operations Information Specialist	Sch 03, Range 04A \$54,106
		Office of the Chief of Communications	Sch 03, Range 04B

The Board Clerk recommends that the following individuals be appointed to the reclassifications indicated, to be effective upon approval by the Board.

(2)(r)	Delia Williams	Administrative Assistant III Office of Board Governance	Sch 03, Range 03A \$59,585
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Recommended LTE Contracts (To be effective upon the Boards approval)

(4)(nr)	Elia Dimayuga-Bruggeman	Regional Academic Superintendent (High School)	\$88.94
(5)(r)	Sandra Schroeder	Office of the Superintendent Project Manager & Site Coordinator	06/01/25 to 06/30/25 \$50.00
(4)(nr)	Carlos de Arteaga	Office of the Chief of Facilities and Maintenance Auditing and Investigative Support	07/01/25 to 12/31/25 \$45.00
(2)(r)	Erika Banks	Office of Accountability & Efficiency College and Career Readiness	09/15/25 to 03/15/26 \$40.00
(2)(nr)	Barbara Henry	Office of the Chief of Academics College and Career Readiness	01/30/25 to 06/30/25 \$40.00
(5)(nr)	Mariella Kuehn	Office of the Chief of Academics School Bookkeeper	01/30/25 to 06/30/25 \$32.00
(5)(nr)	Alexander Zach	Office of the Chief of Finance + Special Education Intensive Support Classroom Assistant	07/01/25 to 12/31/25 \$30.00
(5)(nr)	Sophia Roth	Office of the Chief of School Administration Reagan Musical Choreographer	09/01/25 to 12/31/25 \$30.00
(5)(nr)	Bruce Dreyer	Office of the Chief of School Administration Grant Project Coordinator	11/10/25 to 12/31/25 \$30.00
(5)(r)	James Tomasello	Office of the Chief of Academics Co-Advisor/Artist in Residence	08/02/25 to 01/02/26 \$30.00
(2)(r)	Teshona Marion	Office of the Chief of School Administration College and Career Readiness	08/01/25 to 12/31/25 \$30.00
(5)(nr)	Paula Kais	Office of the Chief of Academics Scanning Personnel Files	01/30/25 to 06/30/25 \$22.00
(2)(r)	Gregory Davis	Office of the Chief of Human Resources Para Educational Assistant	04/29/25 to 10/26/25 \$20.00
(2)(r)	Davien Holton	Office of the Chief of School Administration Dance Choreography Instruction	05/19/25 to 06/13/25 \$20.00
		Office of the Chief of School Administration	02/01/25 to 05/16/25

- R Resident
- Nr Non-resident
- 1 Native American
- 2 African American
- 3 Asian/Pacific Islander
- 4 Hispanic

- 5 White
- 6 Other
- 7 Two or more

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Committee’s Recommendation

Your Committee recommends that the Board approve the promotions, appointments, leaves, and Limited-Term Employment contracts as listed in the attachments to the item, to be effective upon approval by the board.

Director Siemsen moved to approve the revised appointment list. The motion passed, the vote being as follows:

- Ayes — Directors Ferguson, Herndon, Jackson, O’Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.
- Noes — None - 0.

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(Item 2) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Resignations and Retirements, Affirmative Action

Classified Personnel Transactions

Code	Name	Position	Salary	Date
NEW HIRES				
2	Ashionna Summers	Children’s Health Assistant	\$22,103.36	05/01/2025
5	Mitchelle Moen	Paraprofessional	\$22,218.26	05/07/2025
2	Brittany King	School Secretary 1-10 Month	\$32,984.56	05/08/2025
2	Janet Bland	School Secretary 1-10 Month	\$34,111.28	05/29/2025
PROMOTIONS				
2	Anthony Ensley	School Engineer I	\$65,248.59	04/28/2025
2	Deshandre Brister	Boiler Attendant	\$53,722.36	05/26/2025
2	Eric Goudy	Boiler Attendant	\$49,749.99	05/26/2025
2	Rockell Hurst	Boiler Attendant	\$62,991.61	05/26/2025
2	Brenda Jones	Boiler Attendant	\$56,370.21	05/26/2025
2	Shadmehabed Kinney	Boiler Attendant	\$55,045.70	05/26/2025
2	Fabian Lenard	Boiler Attendant	\$52,397.84	05/26/2025
4	Carlos Roman	School Engineer 1	\$58,511.81	05/26/2025
6	Kahdedra Taylor	School Engineer 1	\$57,163.740	05/26/2025

Leaves of Absence

Illness Leave May 2025	Present Assignment	Effective From
Armando C. Brazzoni	Hamilton High School	May 07, 2025
Rachelle L. Gardner	Itinerant	May 22, 2025
Illness Leave March 2025		
Jessica Delattore	Bruce School	March 20, 2025
Gloria Delgadillo	Vieau School	March 27, 2025
Illness Leave June 2025		
Song M. Thao	Mitchell Elementary	June 06, 2025
Personal Leave August 2025		
Melissa Rhodes	Out of Assignment	August 25, 2025
Jean Vogel	Fernwood School	August 25, 2025

Resignations and Retirements**Certificated Resignations**

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	25.8	5	Lorie Ackermann	Teacher	MSOL	06/16/2025
Other Dist	0.8	5	Renee Anderson	Teacher	Franklin	06/16/2025
Personal	3.7	5	Wade Anderson	Teacher	HS of the Arts	06/17/2025
Retire	34.8	5	Sharon Anich	Teacher	Hamilton	06/16/2025
Retire	24.8	5	Theresa Barnes	Teacher	Clement Ave	06/16/2025
Personal	0.8	5	Kristin Barnick Richardson	Teacher	Bryant	06/16/2025
Personal	4.8	5	John Bartel	Teacher	Marshall	06/16/2025
Retire	33.3	5	Dawn Bigalk	Teacher	Cooper	06/16/2025
Personal	0.8	1	Keziah Bland	Teacher	Obama SCTE	05/06/2025
Retire	35.7	6	Elizabeth Boberschmidt	Teacher	Groppi	06/16/2025
Retire	32.8	2	Nuntiata Buck	Mgr II	Central Svcs	07/03/2025
Retire	19.8	5	Jeffrey Burgher	Teacher	Longfellow	06/18/2025
Retire	25.4	5	Kristina Carstens	Teacher	French Imm	06/16/2025
Personal	1.8	5	Angela Chobanian	Nurse	Central Svcs	06/18/2025
Personal	8.8	5	Jaide Cole	Teacher	Meir	06/16/2025
Other Dist	5.3	5	Ashley Contreras	Teacher	Burdick	06/16/2025
Personal	5.8	5	Michelle Craig	Teacher	Hartford	06/16/2025
Personal	0.8	5	James Czerwinski	Teacher	Ronald Reagan	06/16/2025
Personal	8.8	5	Abigail DeCook	SLP	Central Svcs	06/16/2025
Retire	35.8	4	Gloria Delgadillo	Teacher	Vieau	06/16/2025
Retire	17.8	4	Pamela Diaz	Teacher	South Division	06/16/2025
Retire	28.8	5	Jefferey Farren	Teacher	Clarke	06/16/2025
Other Dist	9.8	5	Lisa Fischer	Teacher	Burbank	06/16/2025
Retire	20.8	5	Cecile Francois	Teacher	Vieau	06/16/2025
Personal	11.8	5	Jan Gamblin	Reg Supt	School Admin	06/30/2025
Retire	32.4	5	Tracy Gavronski	Teacher	Cooper	06/16/2025
Personal	8.8	4	Virginia Gomez Arroyo	Teacher	Fratney	06/16/2025
Personal	9.5	2	Ameshia Greer	Teacher	Douglas	06/13/2025
Retire	24.8	5	Anne Groh	Teacher	Maryland	06/16/2025
Personal	0.8	4	Carina Guerra Lopez	Teacher	Atarms	06/16/2025
Other Dist	5.8	5	Britta Gutschenritter	Psych	Pratt	06/18/2025
Retire	34.8	5	Elizabeth Harrison	Teacher	Central Svcs	06/16/2025
Retire	20.8	2	Dana Hoffman	Teacher	Hartford	06/16/2025
Personal	6.8	2	Marieva Holt	Teacher	Congress	06/16/2025

Retire	25.8	2	Andrew Hopgood	Counselor	Craig	06/16/2025
Personal	1.9	5	Carter Johnke	Teacher	Roosevelt	06/16/2025
Personal	0.2	2	Shanelle Joseph	Teacher	Brown Street	06/16/2025
Other Work	1.6	2	Willie Jude	Dir I	Central Svcs	06/30/2025
Personal	2.9	5	Sara Kemp	Lib Med Spc	Pulaski	06/16/2025
Personal	7.8	5	Hannah Kinney	SLP	Goodrich	06/16/2025
Other Dist	0.8	5	Amelia Klemp	SLP	Victory	06/30/2025
Personal	1.8	5	Draza Kolpack	Counselor	Humboldt Park	06/16/2025
Personal	4.8	3	Bianca Kue	Teacher	95th Street	06/16/2025
Personal	0.8	5	Danielle Kulibert	Teacher	Grantosa	06/16/2025
Personal	10.6	5	Tricia LaCroix	Teacher	HS of the Arts	06/21/2025
Retire	26.8	5	Jennifer Lemke	Teacher	Lowell	06/16/2025
Personal	1.8	5	Julie Love	Teacher	Hawley	06/16/2025
Personal	3.8	4	Nancy Martinez	Social Wrkr	Kagel	06/18/2025
Personal	1.5	5	Emmalyn McWagner	Teacher	Hartford	06/16/2025
Retire	4.8	5	Scott Morgan	Psych	Doerfler	06/18/2025
Personal	0.3	2	Rasha Mosley	BSH I	Central Svcs	05/19/2025
Other Dist	5.4	2	Charles Moutry	Teacher	Green Tree Prep	06/30/2025
Personal	0.8	2	Nwamaka Ottor	Teacher	Lancaster	06/16/2025
Personal	0.8	2	LeJanee Paige	Teacher	Thurston Woods	06/16/2025
Retire	28.1	5	Phil Pape	Teacher	Hamilton	06/16/2025
Retire	23.0	2	Phaleshia Pinder Fearen	Teacher	Roosevelt	06/16/2025
Retire	24.7	5	Anne Piojda Stefanczyk	Teacher	Central Svcs	06/16/2025
Other Dist	6.8	2	Nyomi Pritchard	Teacher	MSL	06/16/2025
Retire	39.7	5	Sharon Redel	Teacher	Kilbourn	06/16/2025
Personal	12.6	2	Avina Richards	Counselor	Central Svcs	06/16/2025
Retire	32.5	4	Luis Rivera	Teacher	Vieau	06/30/2025
Retire	22.8	5	Patricia Rojas	Teacher	Franklin	06/16/2025
Retire	36.2	4	Julieta Saavedra Rivera	Teacher	Vieau	06/30/2025
Other Work	4.8	5	Emily Ryan	Teacher	Honey Creek	06/16/2025
Personal	5.8	3	Phonethip Sangasy	Teacher	Pulaski	06/16/2025
Personal	0.8	5	Abigail Schrang	Teacher	Parkside	06/16/2025
Retire	28.5	5	Sarah Schultz	Teacher	Whitman	06/16/2025
Other Dist	7.3	4	Lucia Segovia Van Berkel	Teacher	Lincoln Ave	06/16/2025
Personal	4.8	2	Fada Shelbourne	Psych	Clarke	05/21/2025
Personal	3.8	5	Hannah Shoemaker	SLP	Cooper	06/16/2025
Personal	26.2	5	Kristine Sielaff Johnson	Teacher	Wedgewood Park	06/16/2025
Retire	28.5	5	Jennifer Smith	Teacher	Project STAY	06/16/2025
Retire	10.4	5	Corinne Steinhoff	Teacher	Hamilton	06/17/2025
Personal	5.2	5	Julie Stephens	Counselor	Carson Acad	06/16/2025
Personal	1.9	2	Jordyn Turner	Teacher	JMAC	06/16/2025
Other Dist	1.8	5	Julia Vascan	Teacher	Parkview	06/16/2025
Retire	10.4	5	Mariann Waller	Teacher	Grantosa	06/16/2025
Personal	7.6	2	Yvonne Wilder	Nurse	Central Svcs	06/18/2025
Retire	27.8	6	Cynthia Wilson	Principal	Vincent	06/19/2025

Personal	3.8	5	Kathleen Zwieg	Teacher	95th Street	06/16/2025
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Classified Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	0.1	2	Charmaine Allen	BSH I	Central Svcs	05/22/2025
Personal	0.7	5	Ruby Balotovsky	Para	Maryland	06/16/2025
Retire	26.0	5	Kerry Calvert	Secretary I	Franklin	06/18/2025
Personal	0.9	2	Janiya Carter	BSH I	Franklin	04/17/2025
Personal	2.8	4	Andrea Cervantes	Para	Hayes	06/16/2025
Retire	3.4	2	Syronia Clark	FSA	Clarke	06/13/2025
Retire	30.9	2	James Dawson	AP	Hamilton	12/09/2025
Personal	5.8	2	Anthony Dowery	Para	Marshall	05/28/2025
Retire	30.6	5	Debra Dunn	Secretary II	F & M	07/11/2025
Retire	27.8	5	Lisa Fricker	Para	Honey Creek	06/16/2025
Retire	29.0	4	Norma Garcia	Secretary II	South Division	07/18/2025
Retire	9.5	5	Juliette Hayes	Plan Asst	Central Svcs	06/30/2025
Personal	2.6	2	Sabrina Hunt	BSH I	Keefe Ave	05/23/2025
Retire	34.8	2	Virginia Johnson	FSA	North Division	06/13/2025
Personal	1.0	5	Charlotte Knepper	Plan Asst	Vincent	06/30/2025
Personal	0.4	2	Isaiah Lee	Para	Bay View HS	05/07/2025
Other Work	0.8	2	Lewis Lindsey	FSM Train	95th Street	06/16/2025
Personal	1.6	2	Amber Mathews Thompson	FSA	Riverwest	05/20/2025
Retire	30.8	5	Ann Mireles	SKM III	MSOL	06/17/2025
Retire	6.6	4	German Novelli	Para	Rogers St	06/17/2025
Retire	21.3	4	Ivelisse Nunez	Para	Hayes	06/17/2025
Personal	0.3	2	Tanisha Palmore	FSA	German Imm	03/31/2025
Personal	0.4	2	Regina Patterson	Safety Asst	School Safety	01/03/2025
Personal	4.8	5	Melissa Pietrzak	Para	Ronald Reagan	06/13/2025
Personal	8.0	4	Ivelisse Rivera	FSA	Parkside	05/30/2025
Personal	1.7	2	Latisha Robinson	Para	Audubon MS	05/23/2025
Personal	0.6	4	Melissa Romo	FSA	Whitman	06/16/2025
Personal	9.8	5	Jessica Sachs	Secretary I	MACL	05/30/2025
Personal	1.9	4	Enrique Santos	Para	Pulaski	06/16/2025
Personal	30.4	5	Heather Schuh	Para	Maryland	06/17/2025
Retire	20.4	5	Nancy Seidl	Para	Emerson	06/16/2025
Personal	9.6	7	Ishmael Simmons	SKM Train	ALBA	05/02/2025
Personal	3.4	4	Diana Sotelo Munoz	Para	Curtin	04/16/2025
Personal	0.3	2	Eriana Thomas	Para	Starms	05/27/2025
Personal	4.9	2	China Triggs	Secretary I	Rufus King HS	05/14/2025
Personal	1.8	2	Kelly Tucker	Para	53rd Street	06/13/2025
Personal	5.8	2	Edrea Turner	Safety Asst	School Safety	04/28/2025
Personal	1.4	4	Damybeth Valentin Cruz	Para	Curtin	06/16/2025
Retire	27.8	2	Evon Veasley	Safety Asst	School Safety	06/13/2025
Other Work	0.4	2	Mirakle Ward Hamilton	Safety Asst	School Safety	04/30/2025
Personal	1.7	2	Lyric Williams	Para	Emerson	06/16/2025
Retire	8.5	5	Deborah Wolf	Para	Pulaski	06/16/2025
Other Work	0.9	2	DiAngelo Wragg	BSH I	Burdick	05/01/2025

Other District – 9 (Classified 0 – Certificated – 9)

Other Work – 5 (Classified 3 – Certificated – 2)

Personal – 65 (Classified 26 – Certificated – 39)
 Retirement –44 (Classified 14 – Certificated – 30)

Monthly Personnel Report

The Affirmative Action report for May 2025 is attached to the minutes of your Committee’s meeting. This is an informational report and no action is required.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Implementation and Assessment Plan

Upon approval by the Board, the personnel transactions will be implemented.

Committee’s Recommendation

Your Committee recommends that the Board approve the promotions, appointments, and leaves as listed in the attachments to the item, to be effective upon approval by the board.

Approved with the roll call vote to approve the balance of the Committees’ reports.

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(Item 3) Action on Approval of the 2025-2026 Salary Schedules

Background

On June 5, 2025, the Board approved salary increases across the board effective July 1, 2025. The salary schedules for 2025-2026 are listed below. Authorized expenditures were previously approved in the FY26 budget.

Administrators & Supervisor Salary Schedule

This group includes positions ranging from administrative assistants through cabinet level and can be either classified or certificated. Salaries range from 200 to 260 days as indicated by Grade: A = 260; C & D = 200; T = 220.

Grade	Job Titles	Min	Mid	Max
00A	Assistant	\$44,853.87	\$50,420.06	\$55,987.17
01A	Assistant I	\$55,685.02	\$65,127.43	\$74,571.22
02A	Assistant II, Paralegal	\$57,773.45	\$68,956.39	\$80,138.45
02C	Assistant II	\$49,996.24	\$59,639.14	\$69,284.15
03A	Assistant III, Associate I, Technician I, Accountant I	\$60,019.33	\$73,087.16	\$86,156.01
04A	Associate II, Technician II, Accountant II, Performance Auditor I	\$64,538.87	\$78,614.24	\$92,688.74
05A	Associate III, Analyst I, Accountant III	\$69,326.99	\$84,537.67	\$99,749.36
05D	Associate III, Analyst I, Accountant III	\$56,949.19	\$73,691.98	\$90,435.64
06A	Coordinator I, Analyst II, Accountant IV, Performance Auditor II	\$77,803.44	\$94,932.46	\$112,061.17
06C	Coordinator I, Analyst II, Accountant IV, Performance Auditor II	\$67,176.04	\$81,900.18	\$96,623.31

07A	Coordinator II, Analyst III	\$81,506.82	\$99,475.33	\$117,444.33
07C	Coordinator II, Analyst III	\$70,345.73	\$85,788.53	\$101,232.84
08A	Coordinator III, Specialist I	\$85,409.32	104,264.25	\$123,119.22
08C	Coordinator III, Specialist I	\$73,706.45	\$89,902.33	\$106,099.34
09A	Supervisor I, Specialist II	\$89,566.51	\$109,310.14	\$129,053.43
09C	Supervisor I, Specialist II	\$77,202.61	\$94,191.88	\$111,182.80
10A	Supervisor II, Specialist III	\$93,789.68	\$114,535.41	\$135,280.53
10C	AP I - Elem, Supervisor II, Specialist III	\$80,873.57	\$98,691.11	\$116,508.68
11A	Manager I, Specialist IV	\$98,287.22	\$120,052.79	\$141,817.88
11C	AP II - MS, Manager I, Specialist IV	\$84,727.45	\$103,419.43	\$122,109.69
12A	Manager II	\$103,017.46	\$125,851.38	\$148,687.49
12C	Manager II, AP III - HS	\$88,741.09	\$108,344.11	\$127,948.28
13A	Manager III	\$107,975.75	\$131,936.02	\$155,896.29
13T	Principal I - K-6, Principal I - K-8	\$102,286.97	\$124,944.75	\$147,600.93
14A	Director I, Principal I - 9-12, Principal I - K-12	\$113,191.05	\$138,328.52	\$163,467.44
14T	Principal I - 6-8, Principal II - K-8	\$106,454.58	\$130,591.82	\$154,727.95
15A	Director II, Comptroller, Principal II - 9-12, Principal II - K-12	\$118,655.25	\$145,034.96	\$171,413.68
16A	Sr. Director, Regional Superintendent	\$124,401.91	\$152,080.77	\$179,758.60
17A	Academic Superintendent	\$149,994.49	\$172,456.43	\$194,918.07
18A	Chief	\$175,587.07	\$192,832.08	\$210,077.54
19A	Deputy Superintendent	\$201,925.13	\$221,756.89	\$241,589.18

Teacher Unit

Steps	Bachelor's 191 days	Master's 191 days	Physical Therapist 191 days	Occupational Therapist 191 days	Speech Language Pathologist 191 days	Nurses 200 days	School Social Workers 200 days	Traveling Music Teacher 191 days
99	\$54,386.11	\$58,133.49	\$62,587.04	\$58,302.51	\$61,211.73	\$62,459.70	\$68,268.88	\$27.31
1	\$56,384.25	\$60,320.32	\$64,773.88	\$60,487.03	\$63,396.25	\$64,646.53	\$70,454.56	\$28.45
2	\$58,383.54	\$62,506.00	\$66,959.55	\$62,673.86	\$65,583.09	\$66,831.05	\$72,641.39	\$29.59
3	\$60,381.68	\$64,692.84	\$69,145.23	\$64,860.70	\$67,768.76	\$69,017.89	\$74,825.91	\$30.72
4	\$62,380.97	\$66,877.36	\$71,332.07	\$67,046.38	\$69,955.60	\$71,203.57	\$77,012.75	\$31.86
5	\$64,379.11	\$69,064.20	\$73,517.75	\$69,233.21	\$72,140.12	\$73,390.40	\$79,198.43	\$33.00
6	\$66,378.40	\$71,251.03	\$75,704.58	\$71,417.74	\$74,326.96	\$75,577.24	\$81,385.26	\$34.13
7	\$68,376.54	\$73,436.71	\$77,890.26	\$73,604.57	\$76,513.79	\$77,761.76	\$83,572.10	\$35.27
8	\$70,375.83	\$75,622.39	\$80,075.94	\$75,791.41	\$78,699.47	\$79,948.60	\$85,756.62	\$36.41
9	\$72,373.97	\$77,808.07	\$82,262.78	\$77,977.09	\$80,885.15	\$82,134.27	\$87,943.46	\$37.54
10	\$74,373.26	\$79,994.90	\$84,448.45	\$80,162.76	\$83,070.83	\$84,321.11	\$90,129.13	\$38.68
11	\$76,371.40	\$82,181.74	\$86,634.13	\$82,348.44	\$85,257.66	\$86,506.79	\$92,315.97	\$39.82
12	\$78,370.69	\$84,366.26	\$88,820.97	\$84,535.28	\$87,444.50	\$88,692.47	\$94,501.65	\$40.95
13	\$80,368.83	\$86,553.10	\$91,006.65	\$86,722.11	\$89,630.18	\$90,879.30	\$96,687.33	\$42.09
14	\$82,368.12	\$88,738.77	\$93,193.48	\$88,906.64	\$91,815.86	\$93,064.98	\$98,874.16	\$43.23
15	\$84,366.26	\$90,925.61	\$95,378.00	\$91,093.47	\$94,001.54	\$95,250.66	\$101,059.84	\$44.36
16	\$86,365.48	\$93,112.45	\$97,564.84	\$93,279.15	\$96,188.37	\$97,437.50	\$103,246.68	\$45.50
17	\$88,363.62	\$95,296.97	\$99,750.52	\$95,465.99	\$98,375.21	\$99,623.17	\$105,432.36	\$-
18	\$-	\$97,483.80	\$101,937.35	\$97,651.66	\$100,559.73	\$101,810.01	\$107,618.03	\$-
19	\$-	\$99,669.48	\$104,124.19	\$99,837.34	\$102,746.56	\$103,995.69	\$109,804.87	\$-
20	\$-	\$101,856.32	\$106,308.71	\$102,024.18	\$104,932.24	\$106,181.37	\$111,990.55	\$-

Steps	Bachelor's 1C 191 days	Master's 1C 191 days	Bachelor's 1D 200 days	Master's 1D 200 days	Bachelor's 1E 260 days
99	59,960.34	64,092.32	62,786.16	67,112.37	66,892.41
1	62,163.90	66,503.14	65,093.39	69,637.24	69,350.14
2	64,367.46	68,912.75	67,400.63	72,159.80	71,807.87
3	66,571.02	71,323.58	69,707.86	74,684.68	74,266.76
4	68,774.58	73,733.19	72,015.09	77,207.24	76,725.65
5	70,979.35	76,142.81	74,323.48	79,730.95	79,183.38
6	73,182.91	78,553.63	76,631.88	82,254.67	81,642.26
7	75,386.47	80,963.24	78,939.11	84,778.39	84,100.00

8	77,590.03	83,374.07	81,246.34	87,303.26	86,557.73
9	79,793.59	85,783.68	83,553.58	89,825.82	89,017.77
10	81,997.15	88,194.51	85,860.81	92,350.70	91,475.50
11	84,200.71	90,604.12	88,168.04	94,873.26	93,933.23
12	86,404.27	93,014.95	90,475.28	97,398.14	96,392.12
13	88,607.83	95,424.56	92,782.51	99,920.69	98,849.85
14	90,811.39	97,835.39	95,090.90	102,445.57	101,307.58
15	93,014.95	100,245.00	97,398.14	104,968.13	103,767.63
16	95,218.51	102,655.82	99,705.37	107,493.01	106,225.36
17	97,422.07	105,065.44	102,012.60	110,016.72	108,683.09
18	-	107,475.05	-	112,539.28	-
19	-	109,885.88	-	115,064.16	-
20	-	112,295.49	-	117,586.72	-

Steps	Master's 1E 260 days	Bachelor's 2F 200 days	Master's 2F 200 days	Bachelor's 1G 191 days	Master's 1G 191 days
99	71,502.25	56,949.19	60,872.53	57,105.48	61,040.39
1	74,190.35	59,041.10	63,162.40	59,204.33	63,336.05
2	76,878.46	61,135.32	65,451.11	61,303.18	65,631.71
3	79,567.72	63,228.39	67,740.98	63,400.88	67,926.21
4	82,256.99	65,320.29	70,028.53	65,500.89	70,221.86
5	84,945.09	67,413.36	72,318.40	67,598.59	72,517.52
6	87,634.36	69,506.42	74,608.27	69,697.44	74,813.18
7	90,322.46	71,598.33	76,896.98	71,796.29	77,108.83
8	93,011.73	73,692.55	79,186.85	73,893.99	79,403.33
9	95,700.99	75,785.62	81,474.40	75,994.00	81,698.99
10	98,389.10	77,877.53	83,764.27	78,091.70	83,994.65
11	101,077.21	79,970.59	86,052.98	80,191.71	86,290.30
12	103,767.63	82,063.66	88,342.85	82,289.40	88,584.80
13	106,455.73	84,156.72	90,631.56	84,388.25	90,880.46
14	109,143.84	86,248.63	92,920.27	86,487.11	93,176.12
15	111,834.26	88,342.85	95,210.14	88,584.80	95,471.77
16	114,522.37	90,435.92	97,498.85	90,683.66	97,766.27
17	117,210.48	92,528.98	99,787.56	92,782.51	100,061.93
18	119,899.74	-	102,076.27	-	102,357.59
19	122,589.00	-	104,366.14	-	104,653.24
20	125,277.11	-	106,656.01	-	106,948.90

1C includes: Emp Tr Specialist	1D includes: Various Instructional Coaches	1E includes: - 12 mo Teacher	2F includes: Library Media Spec	1G includes: O&M Teacher
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*Substitute Teachers are paid \$28.94/hr

*Sub Ben Elig are paid \$32.69

**Long term Substitute Teacher pay adjustment will be an additional \$3.75 per hour, starting the 20th day in the same assignment

***Part Time Teachers \$35.00-45.00/hr depending on experience

****Part Time Nurses \$32.00-\$55.00/hr depending on experience

*****Cert Rate is \$31.17

Permit/Intern Teachers-191 days

Steps	98	99	1
Salary	\$53,419.46	\$54,386.11	\$56,384.25

New resident teachers start at step 98.

New Permit/Intern Teachers start at step 99.

*Upon approved DPI licensure, those at step 99 with one full year of completed service will move to step 1.

Psychologist-200 Days

Steps	Salary
99	\$70,111.89
1	\$73,026.89
2	\$75,941.90
3	\$78,855.76
4	\$81,771.92
5	\$84,685.78
6	\$87,599.63
7	\$90,515.79
8	\$93,429.65
9	\$96,344.66
10	\$99,259.67
11	\$102,174.68
12	\$105,088.53
13	\$108,004.70
14	\$110,918.55
15	\$113,832.40

*Psychometric Assistant \$39.36/hr

Engineers-260 days

Steps	Boiler Attendant Trainee	Boiler Attendant	School Engineer I	School Engineer II	School Engineer III	School Engineer III+	School Engineer IV
99	\$44,970.56	\$51,217.61	\$57,463.46	\$63,709.30	\$69,955.14	\$74,951.33	\$81,197.18
1	\$46,369.30	\$52,579.99	\$58,850.07	\$65,184.40	\$71,591.45	\$76,519.76	\$82,594.70
2	\$47,768.04	\$53,943.58	\$60,237.91	\$66,660.71	\$73,226.54	\$78,086.98	\$83,991.02
3	\$49,165.56	\$55,307.17	\$61,624.52	\$68,137.02	\$74,862.85	\$79,655.41	\$85,387.33
4	\$50,564.30	\$56,669.54	\$63,011.14	\$69,612.12	\$76,499.16	\$81,223.84	\$86,783.65
5	\$51,963.04	\$58,033.13	\$64,398.97	\$71,088.44	\$78,135.46	\$82,791.06	\$88,179.96
6	\$53,360.57	\$59,396.72	\$65,785.59	\$72,564.75	\$79,770.56	\$84,359.49	\$89,576.28
7	\$54,759.31	\$60,760.31	\$67,173.42	\$74,039.85	\$81,406.87	\$85,926.71	\$90,972.59
8	\$56,158.05	\$62,122.69	\$68,560.04	\$75,516.16	\$83,043.17	\$87,495.14	\$92,368.91
9	\$57,555.57	\$63,486.28	\$69,947.87	\$76,992.47	\$84,679.48	\$89,062.36	\$93,766.44
10	\$58,954.31	\$64,849.87	\$71,334.49	\$78,467.57	\$86,314.57	\$90,630.79	\$95,162.75
11	\$60,353.05	\$66,213.45	\$72,721.11	\$79,942.67	\$87,949.67	\$92,199.22	\$96,559.07

Building Service Helper (BSH) I and II-260 Days

Step	"BSH I Hrly Grade FLT E9"	BSH I Annual	BSH II Hrly	"BSH II Annual Grade FLT E1"

99	\$18.41	\$38,286.42	\$20.73	\$43,126.40
1	\$19.02	\$39,562.63	\$21.37	\$44,450.77
2	\$19.63	\$40,838.84	\$22.01	\$45,775.14
3	\$20.25	\$42,115.06	\$22.66	\$47,123.60
4	\$20.86	\$43,391.27	\$23.29	\$48,447.97
5	\$21.47	\$44,667.49	\$23.93	\$49,772.34
6	\$22.09	\$45,943.70	\$24.57	\$51,096.72
7	\$22.70	\$47,219.91	\$25.20	\$52,421.09
8	\$23.32	\$48,496.13	\$25.84	\$53,745.46
9	\$23.93	\$49,772.34	\$26.48	\$55,069.83
10	\$24.54	\$51,048.56	\$27.11	\$56,394.21
11	\$25.16	\$52,324.77	\$27.75	\$57,718.58

BSH I-Hourly
 BSH II-Salaried

1616 Support Staff

Steps	IT Technician I 260 days	IT Technician II 260 days	Social Work Aide II 187 days	Truck Driver/ Inventory/ Supply Clerk 260 days	Grounds-keeper 260 days	Instrument Spec /Small Engine Mechanic 260 days	Instrument Specialist 10M 187 days
99	\$62,194	\$63,748	\$22,873.70	\$58,012.53	\$56,079.26	\$50,685.51	\$38,728.65
1	\$63,427	\$65,012	\$23,432.23	\$59,164.00	\$57,193.16	\$51,700.02	\$39,503.13
2	\$64,660	\$66,276	\$24,276.52	\$60,315.48	\$58,305.85	\$52,713.32	\$40,277.61
3	\$65,893	\$67,539	\$25,120.81	\$61,465.74	\$59,419.75	\$53,727.83	\$41,053.25
4	\$67,126	\$68,804	\$25,952.11	\$62,617.22	\$60,533.65	\$54,741.13	\$41,826.57
5	\$68,359	\$70,067	\$26,796.39	\$63,768.69	\$61,646.34	\$55,754.42	\$42,601.05
6	\$69,592	\$71,331	\$27,640.68	\$64,920.17	\$62,760.24	\$56,768.93	\$43,376.69
7	\$70,824	\$72,594	\$28,484.97	\$66,071.64	\$63,874.14	\$57,782.23	\$44,151.17
8	\$72,057	\$73,858	\$29,316.27	\$67,221.90	\$64,986.83	\$58,795.53	\$44,924.49
9	\$73,290	\$75,121	\$30,160.56	\$68,373.38	\$66,100.73	\$59,810.04	\$45,700.13
10	\$74,523	\$76,385	\$31,004.84	\$69,524.85	\$67,214.63	\$60,823.34	\$46,474.61
11	\$75,757	\$77,649	\$31,849.13	\$70,676.33	\$68,328.53	\$61,836.64	\$47,249.09

Steps	Nutrition Tech 260 days	Nutrition Tech 187 days	LAB 260 days	Engine Mechanic 260 days	Auto Mechanic 260 days	Auto Mechanic Foreman 260 days	Information Specialist 260 days	Kitchen Driver 260 days
99	\$37,323	\$29,632	\$20.54	\$52,669.68	\$59,537.32	\$65,491.06	\$46,495.35	\$28.56
1	\$38,286	\$30,444	\$20.95	\$54,240.54	\$61,310.59	\$67,441.29	\$48,029.84	\$29.09
2	\$39,250	\$31,256	\$21.36	\$55,812.60	\$63,085.08	\$69,393.95	\$49,564.34	\$29.61
3	\$40,213	\$32,069	\$21.77	\$57,383.46	\$64,859.56	\$71,344.19	\$51,098.83	\$30.13
4	\$41,176	\$32,880	\$22.18	\$58,955.53	\$66,632.83	\$73,295.63	\$52,633.32	\$30.67
5	\$42,139	\$33,693	\$22.59	\$60,527.59	\$68,407.32	\$75,247.08	\$54,167.81	\$31.19
6	\$43,102	\$34,504	\$23.00	\$62,098.45	\$70,180.59	\$77,198.53	\$55,702.31	\$31.72
7	\$44,065	\$35,317	\$23.41	\$63,670.51	\$71,955.07	\$79,149.97	\$57,236.80	\$32.24
8	\$45,029	\$36,129	\$23.82	\$65,241.37	\$73,728.34	\$81,101.42	\$58,771.29	\$32.77
9	\$45,992	\$36,941	\$24.24	\$66,813.43	\$75,502.83	\$83,052.87	\$60,304.57	\$33.29
10	\$46,955	\$37,753	\$24.65	\$68,384.29	\$77,277.31	\$85,004.32	\$61,839.06	\$33.82
11	\$47,918	\$38,564	\$25.06	\$69,955.14	\$79,051.80	\$86,955.76	\$63,373.55	\$34.35

Clerical Staff (non ASC)

Step	22C Hourly*	A3B 10 Month	A3E 11 Month	A3A Hourly**	A3A Annual 260 days**	A4E Hourly	A4E Annual 260 days
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		Annual 200 days*	Annual 220 days*				
99	\$19.05	\$30,480.15	\$33,528.53	\$18.41	\$38,282.30	\$20.40	\$42,431.25
1	\$19.77	\$31,640.11	\$34,803.64	\$19.14	\$39,803.43	\$21.23	\$44,153.62
2	\$20.50	\$32,798.86	\$36,078.75	\$19.87	\$41,320.43	\$22.06	\$45,875.98
3	\$21.22	\$33,957.61	\$37,353.85	\$20.59	\$42,837.44	\$22.88	\$47,598.34
4	\$21.95	\$35,117.57	\$38,628.96	\$21.32	\$44,354.45	\$23.71	\$49,321.92
5	\$22.67	\$36,276.31	\$39,904.07	\$22.05	\$45,871.46	\$24.54	\$51,044.29
6	\$23.40	\$37,436.27	\$41,179.17	\$22.78	\$47,388.47	\$25.37	\$52,766.65
7	\$24.12	\$38,595.02	\$42,454.28	\$23.51	\$48,905.48	\$26.20	\$54,489.01
8	\$24.85	\$39,754.98	\$43,729.39	\$24.24	\$50,422.49	\$27.03	\$56,212.59
9	\$25.57	\$40,913.73	\$45,004.50	\$24.97	\$51,939.50	\$27.85	\$57,934.95
10	\$26.30	\$42,072.48	\$46,280.81	\$25.70	\$53,456.51	\$28.68	\$59,657.32
11	\$27.02	\$43,239.85	\$47,563.84	\$26.43	\$54,973.52	\$29.52	\$61,391.33

*This group includes: Sch Secretary (Hourly)-10 MO; Sch Secretary I - 10 MO; and Sch Secretary I - 11 MO

** This group includes: Sch Secretary I - 12 MO; Dupl Equip Operator I; and Telephone Operator

***This group includes: This group includes: Secretary II; Dupl Equip Operator II; Contracts Clerk

Step	AF3 Hourly*	AF3 Annual 260 days*	AF5 Hourly**	AF5 Annual 260 days**	AF7 Hourly***	AF7 Annual 260 days***
99	\$19.69	\$40,950.09	\$22.75	\$47,315.93	\$27.52	\$57,241.65
1	\$20.38	\$42,383.98	\$23.54	\$48,970.42	\$28.25	\$58,761.59
2	\$21.07	\$43,817.87	\$24.34	\$50,626.12	\$28.98	\$60,281.54
3	\$21.76	\$45,252.97	\$25.14	\$52,280.61	\$29.71	\$61,801.49
4	\$22.45	\$46,686.86	\$25.93	\$53,936.31	\$30.44	\$63,321.43
5	\$23.14	\$48,120.75	\$26.73	\$55,590.79	\$31.17	\$64,841.38
6	\$23.82	\$49,555.85	\$27.52	\$57,246.49	\$31.90	\$66,361.33
7	\$24.51	\$50,989.74	\$28.32	\$58,900.98	\$32.64	\$67,881.28
8	\$25.20	\$52,423.63	\$29.11	\$60,556.68	\$33.37	\$69,401.22
9	\$25.89	\$53,858.73	\$29.91	\$62,211.17	\$34.10	\$70,921.17
10	\$26.58	\$55,292.62	\$30.71	\$63,866.87	\$34.83	\$72,441.12
11	\$27.28	\$56,737.19	\$31.50	\$65,528.39	\$35.56	\$73,958.39

*This group includes: Accounting Asst; HR Services Asst; and Payroll Asst

**This group includes: Accounting Clerk II; Accounting Asst II; Payroll Asst II; and Data Support Assistant

***This group includes: Accounting Asst III

Food Service Assistant (FSA), School Kitchen Manager (SKM), Central Kitchen Manager (CKM)-191 days

Step	FSA Hourly Grade GEN B5	FSA In Charge Hourly Grade GEN B5A	SKM Trainee Hourly Grade GEN B6	SKM I	SKM I Annual Grade FLT B1
99	\$18.40	\$18.71	\$18.83	\$19.63	\$29,997.74
1	\$18.96	\$19.26	\$19.39	\$20.22	\$30,897.11
2	\$19.51	\$19.82	\$19.94	\$20.81	\$31,797.68
3	\$20.06	\$20.37	\$20.49	\$21.40	\$32,697.04
4	\$20.61	\$20.92	\$21.04	\$21.99	\$33,597.62
5	\$21.17	\$21.47	\$21.59	\$22.58	\$34,496.98
6	\$21.72	\$22.02	\$22.15	\$23.17	\$35,397.56

7	\$22.27	\$22.58	\$22.70	\$23.75	\$36,296.92
8	\$22.82	\$23.13	\$23.25	\$24.34	\$37,197.49
9	\$23.37	\$23.68	\$23.80	\$24.93	\$38,096.86
10	\$23.93	\$24.23	\$24.36	\$25.52	\$38,996.22
11	\$24.48	\$24.79	\$24.91	\$26.11	\$39,896.53

Step	SKM II	SKM II Annual Grade FLT B3	SKM III	SKM III Annual Grade FLT B5	CKM II	CKM II Annual Grade FLT B6
99	\$20.859	\$31,872.831	\$22.086	\$33,746.705	\$23.926	\$36,558.729
1	\$21.485	\$32,827.949	\$22.761	\$34,778.184	\$24.628	\$37,631.419
2	\$22.110	\$33,784.280	\$23.435	\$35,809.664	\$25.330	\$38,704.108
3	\$22.736	\$34,740.610	\$24.110	\$36,841.143	\$26.032	\$39,776.798
4	\$23.362	\$35,696.940	\$24.785	\$37,871.410	\$26.734	\$40,849.488
5	\$23.988	\$36,653.271	\$25.460	\$38,902.889	\$27.435	\$41,920.966
6	\$24.613	\$37,609.601	\$26.135	\$39,934.369	\$28.137	\$42,993.656
7	\$25.239	\$38,565.931	\$26.810	\$40,964.636	\$28.839	\$44,066.346
8	\$25.865	\$39,521.050	\$27.485	\$41,996.115	\$29.541	\$45,139.036
9	\$26.491	\$40,477.380	\$28.159	\$43,027.594	\$30.243	\$46,210.514
10	\$27.116	\$41,433.711	\$28.834	\$44,059.074	\$30.945	\$47,283.204
11	\$27.742	\$42,390.067	\$29.509	\$45,089.832	\$31.646	\$48,355.798

Children's Health Assistant-189 Days

Step	Hourly	6 Hour Annual Grade MM B9A	6.5 Hour Annual Grade MM B9C	7 Hour Annual Grade MM B9B	8 Hour Annual Grade MM B9
99	\$20.07	\$22,755	\$24,651	\$26,548	\$30,340
1	\$20.71	\$23,488	\$25,445	\$27,402	\$31,317
2	\$21.36	\$24,221	\$26,239	\$28,258	\$32,295
3	\$22.01	\$24,955	\$27,033	\$29,113	\$33,272
4	\$22.65	\$25,687	\$27,827	\$29,969	\$34,249
5	\$23.30	\$26,420	\$28,621	\$30,824	\$35,228
6	\$23.94	\$27,154	\$29,417	\$31,679	\$36,205
7	\$24.59	\$27,886	\$30,211	\$32,534	\$37,182
8	\$25.24	\$28,620	\$31,005	\$33,390	\$38,159
9	\$25.88	\$29,353	\$31,799	\$34,245	\$39,137
10	\$26.53	\$30,085	\$32,593	\$35,100	\$40,114
11	\$27.18	\$30,819	\$33,387	\$35,955	\$41,092

School Nursing Associate-189 Days

Step	Hourly	7.5 Hours Annual Grade MM B1A
99	\$28.74	\$40,745.91
1	\$29.68	\$42,075.12
2	\$30.62	\$43,404.33
3	\$31.56	\$44,733.53
4	\$32.50	\$46,062.74
5	\$33.43	\$47,391.94
6	\$34.36	\$48,704.74
7	\$35.30	\$50,033.95
8	\$36.24	\$51,363.15

9	\$37.17	\$52,692.36
10	\$38.11	\$54,021.56
11	\$39.05	\$55,350.77

*Part Time SNA \$24-31.00/hr depending on experience

Paraprofessional-187 Days

Steps	Para Hourly Grade GEN 04E	6 Hour Para Annual Grade GEN 4A1	6.5 Hour Para Annual Grade GEN 4A2	7 Hour Para Annual Grade GEN 4A3	7.5 Hour Para Annual Grade GEN 4A8	8 Hour Para Annual Grade GEN 4A4
99	\$20.39	\$22,873.70	\$24,779.84	\$26,685.99	\$28,592.13	\$30,498.27
1	\$20.88	\$23,432.23	\$25,384.92	\$27,337.60	\$29,290.29	\$31,242.98
2	\$21.64	\$24,276.52	\$26,299.56	\$28,322.61	\$30,345.65	\$32,368.69
3	\$22.39	\$25,120.81	\$27,214.21	\$29,307.61	\$31,401.01	\$33,494.41
4	\$23.13	\$25,952.11	\$28,114.78	\$30,277.46	\$32,440.13	\$34,602.81
5	\$23.88	\$26,796.39	\$29,029.43	\$31,262.46	\$33,495.49	\$35,728.53
6	\$24.64	\$27,640.68	\$29,944.07	\$32,247.46	\$34,550.85	\$36,854.24
7	\$25.39	\$28,484.97	\$30,858.72	\$33,232.46	\$35,606.21	\$37,979.96
8	\$26.13	\$29,316.27	\$31,759.29	\$34,202.31	\$36,645.33	\$39,088.36
9	\$26.88	\$30,160.56	\$32,673.94	\$35,187.31	\$37,700.69	\$40,214.07
10	\$27.63	\$31,004.84	\$33,588.58	\$36,172.32	\$38,756.05	\$41,339.79
11	\$28.39	\$31,849.13	\$34,503.23	\$37,157.32	\$39,811.41	\$42,465.51

Gen Ed Asst: \$18.40/hr

Child Care Worker: \$18.40/hr

Interpreter-187 days

Steps	Hourly	7 Hour Annual	8 Hour Annual
99	\$30.54	\$39,975.94	\$45,686.79
1	\$31.78	\$41,597.41	\$47,539.89
2	\$33.02	\$43,218.87	\$49,393.00
3	\$34.26	\$44,840.34	\$51,246.10
4	\$35.51	\$46,476.96	\$53,116.52
5	\$36.74	\$48,098.42	\$54,969.63
6	\$37.98	\$49,719.89	\$56,822.73
7	\$39.22	\$51,341.35	\$58,675.83
8	\$40.46	\$52,962.82	\$60,528.94
9	\$41.70	\$54,584.28	\$62,382.04
10	\$42.95	\$56,220.90	\$64,252.46
11	\$44.19	\$57,842.37	\$66,105.56
12	\$45.43	\$59,463.83	\$67,958.67
13	\$46.67	\$61,085.30	\$69,811.77

Safety Assistant-187 days

Step	Hourly	Annual Grade MM Q3
99	\$19.72	\$29,504.35
1	\$20.21	\$30,239.27
2	\$20.96	\$31,350.61
3	\$21.71	\$32,479.88
4	\$22.45	\$33,591.22
5	\$23.21	\$34,720.49

6	\$23.96	\$35,849.76
7	\$24.71	\$36,961.10
8	\$25.46	\$38,090.37
9	\$26.20	\$39,201.71
10	\$26.96	\$40,330.98
11	\$27.71	\$41,460.24

Safety Asst II \$36,972.45 \$48,065.27

School Bookkeeper

Step	10 Month Hourly	10 Month Annual Grade FLT 44 200 days	12 Month Hourly	12 Month Annual Grade FLT 43 260 days
99	\$24.52	\$39,231.07	\$22.63	\$47,075.44
1	\$25.31	\$40,490.62	\$23.36	\$48,592.45
2	\$26.08	\$41,731.64	\$24.07	\$50,061.30
3	\$26.87	\$42,991.18	\$24.80	\$51,578.31
4	\$27.65	\$44,232.20	\$25.53	\$53,095.31
5	\$28.43	\$45,491.75	\$26.23	\$54,564.16
6	\$29.21	\$46,732.77	\$26.96	\$56,081.17
7	\$30.00	\$47,992.31	\$27.68	\$57,574.10
8	\$30.77	\$49,233.33	\$28.41	\$59,091.11
9	\$31.56	\$50,492.88	\$29.12	\$60,559.96
10	\$32.33	\$51,733.90	\$29.84	\$62,076.97
11	\$33.11	\$52,974.92	\$30.57	\$63,593.98

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

The salary schedules presented in the attachments have been budgeted for in the FY26 Superintendent’s Proposed Budget.

Implementation and Assessment Plan

Upon approval of the FY26 budget, the Administration will implement the salary schedules for FY26.

Committee’s Recommendation

Your Committee recommends approval of the 2025-2026 Salary Schedules as presented in the attachment.

Approved with the roll call vote to approve the balance of the Committees’ reports.

* * * * *

(Item 4) Action on Negotiated Collective Bargaining Agreements with PAMPS (Psychologists' Association in the Milwaukee Public Schools) and MTEA (Milwaukee Teachers' Education Association) - Teachers, Educational Assistants, and Bookkeepers/Accountants

Background

As required by state law, the Milwaukee Board of School Directors (MBSD) has engaged in negotiations with its certified collective bargaining units on the subject of base wages. Negotiations have been completed between the MBSD and the following bargaining units: PAMPS (Psychologists' Association in the Milwaukee Public Schools) MTEA –Bookkeepers/Accountants (Milwaukee Teachers' Education Association) MTEA –Educational Assistants (Milwaukee Teachers' Education Association) MTEA – Teachers (Milwaukee Teachers' Education Association) Each agreement has a term of one year (July 1, 2025 through June 30, 2026) and provides for a base-wage increase of 2.95%. The 2.95% base-wage increase will be implemented July 1, 2025.

The full agreements are attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.20 - Contracts, Employee Benefits, and Compensation Plans

Fiscal Impact Statement

The funding for the base wage increases will be incorporated into the FY26 budget.

Implementation and Assessment Plan

Upon approval of the Board, the base-wage increases will be implemented July 1, 2025.

Committee's Recommendation

Your Committee recommends that the Board approve the collective bargaining agreements as attached.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 5) Report with Possible Action on Update on Corrective Action Plan

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

On May 24, 2024, the District received a communication from the Department of Public Instruction (DPI). This communication set forth the need for the District to submit a corrective action plan (CAP) to DPI related to financial reporting. On June 13, 2024, the Board approved a CAP with the DPI that specified how MPS plans to complete and submit all past due financial reports. Additionally, this initial CAP contained a provision for developing a second corrective action plan (CAP 2) to ensure MPS meets all future financial report deadlines. This second CAP was approved by the full board on January 30, 2025. The Administration is providing an update on the CAP 2 and the report is attached.

Section 1 of the CAP 2 focuses on closing out 2023 audit. This was all completed in January 2025.

Section 2 focuses on all components of the FY24 financial and single audit, financial statements, and DPI reporting requirements. This is the section where most of our work is currently focused on completing.

Section 3 focuses on MPS' return to normal reporting timelines for all FY25 reports to DPI, financial statement and single audit and submission of all FY2S items.

Section 4 focuses on process improvements and systematic changes that are necessary to return the Office of Finance to better operations. This includes Wisconsin Uniform Financial Accounting Requirements (WUFAR) compliance and Ed-fi integration, better claiming processes for grants, updating/redesigning processes and in turn updating our financial accounting manual to reflect these changes.

The CAP 2 document, shows dates of completion, boxes marked as in progress and tasks marked as outstanding and some that are blank as they have not come due yet. These dates and updates have been discussed and shared with the DPI prior to this meeting.

The full CAP 2 update report and the CAP 2 document are attached to the minutes of your Committee’s meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.06 - Fiscal Accounting and Reporting

* * * * *

(Item 6) 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

Authorization to Issue Purchase Orders to Various Vendors for Enterprise Licensing and Maintenance Fees

The Administration is requesting authorization to make purchases from various vendors for enterprise licensing and maintenance fees with Fiscal Year 2025-2026 funds. These purchases may be annual, quarterly or monthly payments, but will be made via Purchase Orders issued to these vendors.

These enterprise programs are those essential applications and products that are critical to the District’s functions and, although requisitioned by individual departments, are managed by the Department of Technology.

The chart below summarizes budget codes; requisitioning department; vendor and application or product; and cost.

The total cost of purchases will not exceed \$8,707,063.24.

2025-2026 License Account Enterprise Systems

BUDGET CODE	VENDOR/PRODUCT	FEE
<i>Human Resources</i>		
SFS-0-0-TLN-DW-EMTC	Peoplesoft/Oracle	\$1,494,972.96
SFS-0-0-TLN-DW-EMTC	Frontline (ASEOP)	\$86,429.58
	Sub-Total	\$1,581,402.54
<i>Student Services</i>		
SSV-0-0-TLN-DW-EMTC	Infinite Campus	\$684,130.92
SSV-0-0-TLN-DW-EMTC	School Messenger Notifications	\$137,307.75
	Sub-Total	\$821,438.67

BUDGET CODE	VENDOR/PRODUCT	FEE
<i>Board Governance</i>		
ADT-0-0-TLN-DW-EMTC	Intercom Network	\$5,700.00
<i>Specialized Services</i>		
SSU-0-0-TLN-DW-ECTS	FileMaker (inc. Rec) 100	\$8,549.00
SSU-0-0-TLN-DW-ECTS	MJ Care	\$110,904.00
	Sub-Total	\$119,453.00
<i>Facilities & Maintenance</i>		
BLD-0-0-TLN-DW-EMTC	AssetWorks	\$237,351.78
BLD-0-0-TLN-DW-EMTC	Honeywell ProWatch	\$23,694.00
	Sub-Total	\$261,045.78
<i>Research, Assessment and Data</i>		
SYS-0-0-TLN-DW-EMTC	Data Warehouse (PowerSchool)	\$110,792.90
<i>Finance</i>		
FSC-0-0-TLN-DW-EMTC	IFAS/Business Plus	\$362,140.76
FSC-0-0-TLN-DW-EMTC	Bonfire	\$24,932.88
FSC-0-0-TLN-DW-EMTC	CGCS ActPoint KPI	\$7,325.00
FSC-0-0-TLN-DW-EMTC	DocuSign	\$49,415.79
	Sub-Total	\$443,814.43
<i>College and Career Readiness</i>		
CDV-0-0-TLN-DW-EMTC	Parchment	\$56,138.25
<i>Strategy and Enterprise Initiatives</i>		
SPT-0-0-TLN-DW-EMTC	Smartsheet	\$63,250.00
<i>Nutrition Services</i>		
FSV-0-0-TLN-DW-EMTC	Horizon	\$172,523.64
<i>Accountability and Efficiency</i>		
ADT-0-0-TLN-DW-EMTC	B2Gnow	\$24,001.00
<i>Business Services</i>		
DBS-0-0-TLN-DW-EMTC	Trapeze (MapNet)	\$99,172.72
DBS-0-0-TLN-DW-EMTC	VEO Now (Tablets)	\$73,78.00
DBS-0-0-TLN-DW-EMTC	Bus Conduct	\$5,000.00
	Sub-Total	\$177,950.72
<i>Recreation</i>		
000-0-0-CMP-RC-EMTC	Cayen Afterschool 21	\$63,202.00
CPA-0-0-RCC-RC-EMTC	Rectrac/Vermont Systems	\$41,894.81
CPA-0-0-RCC-RC-EMTC	Timeclock Plus	\$51,264.00
OSD-0-0-TLN-DW-EMTC	CPA-0-0-RCC-RC-EMTC	rSchool Today: HS Sports
		\$114,881.00
	rSchool Today: Youth Sports	\$9,800.00
CPA-0-0-RCC-RC-EMTC	PowerDMS	\$8,866.11
CSV-0-0-ART-RC-EMTC	Survey Monkey- Arts/Humanities	\$8,667.00
	Sub-Total	\$298,574.92

BUDGET CODE	VENDOR/PRODUCT	FEE
<i>Communications and School Performance</i>		
INF-0-0-TLN-DW-EMTC	Titan	\$20,000.00
	Sub-Total	\$20,000.00
<i>Organizational Development</i>		
SDV-0-0-TLN-DW-EMTC	Infor LMS	\$129,202.51
<i>Technology</i>		
TSV-0-0-TLN-DW-EMTC	ADAudit Plus	\$27,126.00
TSV-0-0-TLN-DW-EMTC	Airtame Digital Signage	\$8,330.85
TSV-0-0-TLN-DW-EMTC	Adobe Creative Cloud	\$15,000.00
TSV-0-0-TLN-DW-EMTC	Alfresco	\$84,084.94
TSV-0-0-TLN-DW-EMTC	Amplified IT (Lil SIS)	\$6,750.00
TSV-0-0-TLN-DW-EMTC	ARIN	\$150.00
TSV-0-0-TLN-DW-EMTC	Articulate 360	\$8,350.00
TSA-D-0-3H5-TC-ETRS	Backupify	\$123,116.31
TSV-0-0-TLN-DW-EMTC	Cherwell	\$58,844.00
TSV-0-0-TLN-DW-EMTC	Cloudcard (Staff IDs)	\$3,750.00
TSV-0-0-TLN-DW-EMTC	Cloudfare	\$40,368.45
TSV-0-0-TLN-DW-EMTC	Cisco Duo MFA	\$155,980.00
	CouchDrop SFTP	\$3,771.35
TSV-0-0-TLN-DW-EMTC	Dell Vxrail Maintenance	\$23,378.21
TSV-0-0-TLN-DW-EMTC	Emerson (UPS)	\$56,925.00
TSV-0-0-TLN-DW-EMTC	Ephesoft	\$37,595.25
TSV-0-0-TLN-DW-EMTC	ESRI (GIS)	\$10,000.00
TSV-0-0-TLN-DW-EMTC	GoGuardian	\$302,904.00
TSV-0-0-TLN-DW-EMTC	Google Classroom/Meet	\$293,738.75
TSV-0-0-TLN-DW-EMTC	Gynzy	\$23,809.50
TSV-0-0-TLN-DW-EMTC	HP Enterprise(Microfocus)	\$7,870.02
TSV-0-0-TLN-DW-EMTC	InfoSec IQ	\$32,096.00
TSV-0-0-TLN-DW-EMTC	Kemp	\$4,892.00
TSV-0-0-TLN-DW-EMTC	Lansweeper	\$79,382.00
TSV-0-0-TLN-DW-EMTC	Mediasite	\$15,758.45
TSV-0-0-TLN-DW-EMTC	Microsoft Campus/Server	\$690,391.66
PIN-0-0-TLN-DW-ETEL	Mitel Software Assurance	\$233,700.57
TSV-0-0-TLN-DW-EMTC	Nessus Vulnerability Assessment Scanner	\$5,811.00
TSV-0-0-TLN-DW-EMTC	Paessler PRTG	\$11,995.00
TSV-0-0-TLN-DW-EMTC	Palo Alto	\$282,321.89
TSV-0-0-TLN-DW-EMTC	Pathlock	\$29,329.00
TSV-0-0-TLN-DW-EMTC	Patch MY PC	\$53,395.00
TSV-0-0-TLN-DW-EMTC	Qualstar (Backupworks.com)	\$10,560.00
TSV-0-0-TLN-DW-EMTC	Rise Vision Digital Signage	\$36,720.00
TSV-0-0-TLN-DW-EMTC	Raptor VMS	\$1,700.00
TSV-0-0-TLN-DW-EMTC	Remind	\$71,462.55
TSV-0-0-TLN-DW-EMTC	Rubrik	\$76,824.00
TSV-0-0-TLN-DW-EMTC	Screencastify	\$6,600.00
TSV-0-0-TLN-DW-EMTC	Service Express	\$64,494.65
TSV-0-0-TLN-DW-EMTC	Seesaw	\$198,900.00
TSV-0-0-TLN-DW-EMTC	SmartNet (CISCO)	\$391,400.00
TSV-0-0-TLN-DW-EMTC	Sentinel One	\$526,326.20
TSV-0-0-TLN-DW-EMTC	Tidal Scheduler	\$24,974.27
TSV-0-0-TLN-DW-EMTC	Titan SFTP Server	\$1,250.00
TSV-0-0-TLN-DW-EMTC	Tools4Ever	\$26,859.45

BUDGET CODE	VENDOR/PRODUCT	FEE
TSV-0-0-TLN-DW-EMTC	PowerSchool (Data Warehouse)	\$28,800.00
TSV-0-0-TLN-DW-EMTC	VMware	\$175,000.00
TSV-0-0-TLN-DW-EMTC	WeVideo	\$17,085.06
TSV-0-0-TLN-DW-EMTC	Zoom Meetings	\$55,904.50
	<i>Sub-Total</i>	\$4,445,775.88
	<i>GRAND TOTAL</i>	\$8,707,063.24

TIPS #230105 Authorization to Issue a Purchase Order to IXL Learning, Inc. Math and ELALicenses for Grades 9-12 at Alexander Hamilton High School

The Administration requests authorization to issue a purchase order to IXL Learning, Inc. for licenses covering Math and English Language Arts (ELA) for students in Grades 9–12 at Hamilton High School.

IXL is a comprehensive, standards-aligned educational platform that supports academic success through personalized learning and targeted skill development. It helps ensure that no student falls through the cracks by identifying and addressing learning gaps, tracking progress automatically, and generating individualized learning plans. The platform also supports preparation for assessments such as the pre-ACT and ACT, integrates with existing curriculum, promotes Tier 1 instructional engagement, and provides real-time data to guide instruction.

The package includes:

- 1,600 Math licenses (Grades 9–12)
- 1,600 ELA licenses (Grades 9–12)
- Two 60–90-minute professional development sessions: Foundations I for High Schools and Diagnostic Deep Dive
- Auto-rostering services
- Google Single Sign-On integration

The purchase will be made through The Interlocal Purchasing System (TIPS) Contract #230105.

The licenses will be valid for a 36-month term from July 1, 2025, to July 1, 2028, and the total cost shall not exceed \$91,390.00.

Budget Code: GEN-H-I-BDH-HA-ESUP.....\$91,390.00

Cooperative Authorization to Purchase Virtual Library Services Subscriptions with Breakout EDU and Infobase Holding Inc

The Administration is requesting authorization to purchase one-year subscriptions for district-wide virtual library services with Breakout EDU and Infobase Holding Inc. The current virtual library databases offer continuity in the District’s overall plan to invest in library staffing and technology and continue to be a core resource for the library skills (research and inquiry) curriculum. Digital resources allow students to engage in research/inquiry to investigate topics and provide experiences for self-directed, real-life investigations. These purchases will be paid for with Common School Funds. The Common School Fund provides annual library aid support to all Wisconsin public school districts. Each district must spend its total Library Aid allocation for appropriate library materials by June 30 of that same year. Digital, video-streamed, or web-based resources are earmarked materials that support the school library media program.

The District’s collection of digital resources provides equity to all MPS sites. Additionally, full access to all databases is available from home on a 24/7 basis. On-site and online professional development is available to all MPS educators for all resources. The database renewal costs are outlined below:

Vendor	Products	Subscription Period	Area of Focus	Amount	Cooperative Agreement
Breakout EDU	Breakout EDU	July 1, 2025 - June 30, 2026	K4-12	\$173,397.00	TIPS Approved - Vendor Contract 250106

Infobase Holding Inc	Learn Streaming Collection Mailbox Plus	360 AI	July 1, 2025 - June 30, 2026	K4-12	\$342,488.00	TIPS awarded contract #230105
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The subscription purchases will be paid for with Common School Funds, and the total cost of subscription services will not exceed \$515,885.00.

Budget Code: SLB-0S-CSF-DW-ESWR (School Library - Non-Textbooks)..... \$515,885.00

TIPS 230105 Authorization to Issue a Purchase Order to Renaissance Learning, Inc. for Premium Plus Access to Nearpod

The Administration is requesting authorization to issue a purchase order to Renaissance Learning, Inc. for access to Nearpod premium services for grades PreK-

12. MPS will receive premium plus access to Nearpod for 12 months, July 1, 2025, until June 30, 2026. This product will include premium features for all teachers and students grades PreK-12. It also includes district features like larger class sizes, unlimited storage, Co-teaching, LMS integration, custom professional development and training options, and a dedicated District Success Manager and District Strategy Consultant for onboarding and implementation.

There are 1900 active teacher Nearpod users in Milwaukee Public Schools in the 2025 school year. These teachers are spread across at least 134 different schools. Library Media Specialists and district digital learning coaches have received training in Nearpod and are supporting the teachers in the schools. MPS educators have launched over 17,300 unique Nearpod lessons in the past year, nearly 1300 in May 2025 alone. There have been over 150,000 student joins in the past year, with half of them being live participation and the other half were self-paced lessons. About 80% of the lessons launched are teacher-created and the rest utilize existing lessons from the Nearpod Lesson Library. There are over 8,500 Wisconsin state standards-aligned lessons that already include all of the Nearpod interactive features.

This purchase is made under The Interlocal Purchasing System (TIPS) Cooperative Contract 230105.

This subscription will run from July 1, 2025, through June 30, 2026, and will not exceed \$381,182.98.

Budget Code: GEN-00-INV-DW-ETXB..... \$381,182.98

Report on Change Orders in Excess of \$25,000

In compliance with Administrative Policy 3.09(10)(e)1, the Administration is reporting change orders to existing contracts whose collective net value exceed \$25,000.

Contract: CO32968

Boys & Girls Clubs of Greater Milwaukee, Inc.

On July 26, 2024, the Milwaukee Board of School Directors and Boys & Girls Clubs of Greater Milwaukee, Inc. entered into Professional Services Contract number C032968 ("Contract"), with a term of August 1, 2024, through June 30, 2025, for Community Learning Centers (CLCs). On January 14, 2025, a Request to Change Contract (RCC) was approved to add

\$186,345.68 which was the DPI carryover amounts to the sites on the contract. On May 9, 2025, an RCC was approved to add \$218,000 as a result of the DPI allocation for LightBULB (Building Unity through Learning and Belonging) award.

Original Contract Amount:.....	\$3,728,500.00
RCC 1/14/2025.....	186,345.68
RCC 5/9/2025.....	218,000.00
Ending amount:	\$4,132,845.68

Contract: CO32784

The Steeping Stones Group LLC

On July 1, 2024, the Milwaukee Board of School Directors and The Steeping Stones Group LLC entered into Professional Services Contract number CO32784 (“Contract”), with a term of July 1, 2024, through June 30, 2025, for speech-language pathologists to provide speech language services including speech and language therapy, evaluation of children's eligibility for such services, IEP development, Medicaid billing and other reporting requirements. A Request to Change Contract (RCC) was approved on March 19, 2025 to add funds of \$449,392.92 for increased demand for services due to the SLP shortage. On May 12, 2025, an RCC was approved to add funds of \$55,000 due to increased demand for services.

Original Contract Amount:	\$ 333,333.00
RCC 3/19/2025	449,392.92
RCC 5/12/2025	55,000.00
Ending amount:	\$ 837,725.92

Contract: CO32623

The Steeping Stones Group LLC

On August 1, 2024, the Milwaukee Board of School Directors and The Steeping Stones Group LLC entered into Professional Services Contract number CO32623 (“Contract”), with a term of August 1, 2024 through July 31, 2027 for licensed occupational therapists, occupational therapist assistants, physical therapists, and physical therapist assistants on an as-needed basis to provide student-specific therapy services as identified in Individual Education Programs or Section 504 plans. A Request to Change Contract (RCC) was approved on May 12, 2025 to add funds of \$55,000 due to increased demand for services.

Original Contract Amount:	\$ 450,000.00
RCC 5/12/2025	55,000.00
Ending amount:	\$ 505,000.00

Contract: #CO32820

Board of Regents of the University of the University of Wisconsin System

On October 1, 2024, the Milwaukee Board of School Directors and Board of Regents of the University of the University of Wisconsin System entered into Professional Services Contract number CO32820 (“Contract”), with a term of October 1, 2024 through September 30, 2025, to provide formative data regarding the implementation of the Milwaukee Partnership Schools Project and the activities from the Milwaukee Early Literacy League Learning Year to the project team members.. A Request to Change Contract (RCC) was approved on May 12, 2025 to add funds of \$172,000 for increased demand and to accommodate the change in scope removing the Milwaukee Partnership and adding evaluation of Milwaukee Early Literacy League (Year 1) to include user-friendly data for continuous improvement. The evaluator will focus on the sustainability of collaborative practices within the Milwaukee Early Literacy League (Year 1).

Original Contract Amount:	\$ 159,000.00
RCC 5/12/2025	172,000.00
Ending amount:	\$ 331,000.00

Contract: #CO32819

Board of Regents of the University of the University of Wisconsin System

On October 1, 2024, the Milwaukee Board of School Directors and Board of Regents of the University of the University of Wisconsin System entered into Professional Services Contract number CO32819 (“Contract”), with a term of October 1, 2024 through September 30, 2025, to serve as the external evaluator for both the Milwaukee Partnership Schools Project and the activities from the Milwaukee Early Literacy League Learning Year to the project team members.. A Request to Change Contract (RCC) was approved on May 12, 2025 to add funds of \$172,000 for increased demand and to accommodate the change in scope

removing the Milwaukee Partnership and updating to Milwaukee Early Literacy League (Year 1) and the evaluation report date to “by September 1, 2025.”

Original Contract Amount:.....\$ 162,365.00
 RCC 5/12/2025.....225,000.00
 Ending amount:\$ 387,365.00

Contract: C031716

Wisconsin Conservatory of Music

On August 1, 2023, the Milwaukee Board of School Directors and Wisconsin Conservatory of Music entered into Professional Services Contract number C031716 (“Contract”), with a term of August 1, 2023, through July 31, 2026, for music educators. On May 19, 2025, a Request to Change Contract (RCC) was approved to add \$415,000 due to higher utilization than originally projected.

Original Contract Amount:.....\$1,500,000.00
 RCC 5/19/25.....\$ 415,000.00
 Ending amount:\$1,915,000.00

Monthly Financial reports

The report on revenues and expenditures; the report on budget transfers; the report on contracts awarded with a value under \$50,000 and cumulative total report; and the report on monthly grant awards are attached and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations Over \$5,000			
MacDowell Montessori	* Juneau Letter winners Alumni Assoc	10,000.00	Athletics Donation
<i>Total Monetary Donations Over \$5,000</i>		<i>10,000.00</i>	
Monetary Donations			
Allen-Field School	Elvia Hernandez-Larse	1,483.00	General School Supplies
Bay View High School	First Wisconsin	1,000.00	Robotics Donation
Bay View Montessori School	Badger Meter	500.00	Bay View Montessori's Lego League
Browning School	All Child Safe	97.00	Child Safe Kits
Browning School	Sharp Literacy, Inc.	152.00	Bus Reimbursement for Field Trip
Browning School	Charlotte Matzek	170.00	Bounce House Contract
Browning School	Children's Health Alliance of Wisconsin	1,000.00	Love My Air
Craig Montessori School	Charities Aid Foundation America C/O CyberGrants LLC	100.00	General School Supplies
Craig Montessori School	Charities Aid Foundation America C/O CyberGrants LLC	100.00	General School Supplies
Dr. B Carson Academy of Science	Children's Health Alliance of WI	1,000.00	Love My Air
Forest Home Avenue School	Ricoh	1,500.00	Technology in Instruction

Location	Donor	Amount	Gift or Purpose
Fratney Street School	Lynden Inc	191.27	Bus Reimbursement for Field Trip
French Immersion School	Carmilla Washington	5.00	African Dance
German Immersion School	Mellisa Enriquez	500.00	Camp Upham Woods
German Immersion School	German Fest Milwaukee, Inc	603.75	German Fest
Goodrich School	Goodrich PTO	526.10	Admirals Game Admission
Hawthorne School	Bettye J Washington	1,500.00	Staff Recognition
Holmes School	Children's Health Alliance of Wisconsin	1,000.00	Love My Air
King High School	Burghardt Sporting Goods	156.00	General School Supplies
King High School	K & G Men's Company, LLC	300.00	General School Supplies
King High School	Jason Parry	1,062.00	Baseball Equipment
MacDowell Montessori	* MacDowell PTO	128.82	General School Supplies
MacDowell Montessori	* MacDowell PTO	500.00	PTO Staff Incentives
Morgandale School	National Liquor Mart	150.00	Teacher Appreciation Week
Ninety-Fifth Street School	Jessica E Hasslinger	2,500.00	PBIS
Office of Academics - Specialized Services	Delta Memorial Endowment-Theopa Tolbert	2,500.00	HEP
Parkside School	Anonymous Donor	40.00	Classroom Donation
Parkside School	Anonymous Donor	70.00	Classroom Donation
Parkside School	Anonymous Donor	78.50	Classroom Donation
Starms Discovery School	Childrens Health Alliance of WI	1,000.00	Love My Air
Vieau School	Milwaukee Ultimate Construction	250.00	Parent Engagement Support
Vieau School	First Wisconsin	1,000.00	Robotics Donation
Washington High School	Sage A. Weil & Elise Hanna Lawson	4,000.00	SPED Prom
Westside Academy	Children's Health Alliance of Wisconsin	1,000.00	Love My Air
Zablocki School	Lynden Inc	152.00	Bus Reimbursement for Field Trip
Total Monetary Donations	26,315.44		
Non-Monetary Donations			
Allen-Field School	Marcus Theatres	62.00	Popcorn to Sell at Movie Night
Bay View Montessori School	Governor's Council on Financial Literacy and Capability 629.30		70 Copies of the Book, Deena's Lucky Penny and Piggy Bank Stress Balls
Bethune Academy	DonorsChoose	9.75	Classroom Essentials
Bradley Trade & Tech	DonorsChoose	153.76	Music & The Arts
Browning School	All Child Safe	50.00	Gift Card for Pizza
Browning School	First Stage	191.27	Bus
Browning School	Bradley Company	500.00	Books

Location	Donor	Amount	Gift or Purpose
Burbank School	Brueggers Bagels	100.00	Bagels for Families in Need
Cass Street School	DonorsChoose	117.48	Classroom Essentials
Clara Barton School	Hunger Task Force	960.00	2 Buses for Field Trips
Craig Montessori School	DonorsChoose	831.24	Cornhole Mania at Our School!
Dr. B Carson Academy of Science	DonorsChoose	152.44	Art For Art's Sake
Dr. B Carson Academy of Science	DonorsChoose	299.88	Health Sports & Wellness
French Immersion School	DonorsChoose	136.48	STEM
French Immersion School	DonorsChoose	270.89	Paint the World Colorfully!
Gaenslen School	DonorsChoose	265.22	Student Engagement
Goodrich School	Goodrich PTO	123.91	Baked Goods for the Bake sale
Goodrich School	DonorsChoose	258.58	Literacy & Language
Hayes Bilingual School	DonorsChoose	9.75	Classroom Essentials
Hayes Bilingual School	DonorsChoose	437.91	Paper, Paper, Paper!
Hi-Mount School	DonorsChoose	164.10	Munchy Motivators and Rewards
Keefe Avenue School	DonorsChoose	45.16	Classroom Essentials
Kilbourn School	DonorsChoose	308.75	Literacy & Language, Social Studies
Lloyd Barbee Montessori	DonorsChoose	416.48	Literacy & Language, STEM
Mitchell School	DonorsChoose	19.09	Classroom Essentials
Morgandale School	DonorsChoose	57.83	Classroom Essentials
Neeskara School	Vanessa Ojeda	1,000.00	General School Supplies
Ninety-Fifth Street School	DonorsChoose	180.19	Unplugging Indoor Recess
Ninety-Fifth Street School	DonorsChoose	207.45	Math Support for 4th Graders
North Division High School	Collins & Company Realty	440.00	22 Gift Cards for \$20.00 Each Milwaukee Public Market Field Trip
Office of Academics - Specialized Services	Jim and Chris Coughlin	262.10	Degree and Secret Deodorant
Office of Academics - Specialized Services	* Sonymer Diaz	3,000.00	Zing Stander Size 1
Office of Communications and School Performance - Strategic Partnerships and Customer Service	James Sampson	50.00	School Books
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Yefte Gonzalez - Gamma Alpha Omega Sorority Greater Milwaukee Alumnae Chapter	350.00	Hygienic Items

Location	Donor	Amount	Gift or Purpose
Pulaski High School	DonorsChoose	528.87	Poetry Flies
Roosevelt Middle School	DonorsChoose	255.13	Fueling Future Readers
Spanish Immersion School	Joshua Maiorelle	4,999.99	Easy Stand Bantam Stander
Starms Discovery School	Lashone Hale	5.00	Hoola Hoops, Bubbles, Jump Ropes, Big Balls, Tennis Rackets
Story School	DonorsChoose	458.18	Mathematically Organized
Vincent High School	DonorsChoose	118.56	General School Supplies
<i>Total Non-Monetary Donations</i>		<i>19,196.74</i>	
<i>Total Value of Donations</i>		<i>55,512.18</i>	
<i>* Donations from MPS Alumni</i>		<i>13,628.82</i>	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

This item authorizes expenditures as indicated on the attachment.

Committee’s Recommendation

Your Committee recommends that the Board (1) authorize the purchases and (2) accept the donations as listed in the attachments, with appropriate acknowledgement to be made on behalf of the Board.

Approved with the roll call vote to approve the balance of the Committees’ reports.

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(Item 7) Action on the Award of Exception-to-Bid Contracts

Background

The Administration recommends that the Board approve the following exception-to-bid requests. Prime contractor information, including HUB, COIN, and Student Engagement information may be found in the attachment to your Committee’s meeting.

Exception Authorization to Enter into a Contract with the CMSTEP LLC for Montessori Secondary Teacher Credentialing Services

The Administration is requesting authorization to enter into a contract with CMSTEP LLC for Montessori Secondary Teacher Credentialing Services. Vendor will be used to deliver American Montessori Society Secondary teacher credentialing for up to 10 MPS employees in a blended 24-month diploma course to be held at Clark Montessori School in Cincinnati, OH.

Milwaukee Public Schools (MPS) is home to the largest network of public Montessori programs in the U.S. However, there is a national shortage of Montessori-trained public- school teachers. Sponsoring current or committed MPS educators helps build a workforce that reflects the student population, supports culturally

responsive classrooms, and fosters long-term community investment. To ensure these programs thrive, not just survive, MPS must develop a sustainable pipeline of qualified educators—sponsorship is a proactive way to grow and retain that pipeline. Continuing this relationship with CMSTEP allows MPS to address the Montessori teacher shortage.

The exception to bid has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from July 1, 2025 through June 30, 2027. The total cost of the contract will not exceed \$101,750.00.

Budget Code: SPC-0-0-MSI-NC-EUWT Montessori Strategic Plan, Tuition Specialty)..... 101,750.00

Exception Authorization to Contract with EDBLOX, Inc. d/b/a Elevate K-12 for Online Instruction with Licensed Wisconsin Teachers

The Administration is requesting authorization to enter into a contract with EDBLOX, Inc. d/b/a Elevate K12 to provide Wisconsin Department of Public Instruction licensed teachers for online instruction at the middle and high school level.

Elevate K-12 shall provide approximately 25-30 online instructors to MPS for hard to fill vacancies within the district. Middle school areas of focus shall include 6-8 mathematics, English Language Arts (ELA), science (earth and space, life and physical). High school areas of focus shall include the content areas of mathematics, science (physics, biology, chemistry, environmental and physical science) and ELA.

Instruction shall take place in real time during the instructional day. Elevate K-12 shall assign one Operations Manager (OM) for the School District Program held at designated schools. A virtual Academic Performance Manager (APM) assigned by Elevate K-12 shall monitor the performance of the instruction sessions virtually. MPS shall provide one classroom manager to each classroom.

The Exception to Bid has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

This contract will run from July 1, 2025, through June 30, 2028. The total cost of the contract will not exceed \$6,000,000.00 with a yearly maximum of \$2,000,000.00.

Budget Code: GEN-0-I-BDL-DW-ECTS..... \$6,000,000.00

Exception Authorization to Contract with Global Montessori Educators Institute for Teacher Credentialing Services

The Administration is requesting authorization to enter into a contract with Global Montessori Educators Institute for teacher credentialing services. Contractor shall deliver American Montessori Society Primary teacher credentialing for up to 16 MPS employees in a blended 24-month diploma course.

Milwaukee Public Schools (MPS) is home to the largest network of public Montessori programs in the U.S. However, there is a national shortage of Montessori-trained public- school teachers. Sponsoring current or committed MPS educators helps build a workforce that reflects the student population, supports culturally responsive classrooms, and fosters long-term community investment. To ensure these programs thrive, MPS must develop a sustainable pipeline of qualified educators—sponsorship is a proactive way to grow and retain that pipeline. Establishing this relationship with GMEI allows MPS to address the Montessori teacher shortage.

The Exception to Bid has been granted on the basis of Unique Design: There are no available competitive alternative contractors that can provide the service (Administrative Policy 3.09(7)(E)(1)(b)(i)).

The contract will run from July 1, 2025 through June 30, 2027, and will not exceed \$133,600.

Budget Code: SPC-0-0-MSI-NC-EUWT Curriculum & Instruction) \$133,600.00

Exception Authorization to Issue a Purchase Order to Klett World Languages, Inc. for Student Textbooks

The Administration is requesting authorization to issue a purchase order to Klett World Languages, Inc. for student textbooks

This purchase will support the K5 German program for 560 students at Milwaukee German Immersion School.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of delivery date (Administrative Policy 3.09(7)(E)(1)(b)(vii)).

This will be a one-time purchase and will not exceed \$167,269.00.

Budget Code: GEN-00-INV-DW-ETXB\$167,269.00

Exception Authorization to Enter into a Contract with Literacy Services of Wisconsin Inc for Adult Learning Lab Services

The Administration is requesting authorization to enter into a contract with Literacy Services of Wisconsin Inc for adult learning lab services. This contractor shall manage and staff the adult learning labs at North Division and South Division High Schools.

The adult learning labs will be open to all Milwaukee adults with an emphasis on MPS parents, family members and former students. Participants will receive a comprehensive assessment of their adult learning needs and receive tailored adult education services based on those needs including adult basic education, adult secondary education, English language learning, civics and citizenship education, and computer literacy training. The service delivery format is mutually agreed upon between Contractor, MPS and the student. Delivery may consist of a combination of face-to-face and virtual learning options, as appropriate.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from July 1, 2025 through June 30, 2028.

The total cost of the contract will not exceed \$390,000 over the three-year term. In the first year, \$130,000 will be encumbered, with an additional \$130,000 encumbered on or near the anniversary date of the contract for years 2 and 3.

Budget Code: RAE-0-0-ADE-IF-ECTS (Parent Information – Contract Services)\$390,000.00

Exception Authorization to Issue a Purchase Order to MEP Inc. for Student Textbooks

The Administration is requesting authorization to issue a purchase order to MEP Inc. to acquire student textbooks for World Languages. This purchase will support the K8 Italian program for 463 students at Victory School.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

This will be a one-time purchase and will not exceed \$167,269.00.

Budget Code: GEN-00-INV-DW-ETXB\$167,269.00

Exception Authorization to Enter into a Contract with Qualtrics, LLC for Provision of Survey Software, Associated Dashboards

The Administration is requesting authorization to enter into a contract with Qualtrics, LLC to continue to provide technical support and maintenance as well as administration of the district’s survey software and associated dashboards. This request continues with the use of the software to the Employee Experience Life Cycle and Exit solution. This includes unlimited touchpoints, dashboards, automated directory import, automated actions, expert content and pre-configured questions and reporting, as well as ‘always on feedback’.

Qualtrics, LLC was originally chosen via Quick Quote to provide survey software for the Division of Research and Evaluation, which has expanded to now include all district staff under the current contract. Therefore, 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)).

This contract will run from July 1, 2025 through June 30, 2026, and will not exceed \$252,072.00

Budget Code: SYS-0-0-AMT-RH-ECTS (Instructional Resources – Software)..... \$252,072.00

Exception Authorization to Issue Purchase Orders to the US Postal Service for Meter Postage

The Administration is requesting authorization to issue purchase orders to the US Postal Service (USPS) for meter postage throughout the 2025-26 fiscal year.

USPS meter postage is used to fund internal mailroom equipment when MPS weighs and meters mail being processed for distribution.

The exception from the requirement of a competitive procurement process for these purchases have been granted on the basis that the goods have no available product alternatives and are one-of-a-kind (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The term shall run from July 1, 2025 through June 30, 2026. The total cost of goods purchased from USPS will not exceed \$221,000.

Budget Code: MAL-00-MAL-MM-EPST (Mailroom - Postage)..... \$221,000.00

Exception Authorization to Issue Purchase Orders to the US Postmaster for Meter Postage

The Administration is requesting authorization to issue purchase orders to the US Postmaster for meter postage throughout the 2025-26 fiscal year.

US Postmaster meter postage is used to fund MPS’s permit imprint, which is a preprint that is overlaid on district mailings and referenced at USPS facilities when weighing and delivering.

The exception from the requirement of a competitive procurement process for these purchases have been granted on the basis that the goods have no available product alternatives and are one-of-a-kind (Administrative Policy 3.09(7)(e)(1)(b)(i)).

The term shall run from July 1, 2025 through June 30, 2026. The total cost of goods purchased from the US Postmaster will not exceed \$400,000.

Budget Code: MAL-00-MAL-MM-EPST Mailroom - Postage)..... \$400,000.00

Exception Authorization to Contract with YMCA of Metropolitan Milwaukee, Inc. for Staff Wellness Programming

The Administration is requesting authorization to enter into a contract with YMCA of Metropolitan Milwaukee, Inc. for Wellness Onsite programming for MPS staff members.

Wellness On-Site is a menu of pre-approved wellness programs that employees can order as needed.

The programs are brought on site to the employee’s location at a time that is convenient for them. The District financially supports this program, so there is no out of pocket cost to the staff that participate. Included in the program is group exercise, financial wellness team building, nutritional education, healthy cooking, lunch n learn, stress management, team challenges, and worksite training. All programs aim to improve employees physical, emotional, and professional well-being.

The Exception to Bid has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

This contract will run from July 1, 2025, through June 30, 2028. The total cost of the contract will not exceed \$149,997.00 with a yearly maximum of \$49,999.00.

Budget Code: SDV-0-0-EMB-DW-ECTS..... \$149,997.00

Exception Authorization to Issue a Purchase Order to Curriculum Associates, LLC for Personalized Interventions, Teacher Toolbox and Diagnostic Assessments

The administration is requesting authorization to issue a purchase order to Curriculum Associates, LLC to provide uninterrupted assessment, personalized computer-based interventions and comprehensive teacher resources in reading and mathematics for all MPS students in grades K-8. These resources will support benchmarking, personalized instruction for all, and targeted (Tier 2) and intensive (Tier 3) academic interventions.

This continuity ensures uninterrupted access to established learning pathways and robust progress monitoring systems, preventing any disruption to ongoing academic growth trajectories.

The i-Ready platform's comprehensive alignment with our existing K-6 mathematics curriculum creates significant operational efficiencies by streamlining our instructional framework and eliminating redundant testing and assessment protocols.

The Exception to Bid has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from July 1, 2025 through June 30, 2026 and the total cost will not exceed \$2,285,998.95.

Budget Code:

SYS-0-0-AMT-RH-ECTS (ASSESSMENT BUDGET).....	\$291,372.40
OSC-0-S-UO6-RH-ECTS (ATSI/CSI BUDGET - 280).....	\$614,912.30
SDV-0-S-3Z6-DW-ESUP (MRI/CSI Budget - 283).....	\$863,981.36
OSC-0-S-1T6-RH-ECTS (Title Budget).....	\$515,732.89

Exception Authorization to Enter into a Contract with MGT Impact Solutions, LLC for Consulting Services

The Administration is requesting authorization to enter into a Contract with MGT Impact Solutions, LLC for consulting services. Contractor will be used to deliver project management and process improvement for FY25 financial reporting requirements to DPI and external auditors. They will also be aiding in the FY26 chart of account updates to work towards Wisconsin Uniform Financial Accounting Requirements (WUFAR) compliance. The Contractor will aid in rewriting processes, redesigning the year end close process, and designing and charting the new chart of accounts.

This project is designed to support rebuilding capacity, improving processes, and designing improvements within the Office of Finance. This will benefit the District to allow for more timely and accurate financial reporting, improved internal controls, and an improved, efficient, and effective work environment.

The Exception to Bid has been granted on the basis of one-of-a-kind (Administrative Policy 3.09 (7)(e)(1)(b)(i)) and delivery date (Administrative Policy 3.09(7)(E)(1)(b)(vii)).

The contract will run from July 1, 2025, through December 31, 2025, and will not exceed \$480,000.00.

Budget Code: HXP-0-0-SUP-SO-ECTS\$480,000.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Committee's Recommendation

Your Committee recommends that the Board authorize the exception-to-bid contracts as set forth in the attachments to this item,

Director Jackson moved to approve the exception to bid contracts, including the contract with MGT [which was not presented at the Committee's meeting]. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Herndon, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.
Noes — None -0.

* * * * *

(Item 8) Action on the Award of Professional Services Contracts

Background

OMNIA R210605 Authorization to Extend a Contract Language Line Services, Inc. for Language Interpretation and Video Interpreting Services

The Administration is requesting authorization to extend a contract with Language Line Services, Inc. for over the phone foreign language interpretation services and video interpreting services in a variety of languages to students and families across the District.

The benefits afforded under Omnia cooperative agreement R210605 allows the District to receive discounted pricing for services from this state Contractor. This Contractor offers over the phone interpretation (OPI) services in over 200 languages and video remote interpreting (VRI) services in 85 languages. In addition, the District uses these services constantly in special education settings, where VRI services offer American Sign Language (ASL) interpreters who comply with our state requirements. MPS is a multicultural, multilingual school district and actively uses this system to communicate in 77 languages.

This Contract was chosen pursuant to the cooperative purchasing agreement with the OMNIA Partners Contract Number R210605.

The initial term was July 1, 2024, through June 30, 2025. The second one-year term (Year 2) is from July 1, 2025, through June 30, 2026.

The total cost of Year 2 will be \$155,000.00.

Budget Codes: OGA-0-0-SSF-CI-ECTS (Language Services) \$155,000.00

RFP 1106 Authorization to Extend a Contract with Sysco Eastern Wisconsin, LLC for Prime Vendor/Distributor for Food and Supplies

The Administration is requesting authorization to extend a contract with Sysco Eastern Wisconsin, LLC (Sysco) for the delivery of food and supplies to Milwaukee Public Schools. This contractor will be responsible for ordering, warehousing, delivering food/supplies and providing information/services for the District's Department of Nutrition Services.

The contract allows the District to develop a working relationship with a prime vendor/distributor to provide a broad range of products and services through a single distribution system.

Contractor was chosen pursuant to RFP 1106, which closed on March 13, 2023. The initial term was July 1, 2023, through June 30, 2024. The second one-year term was from July 1, 2024, through June 30, 2025. The third one-year term (Year 3) will be from July 1, 2025, through June 30, 2026. The contract provides four additional one-year options to extend if certain performance metrics are met with two additional one-year options remaining.

The total cost of Year 3 from July 1, 2025 through June 30, 2026 will not exceed \$33,000,000.00.

Budget Codes:

LNC-0-0-LNH-XX-EFOD Food – Lunch

LNC-0-0-LNH-XX-EACR Food Ala Carte/Catering – Lunch

LNC-0-0-LNH-XX-ESUP.....	Supplies-Consumable – Lunch
LNC-0-0-LNH-XX-ENCQ	Non-Capital Equipment – Lunch
LNC-0-0-LNH-XX-EFCM	Commodities (Federal) – Lunch
BKF-0-0-BKF-XX-EFOD.....	Food – Breakfast
BKF-0-0-BKF-XX-ESUP	Supplies-Consumable – Breakfast
BKF-0-0-BKF-XX-ENCQ.....	Non-Capital Equipment – Breakfast
SFS-0-0-SLN-XX-EFOD	Food – Summer School
SFS-0-0-SLN-XX-ESUP.....	Supplies-Consumable – Summer School
SFS-0-0-SLN-XX-ENCQ	Non-Capital Equipment - Summer School
SFS-0-0-SLN-XX-EFCM	Commodities (Federal) – Summer School
DNR-0-0-DNR-XX-EFOD	Food – Dinner
DNR-0-0-DNR-XX-ESUP.....	Supplie-Consumable – Dinner
SNK-0-0-SNK-XX-EFOD	Food – Snack
SNK-0-0-SNK-XX-ESUP.....	Supplies-Consumable – Snack
CAT-0-0-FNP-XX-EFOD.....	Food – Non-program
CAT-0-0-FNP-XX-ESUP	Supplies-Consumable – Non-program
RFP 1111 Authorization to Extend a Blanket Contract with Lingua Pros, LLC for Translation Services	

The Administration is requesting authorization to extend a blanket contract with Lingua Pros, LLC, for translation services. This contractor provides written translation services in a variety of languages to schools and departments across the District.

MPS is a multicultural, multilingual school district. The translation services provided by Lingua Pros, LLC, support the District’s needs to make sure families of all languages are able to receive information about the District, their schools and their children in the language in which they are most comfortable reading.

This vendor was chosen pursuant to RFP 1111, which closed on April 21, 2023. The initial term was July 1, 2023, through June 30, 2024. The second one-year term was from July 1, 2024, through June 30, 2025.

This Contract (Year 3) shall be in effect from July 1, 2025, through June 30, 2026 and shall not exceed \$1,000,000.00.

Budget Code: 000-0-0-000-BL-ECTS (Translation and Interpretation– Contract Services) ...\$1,000,000.00

RFP 1111 Authorization to Extend Two Blanket Contracts with Lakeside Ventures, Inc. dba International Languages for Translation and Interpretation Services

The Administration is requesting authorization to extend two blanket contracts with Lakeside Ventures, Inc. d/b/a International Languages (Lakeside) for translation and interpretation services. This contractor provides written translation services in a variety of languages to schools and departments across the District; and oral interpretation for district and school events.

MPS is a multicultural, multilingual school district. The services provided by Lakeside provide the support the District needs to make sure families of all languages are able to receive information about the District, their schools and their children in the language in which they are most comfortable reading and speaking. The interpretation services provided ensure important District events are as inclusive as possible.

This vendor was chosen pursuant to RFP 1111, which closed on April 21, 2023. The initial term for each contract was July 1, 2023, through June 30, 2024. The second one-year term for each contract was from July 1, 2024, through June 30, 2025. The third one-year term will run from July 1, 2025 – June 30, 2026.

The total cost of the translation services contract in Year 3 will not exceed \$300,000. The total cost of the interpretation services contract in Year 3 will not exceed \$200,000.

Budget Code: 000-0-0-000-BL-ECTS Translation and Interpretation– Contract Services) \$500,000.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Committee’s Recommendation

Your Committee recommends that the Board authorize the professional services contracts as set forth in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committee’s report.

* * * * *

(Item 9) Action on the Request to Waive Administrative Policy 3.09(9)(e) and Enter into Blanket Purchase Orders for Textbooks and Instructional Materials and Professional Services Contract for Leasing of Digital Copy Machines

Background

RFP 1146 Authorization to Waive Administrative Policy 3.09(9)(e) and Enter into Blanket Purchase Orders with Mandarin Matrix Inc., Vista Higher Learning, Inc., Klett World Languages, Inc., and ASLdeafined for World Languages and Language Immersion Textbooks and Instructional Materials for Grades K-12

The Administration is requesting authorization to create blanket purchase orders with Mandarin Matrix Inc., Vista Higher Learning, Inc., Klett World Languages, Inc., and ASLdeafined for World Language and Language Immersion Textbooks and Instructional Materials to be used during the 2025-2033 School Years.

In accordance with the textbooks/instructional materials adoption rules of Administrative Policy 7.26, Textbooks/Instructional Materials Adoption, a textbooks/instructional materials evaluation committee was formed because of the Board’s Action on November 21, 2024, which opened World Language categories for selection studies. The committee has completed the necessary studies with respect to World Languages and Language Immersion Textbooks and Instructional Materials for grades K-12.

Contractors were chosen pursuant to RFP 1146, which closed on January 31, 2025.

The Administration is requesting to waive Administrative Policy 3.09(9)(e) three-year term and authorize the contracts for an eight (8) year period which would allow the district to ensure price levels for eight years.

The contract term would run from July 1, 2025, through June 30, 2033, and the total amount would not exceed \$8,078,199.25. The total amount for each contract over the eight-year term is listed below.

Contractor	Amount
Mandarin Matrix Inc	\$171,600.00
Vista Higher Learning, Inc.....	\$7,741,972.78
Klett World Languages, Inc.....	\$144,226.47
ASLdeafined	\$20,400.00
Budget Codes: GEN-0-0-INV-DW-ETXB (Textbooks).....	\$8,078,199.25

Cooperative Authorization to Waive Administrative Policy 3.09(9)(e) and Enter into a Contract with James Imaging Systems, Inc. for the Leasing of Digital Copy Machines

The Administration is requesting authorization to enter into a Contract with James Imaging Systems, Inc. for the Leasing of (3) Digital Copy Machines: Konica Minolta C4080 w/ TU510, Konica Minolta 7136 with PB, and Konica Minolta 7136 w/ SD513.

In accordance with Administrative Policy 3.09(7)(e)1a, this master agreement is based on a contract generated from a competitive bidding process held by NASPO pricing through the State of Wisconsin contract #505ENT-M25-MFDCOPIER-00, Konica contract # 505ENT-M25-MFDCOPIER-04.

MPS is able to piggyback off that master agreement as a member of the Wisconsin NASPO cooperative government purchasing alliance. James Imaging Systems, Inc. submitted for discounted pricing concession under NASPO pricing for Milwaukee Public Schools from Konica Minolta.

The Department of School Business and Transportation Services, after evaluating multiple vendor offerings, made the determination that this equipment is best suited, in addition to being the most economical, for the Division of Duplicating Services to continue providing quality services and products needed for district stakeholders.

The Administration is requesting to waive Administrative Policy 3.09(9)(e) three-year term and authorize the lease for a five (5) year period which would allow the district to ensure price levels for five years.

The Contract term would run from July 1, 2025, through June 30, 2030, and the cost of the agreement will not exceed \$114,250.92 annually, with a (5) year total not to exceed \$571,254.60

Budget Codes: DUP-0-0-DUP-DW-EMTC (COPIERS)\$571,254.60

HUB and Student Engagement information may be found in the attachments to your Committee’s minutes.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contract will begin as indicated in the attachments.

Committee’s Recommendation

Your Committee recommends that the Board waive Administrative Policy 3.09 and authorize the blanket purchase orders and professional services contract as set forth in the attachments to this item.

* * * * *

(Item 10) Update, with Possible Action, on Findings from 2023 Financial Statement Audit**Background**

For the 2023 audited financial statements presented on February 20, 2025, the external auditors Baker Tilly LLP presented many findings during their presentation. This file is an update on the remediation of those findings. The 2023 Reporting and Insights file and the update on these findings prepared by the Office of Finance are attached to the minutes of your Committee's meeting. .

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.06 - Fiscal Accounting and Reporting

Committee's Recommendation

Your Committee reports having received the following update. Although this item was noticed for possible action, no action is required.

Approved with the roll call vote to approve the balance of the Committee's report.

* * * * *

(Item 11) Action on Recommended FY26 Plan of Audits and Report on District Risk-assessment Plan**Annual Plan of Audits FY26**

1. Annually, the Board of School Directors adopts an Annual Plan of Audits which identifies audit activities that the Office of Accountability and Efficiency-Audit Services will conduct during the ensuing fiscal year.

2. After the continuing and required audits have been determined, the next step in developing the annual audit plan involves utilizing the results of the District Risk Assessment. Audit Services staff also review Board's proceedings to identify possible audit topics. These audit topics then serve as the basis for drafting the annual audit plan, which provides information on possible audits and anticipated resources required to complete each audit.

3. The proposed FY26 Annual Plan of Audits and District Risk Assessment have been completed and submitted for the Board's review and approval. The plan includes continuing and required audits and proposed audits. Included with the recommendation is a summary of available days which identifies estimated resource requirements for each audit and shows how available days will be used to support the audit plan.

4. The proposed FY26 Annual Plan of Audits includes audit activities for the Board-approved Audit Services areas, including liaison with the external audit firm and district departments, departmental and program audits, fraud investigations and other reviews, including external audit reviews, and school audits with corresponding days. This year's FY26 Annual Audit Plan includes both cyclic and non-cyclic departmental and program audits. Cyclic departmental and program audits will be scheduled on a recurring basis in high risk/high-impact areas such as human resources operations, public records request processes payroll, financial reporting, IT Security, among others. Other program evaluations include reviews of district bilingual programs, FMS billing and work order processes, and follow up reviews of student expulsion, accounts payable and payroll internal control audit recommendations.

5. Per Board Governance Policy 2.12, Board Audits: Annual Plan and Coordination, audits not ordered in the Audit Plan, but later determined to have major implications to the District, require the Board's approval to amend the annual plan of audits. This policy also provides for the Director of the Office of Accountability and Efficiency to have the authority to approve critical and emergency audits during the year.

The proposed Audit Plan for FY26 is attached to the minutes of your Committee's meeting.

Report on FY26 District Risk Assessment

Per Board Governance Policy 2.12 Board Audits: Annual Plan and Coordination, the Board shall adopt an audit plan each year. In carrying out audit duties and responsibilities, the Office of Accountability and Efficiency-Audit Services staff shall have continual unrestricted access to all functions, records, property, and personnel of the District in meeting its specific audit objectives. This includes full access to all systems that input, process, store and report any and all information of the operations of the District which are not limited or otherwise restricted by law or other Board established rule or procedure. The school board, as the community's representatives, is accountable for everything that occurs within a school system. This accountability comes with a considerable amount of risk. This risk must be managed and school boards 1) monitor progress toward their goals and guardrails, and 2) engage auditors to conduct audits. Internal auditing services are called upon by the school board to provide independent risk mitigation oversight for the school board and actionable operations insights for the superintendent and their leadership team. This is accomplished by analyzing, planning, auditing and reporting. Analyzing risk begins with a risk analysis of operational units and functions throughout the organization. Below is a summary of the risk assessment survey process.

This district risk assessment tool has been used since FY16 and has been updated annually to continue to assist Audit Services in identifying risks and prioritizing audit resources.

Audit Services has completed the FY26 risk assessment survey process as a means to help identify, measure, and rank potential audit areas based on the level of risk to the District and as a tool in preparing the FY26 Annual Audit Plan. Risk-assessment questionnaires distributed to 77 office directors, managers and key personnel, in 38 departments, had a 100% return rate.

Of the 77 responses received and a comparison from prior year results identified:

- 73 (95%) were aware of MPS Fraud Reporting Tools;
- Unfortunately, 27 (35%) reported obstacles that would have prevented their departments from performing work tasks, an increase from 19% in the prior year;
 - Staff turnover continued to be a concern with 50 (65%) reporting a change in key personnel a significant increase from 39% reported in the prior year; with 15 (19%) indicating this turnover caused a disruption in services;
 - 17 (22%) reported a technology upgrade or other operational change, an increase from 12% in the prior year;
 - 15 (19%) indicated that they did not have complete written standard operating procedures (SOP) or the SOPs were still being developed for staff to follow, an increase from 13% reported in the prior year;
 - 11 (14%) reported theft, fraud, waste or abuse, an increase from 11% in the prior year;
 - 10 (13%) noted no annual performance evaluation performed;

Audit Services has reviewed the responses and performed an analysis of risk levels to six specific categories -- People, Fraud, Operations, Technology and Systems, Legal, and Financial- to arrive at an overall risk-and-audit priority.

In addition to the risk-assessment results, this past year an outside firm hired to conduct a Superintendent Search, reported challenges the district faced, including public trust issues, which were further examined through an outside operational review by a consultant hired by Governor Evers.

Their review identified the perception that there was a lack of honesty and transparency that was contributing to a lack of public trust. The district was also tasked with addressing lead-based paint issues. Those reports along with other factors affecting prioritization include requests from the Board of School Directors, audit resources, prior audit results, and whether recommendations have been implemented timely, value-added impact to the organization, and degree of organizational change in the functional area. All of these factors are addressed when devising the recommended audit plan in order to demonstrate commitment to transparency and continuing to build public trust for effective district operations.

A high-risk area does not necessarily mean that an office is managed ineffectively or that it is not functioning properly but merely indicates that the services or functions are inherently high-risk activities due to large expenditures or revenues, large amounts of cash, public interest, mission-critical operations, or support for other critical internal operations. The overall results identify the areas of activities with the highest risk factors, as described above, that may warrant or benefit from additional management action or standard operating procedures.

The areas of higher risk include the Office of Finance (Financial), Office of Operations (Operations) and the Office of Human Resources (People). Audit resource days have been included in the FY26 Annual Plan of Audits in the higher-risk areas of district operations.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

2.12 - Board Audits: Annual Plan and Coordination

Fiscal Impact Statement

NA

Implementation and Assessment Plan

NA

Committee’s Recommendation

Your Committee recommends approval of the FY26 Annual Plan of Audits and District Risk Assessment as attached.

Approved with the roll call vote to approve the balance of the Committee’s report.

* * * * *

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 Revise the Audit Advisory Committee Charter

Background

In response to the Corrective Action Plan approved by the Department of Public Instruction and the Milwaukee Board of School Directors, the Office of Accountability and Efficiency is recommending the Board approve the revised Audit Advisory Committee Charter per additional Best Practices recommendations, as follows:

Milwaukee Public Schools Audit Advisory Committee Charter REVISED

Establishment:

Pursuant to action by the Milwaukee Board of School Directors (Board) on January 30, 2025, there is hereby created an Audit Advisory Committee (Committee), established for the purpose of providing the Board with an objective, independent, unbiased, and knowledgeable audit advisory body. The Audit Advisory Committee supports Internal Audit operations and advises the Board through the Accountability, Finance and Personnel (AFP) Committee on both external and internal audit matters.

- A. The Audit Committee shall make recommendations to the Board through the AFP Committee and the Administration based on the results of internal and external audit reports received.

- B. The ~~Audit~~ Committee upholds the independence of the Office of Accountability and Efficiency (OAE) – Audit Services function, via the Chief Auditor reporting functionally to the Audit Committee, thus ensuring full compliance with Government Accountability Office (GAO) Yellow Book Auditing Standards.
- C. The Board delegates to the Committee the powers and duties specified herein.

Membership:

- A. The committee shall consist of five voting members and may include one non-voting member
 - 1. The Board of School Directors shall have one Board member, appointed by the Board President, who shall serve as Chairperson
 - 2. The Mayor of the City of Milwaukee shall nominate one member confirmed by the Board of School Directors and the Comptroller of the City of Milwaukee shall nominate one member confirmed by the Board of School Directors
 - 3. ~~Two~~ One members shall be nominated by the Board of School Directors Office of Accountability and Efficiency (OAE) and be confirmed by the Board of School Directors. ~~They shall be residents of Milwaukee County with expertise in auditing or finance and one member shall be nominated by the Office of Accountability and Efficiency (OAE) and confirmed by the Board of School Directors, they shall be residents of Milwaukee County with expertise in auditing or finance and~~ at least one shall be a certified public accountant or certified internal auditor
- B. The Committee members shall designate the Vice Chairperson
- C. There may be one non-voting member from another outside agency nominated by the Office of Accountability and Efficiency (OAE) and confirmed by the Board of School Directors
- D. As a function of their role, the Chief Auditor shall be an advisory, non-voting member of the Committee
- E. Each member shall serve on the Committee until the earlier of the date that:
 - his or her successor is appointed;
 - the member resigns from the Committee
- F. The Committee may invite individuals to provide subject matter expertise or factual knowledge of a matter under consideration

Responsibilities of the Chair

The Chairperson has the following authority and duties with respect to the operation of the Committee.

- call meetings of the Committee
- set the agenda of each Committee meeting
- preside over Committee meetings; and
- circulate resolutions, if any, to the voting members of the Committee

Terms of Office: Vacancies

- A. The term of the School Board Committee member shall be for one year, subject to reappointment by the Board President.
- B. The term of the Mayor of the City of Milwaukee's members shall be for three years
- C. The term of the Comptroller of the City of Milwaukee's members shall be for three years
- D. The term of the remaining members shall be for four years and those remaining members who serve for two consecutive terms may not be reappointed for four years after completion of those terms
- E. Members shall continue to serve until a successor is appointed and confirmed. A vacancy on the ~~Board~~ Committee shall be filled in the same manner of the original appointment

Conflicts of Interest

- A. Committee members shall follow MPS policy regarding conflicts of interest. No Committee member shall vote or participate in any determination of any matter from which the Committee member shall receive a special private gain or benefit.
- B. Committee members have a duty of loyalty that precludes them from being influenced by motives other than the accomplishment of the purposes of the Committee and shall act pursuant to the Committee's power, duties and responsibilities of this Charter.

Meetings: Quorum; Absences

- A. The Committee shall meet at least four times per year, additional meetings may be called by the Chair of the Committee or a majority of the members of the Committee
- B. Three members of the Committee shall constitute a quorum
- C. Each member of the Committee shall serve without compensation
- D. A member of the Committee may be removed only for cause by the Board of School Directors, President, subject to the approval by the Board of School Directors
- E. Any member missing three consecutive meetings shall be deemed to have resigned their membership on the Committee unless the Committee shall, by majority vote, excuse the absence

Amendments

This Charter may be amended at any time, subject to approval by the Board. Copies of this document, and any amendments thereto, will be distributed to each member of the Committee. The provisions set forth in this Charter are not intended to alter any applicable legal standards.

Power, Duties and Responsibilities

The Committee shall have the following powers and duties in carrying out its responsibilities under this Charter. These functions shall serve as a guide with the understanding that the Committee may carry out additional functions and make recommendations to the Board relative to district policy and procedure as may be appropriate in light of changing fiduciary, legislative, regulatory, business or other conditions.

- A. To review and make recommendations on the Chief Auditor's annual plan of audits before submission to the Board of School Directors through the AFP Committee
- B. To monitor follow-up on reported audit findings to ensure corrective action is taken by the Administration, including the results of the external auditor's reports
- C. To report to the Board through the AFP Committee, on an as-needed basis, its insight into the district's financial reporting, school, district, and program audit processes, internal controls, and assurances, helping the Board make informed financial decisions and making them aware of potential risks
- D. To evaluate the findings and recommendations of the peer review of the Audit Services function as required by recognized government auditing standards
- E. To address and make recommendations regarding any other auditing issue (including, but not limited to, proposing modifications to district policy and procedure, and reviewing any proposed future modifications to Board Governance 2.12, and Administrative Policy and Procedure 6.38)
- F. To review the results of the Annual Audit Plan activities and ensure that an Annual Performance Evaluation of the Chief Auditor was conducted by the Senior Director of the OAE.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Sa - Board Advisory Committees

Fiscal Impact Statement

There are no expenditures associated with this item.

Implementation and Assessment Plan

Upon approval by the Board, the Office of Accountability and Efficiency will work to implement the Audit Advisory Committee as indicated in the attachment.

Committee's Recommendation

Your Committee recommends approval of the changes to the Audit Advisory Committee Charter as attached.

Director O'Halloran moved to hold this item to the July Regular Board meeting. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Herndon, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.
Noes — None.

* * * * *

(Item 2) Action on a Request to Approve Revisions to Board Governance Policy 2.10 Board Advisory Committees

Background

In March 2025, the Board approved a request to establish an Audit Committee Charter, establishing an Audit Advisory Committee. To ensure alignment with the Committee Charter and the Board's policy on Advisory Committees, the following change is recommended relative to the residency requirements:

(2) RESIDENCY OF PEOPLE SERVING AS COMMITTEE OR TASK FORCE MEMBERS

The residency conditions of people serving as committee or task force members shall be as follows:

(a) A majority of the members of each advisory committee or task force shall legally reside within the City of Milwaukee.

(b) The Board Clerk/Chief Officer, Office of Board Governance, shall be responsible for authentication of residency of each individual.

(c) Exceptions to (2)(a) and (b) above may be made only by a majority vote of the full Board of School Directors or as set forth in any governing advisory committee charter as approved by the Board.

(d) A list of the members of committees and task forces is to be brought back to the Board as an informational report.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

2.10 - Board Advisory Committees

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

Upon approval by the Milwaukee Board of School Directors, the Office of Board Governance will make and publish revisions to the policy.

Committee’s Recommendation

Your Committee recommends approval of the revisions as attached to the item.

Approved with the roll call vote to approve the balance of the Committees’ reports.

* * * * *

(Item 3) Action on a Request to Reaffirm Administrative Policy 8.18 Student Involvement in Decision Making

Background

Per Board 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.

Policies, rules, and procedures are reviewed in an ongoing bases. The Administration has reviewed the following policy:

Administrative Policy 8.18 Student Involvement in Decision Making.

It has been determined that the policy listed above is still appropriate to the mission of the district and does not need modifications at this time.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 8.18 - Student Involvement in Decision Making

Fiscal Impact Statement

No fiscal impact.

Implementation and Assessment Plan

Upon Board approval, Administrative Policy 8.18 Student Involvement in Decision Making will remain as written.

Committee’s Recommendation

Your Committee recommends that the policy be modified to add that two alternatives may be elected by the Superintendent's Student Advisory Council and that the Board may choose to allow for a stipend for participating students.

Approved with the roll call vote to approve the balance of the Committees’ reports.

* * * * *

COMMITTEE ON PARENT AND COMMUNITY ENGAGEMENT

Director Ferguson presented the following report for the Committee on Parent and Community Engagement:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Parent and Community Engagement presents the following report:

(Item 1) Action on Resolution 2526R-002 by Director Jackson on the Acknowledgment of the Contributions of Black Students

Background

Director Jackson has introduced Resolution 2526R-002 on an acknowledgment of the contributions of Black students. The Resolved portion of the resolution reads:

RESOLVED, That the Milwaukee Board of School Directors hereby adopts the following statement acknowledging the contributions of Black students to our schools:

At Milwaukee Public Schools, we proudly serve and uplift the brilliance, resilience, and potential of the Black children in our community. We recognize the historical and systemic challenges that impact their journeys, and we are committed to creating a nurturing and empowering environment that honors their identities, celebrates their culture, and provides equitable opportunities for success. The Milwaukee Board of Directors stands with our children, families, and community to build pathways for excellence, leadership, and lasting change;

and be it

FURTHER RESOLVED, That beginning the month following Board approval, and thereafter, at each official meeting of the Milwaukee Board of School Directors, the meeting shall include the acknowledgement of honoring the presence and power of Black students shall be read by the presiding officer; and, be it

FURTHER RESOLVED, That the acknowledgement of honoring the presence and power of Black students be used at appropriate Milwaukee Public School public gatherings, especially those that relate to place and culture.

Statute, Administrative Policy, or Board Rule Statement

1.01 - Vision and Mission

Committee's Recommendation

Your Committee recommends adoption of the resolution.

Director Reza moved to adopt the resolution. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Herndon, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.

Noes — None.

* * * * *

COMMITTEE ON STRATEGIC PLANNING AND BUDGET

Director O'Halloran presented the following report for the Committee on Strategic Planning and Budget:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Strategic Planning and Budget presents the following report:

(Item 1) Report of Budgetary Activities of June 2025

Background

Your Committee reports the following activities for the month of June 2025:

June 5, 2025

Your Committee reports having received an information briefing on the FY26 budget. The proposed budget summary, the supplements for school budget and office budgets, the budget line item detail, and the Superintendent's presentation are attached to the minutes of your Committee's meeting.

Your Committee also reports having given public hearing on the FY26 proposed budget.

June 12, 2025

Your Committee reports that no amendments were proposed for consideration. Your Committee also reports having given public hearing on the FY26 proposed budget.

Your Committee recommends that the Administration bring a plan for extracurricular programs to the Board in the October cycle, to include equity within extracurriculars as well as budgetary information.

June 17, 2024

Your Committee reports giving the public hearing in accordance with Wisconsin Statute Wisconsin Statute 119.16(8)(a)

June 24, 2025

Your Committee reports that a meeting of the Committee on Strategic Planning and Budget is scheduled to be held on June 24, 2025, at 5:30 p.m.

Strategic Plan Compatibility Statement

- Goal 1, Academic Achievement
- Goal 2, Student, Family and Community Engagement
- Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.01 - Annual Operating Budget

Committee's Recommendation

Your Committee recommends that the Administration bring a plan for extracurricular programs to the Board in the October cycle, to include equity within extracurriculars as well as budgetary information.

Your Committee further reports considering the FY26 Proposed Budget, and providing an opportunity for amendments to it, at its meeting of June 24, 2025. No recommendations were made.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 2) Consideration of, and Possible Action on, Restructuring the Charges of the Committees on Parent and Community Engagement and Student Achievement and School Innovation

Background

The Board has maintained a decades-long practice of dividing its work into standing committees. The role of the committees is to structure and manage the work of the Board. It is at the committee level where

the Executive Officers present items, where administrative or invited experts provide background information and answer questions, and where public hearing is given. The committee then reports its findings and recommendations back to the Board. Currently there are five standing committees:

- the Committee on Parent and Community Engagement
- the Committee on Student Achievement and School Innovation
- the Committee on Legislation, Rules and Policies
- the Committee on Accountability, Finance, and Personnel
- the Committee on Strategic Planning and Budget

The powers and duties of each committee, and the frequency with which the committees meet, are codified within the Board's rules. The purpose of this item is for the Board to consider a possible restructure of the Committee on Parent and Community Engagement in a way that balances the need for the Committee to efficiently handle the business before it while also creating opportunities for meaningful engagement with the community.

The Board may wish to consider the following with respect to the powers and duties of the committee.

- Consideration of all items concerning Special Education and Title I matters would move under the charge of the Committee on Student Achievement and School Innovation (SASI).
- The Committee's name would be changed to Committee on Family and Community Engagement.
- The focus of the meetings would alternate. Reporting and action items under the charge of the committee would be considered bi-monthly. In the alternate months the Committee would hold community engagement activities.
- The Chair would have flexibility to deviate from using Robert's Rules of Order as a meeting format during engagement activities, to better facilitate engagement.

Statute, Administrative Policy, or Board Rule Statement

2.05 - Committee on Parent and Community Engagement - Powers and Duties

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

Should the Board approve changes to the charges of these Committees, the Office of Board Governance will bring to the Board any necessary revisions to Board Rules and will work with the Committee chairs to facilitate the changes.

Committee's Recommendation

Your Committee recommends that the changes described in the Background be implemented and that OBG work with the Administration in setting the design of the PACE (FACE) committee.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 3) Action on a Request to Approve the Long-Term Capital Improvement Plan

Background

Wisconsin Statute 120.137 has been created to allow school districts to establish a trust fund for the purpose of funding long-term capital improvements. The fund, which the Department of Public Instruction (DPI) has identified as Fund 46, enables school districts to make deposits to the trust on an aid-eligible basis to accumulate funds for future capital projects.

Milwaukee Public Schools established the trust fund in May of 2015. The current balance of the long-term capital improvement fund is at about \$98 million. This file is to make modifications to the plan to add lead remediation and new priorities. The FY26 plan adds \$27.8 million including lead remediation.

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.01 - Annual Operating Budget

Fiscal Impact Statement

The fiscal impact is laid out in the long-term capital improvement plan with a \$27.8 million planned for FY26.

Committee’s Recommendation

Your Committee recommends that the Board approve the Long-Term Capital Improvement Plan with the modifications for FY26.

Approved with the roll call vote to approve the balance of the Committees’ reports.

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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) Presentation of the 2025 MPS Valedictorians and Salutatorians

Your Committee reports having given recognition to this year's Valedictorians and Salutatorians.

Background

The administration is pleased to honor the 2025 MPS Valedictorians and Salutatorians for their impressive academic accomplishments.

School	Valedictorian	Salutatorian
The Alliance School of Milwaukee	Jayla King	Majazzani Garner
Audubon Technology and Communication High School	Alex Caswell	Luis Enrique Razo
Katin Ekins		
Bay View High School	Aiden Her	Dejan Devic
Lynde and Harry Bradley Technology and Trade School	Gabriel Fennell	Abu Ahmad Sayed Ahmad
Carmen Middle/High School of Science and Technology Northwest Campus	Curtis Corbett	Gabriella McManus
Carmen High School of Science and Technology South Campus	Lizbeth Valdez-Mayorga	Orlando Garcia Alvarez
Carmen Middle/High School of Science and Technology Southeast Campus	Yurida Garcia Herandez	Leslie Martin
Green Tree Preparatory Academy	Maya Thompson	Damarion Ransom
James E. Groppi High School	Tavares Franklin...	Kejuan Robinson
Alexander Hamilton High School	Martin Ruvalcaba...	Aqil Moore
Hmong American Peace Academy	Silvia Xiong...	Lydia Thao
Edward A. MacDowell Montessori School	Mya Gladney	Nathaniel Roberts
James Madison Academic Campus	Lanyiah Cash...	Shaleena Hudson

School	Valedictorian	Salutatorian
Milwaukee Marshall High School	Taylor Fields	Darnarvionna Robinson
Golda Meir School	Alex Holzman	Samuel Freund
Milwaukee High School of the Arts	Delia Bozich...	Elisabeth Schulte
Milwaukee School of Languages	Chase Nickel	Elsa Hendricks
Milwaukee Virtual Program	Devin Minella-Farley	Cameron D. Kubiak
North Division High School	Luis Mascorro...	Sonya Coffee
Barack Obama School of Career and Technical Education	Isaiah McCoy	Tyrese Price
Project STAY High School	Ja'Layla Madison	Bella Bogan
Casimir Pulaski High School	Karisma Stroik	Brenda Pichardo
Ronald Reagan College Preparatory High School	Ahmed Mian	
	Alan Nguyen	
	Chloe Quirk	
	Elise Mucker	
	Griffin McGarry	
	Kayla Gomez	
	Kostanca Shtrepi	
	Lajdeep Kaur	
	Luis Rojo	
	Luca Ricco	
	Maeve Harrison	
	Marissa Taylor	
	Max Larson	
	Myles Pointer-Mace	
	Riley Roemer	
	Truc Nguyen	
	Veda Wegner	
	Will Berger	
	Zora Penager- Davison	
Riverside University High School	Kristion Childs	April Cha
Rufus King International High School	Anavi Alston	
	Taelor Banks	
	Bethzabeth Beltran	
	Finnegan Detzer	
	Owen Driscroll	
	Benjamin Elko	
	Nihran Fusi	
	Manuel Ishag	
	Camryn Kerwin	
	Corbeau Martin- Caldwell	
	Liliana Scannell	
	Torsten Thiel	
	Iris Yu	
South Division High School	Shukuru Wilondja...	Medard Ebasomba
Transition High School	Amore Jones	Richard Harris
Harold S. Vincent School of Agricultural Sciences	Samia Bell	Cody Vang
		Ab Sheng Xiong
Washington High School of Information Technology	Malik Jones	Jakhia Robinson- Brooks
Wisconsin Conservatory of Lifelong Learning	Summer Pietrowiak	Cormauria Kearney

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Fiscal Impact Statement

N/A

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(Item 2) Transmittal of and Possible Action on the Achievement Gap Reduction Program's End-of-Semester Report

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

The Student Achievement Guarantee in Education (SAGE) program began in the 1996-1997 school year with authorization from Wisconsin Statutes, Section 118.43. The program, which was administered by the Department of Public Instruction (DPI), was subsequently expanded due to the successes demonstrated by the schools that had begun the program in 1996.

State legislation was passed in 2015 that concluded the SAGE program and authorized the Achievement Gap Reduction (AGR) program per Wisconsin Acts 53 and 71. School districts were given the option to continue SAGE for an additional year (2015-16). Effective in the 2016-2017 school year, all SAGE schools transitioned to the Achievement Gap Reduction program.

MPS has 63 traditional schools and one non-instrumentality charter school that currently participate in the AGR program.

Milwaukee Public Schools leverages the following strategies when implementing this program:

Instructional coaching for teachers provided by a licensed teacher in grades K5 through 3rd; and

Maintenance of 18:1 or 30:2 classroom ratios in K5 and provision of professional development in small group instruction.

The AGR program requires that each school describe its implementation of the program and report its objectives and success in achieving them to the school board every semester.

AGR Schools

Brown	Burbank	Clarke	Celmens
Congress	Fifty-Third	Franklin	Hi-Mount
Hopkins-Lloyd	Jackson	Keefe	LaFollette
Metcalfe	Neeskara	Pratt	Sherman
Siefert	Starms Disc	Starms ECC	Story
Westside	Cass	Elm	Fratney
Gaenslen	King Jr.	MACL	Victory
Obama	WCLL	Barton	Browniong
Bruce	Bryant	Carson	Eighty-first
Engleburg	Grantosa	Hampton	Hawthorne
Kluge	Lancaster	Maple Tree	Milw. Sign
			Language
Parkview	River Trail	Stuart	Thoreau
Thurston Woods	Townsend	Allen-Field	Doerfler
Forest Home	Grant	Greenfield	Hayes
Lincoln	Longfellow	Lowell	Mitchell
Rogers	Zablocki	LaCausa	Emerson

AGR Strategies

1. Instructional coaching for teachers in K5 through grade 3; and,
2. Maintenance of 18:1 or 30:2 classroom ratios in K5

Walkthrough Data

- 633 District walkthroughs
- 31 AGR Schools
- 66 classrooms

Use of High-quality Instructional Materials

- 5.0% Exceed Expectations
- 69.8% Meet Expectations
- 19.95 Developing
- 5.3% No evidence

Are Students Engaged in Discussions

- Yes – 64.2%
- No – 36.8%

STAR Reading Data FY25 Fall to Spring

Increase in students scoring On Target and Significantly Above Target
 Decrease in students scoring Significantly Below

aimswebPlus – Reading – Winter to Spring

Data

24 AGR schools increased students above 25th %tile
 2 AGR schools stayed the same

Considerations

New Assessment
 Training and implementation
 Limited time between testing windows

Response

Student centered coaching provided
 Personalized reading plans

STAR Math FY25 Fall to Spring

Increase in students scoring At/Above Target
 Decrease in students scoring Significantly Below

Math

iReady

50 schools visits from iReady specialists
 Focus on Try It, Discuss It, Connect It instructional framework
 Targeted goals set
 30 Schools supported

ST Math

Post quiz scores rose 10.36 percentage points
 Effect size of .41
 > 0.25 statistically significant

Coaching

156 visits Counting Collections
 160 visits iReady
 6-week student centered coaching cycles in 21 AGR Schools

PLCs

Accomplishments and Next Steps

Accomplishments

- District coaches provided targeted students-centered coaching support to 33 AGR teachers
- Completed districtwide and AGR walkthroughs
- Added additional resources to a Google Classroom specifically for AGR teachers

Next Steps

- Continue to provide districtwide training specific to small group reading instruction and math
- Continue to engage in districtwide and AGR walkthroughs
- Continue to add resources to the AGR Google Classroom
- Monitor strategies for AGR

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 1.01 - Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

There were no reports presented this month.

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(Item 2) Monthly Report of the President of the Milwaukee Board of School Directors

To support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission, the President’s activities during the months of June 2025 included the following:

Academic Achievement

Academic Audit Review: I participated in a briefing with the MGT consulting firm to go over their findings from the Governor’s audit of academics in MPS. This comprehensive review will give us valuable insights into how to lead and support the right work moving forward.

Superintendent Evaluation: I worked with the Office of Board Governance (OBG) and the Wisconsin Association of School Boards (WASB) to set up the superintendent evaluation process and to facilitate a goal-setting session with the Board.

Student, Family and Community Engagement

Recent activities and ongoing initiatives:

Media Engagement: As Dr. Cassellius approached her first 100 days, I spoke with reporters regarding the urgency she has shown with her leadership to start to address findings in the operational and academic

audit, her high expectations of the work that needs to be done quickly, and her belief that every child has a classroom that is safe, welcoming, and has a quality, licensed teacher.

Enhancing Student Voice in Decision-Making: I engaged with students from the Superintendent's Student Advisory Council (SSAC) and worked with the Administration to bring forward a policy recommendation regarding student participation in board meetings. The Board reaffirmed its commitment to upholding student voice in decision-making and invited the SSAC to bring forward ideas for how best to implement this policy. I was proud to see this work moving forward and to hear from students who shared their thoughts on what the Board's commitment could look like. I am looking forward to working with the Administration and these students to bring those ideas to life.

Graduation Ceremonies: I attended the graduation ceremonies for Pulaski and Hamilton high school and extend my sincere congratulations to the entire class of 2025.

Effective and Efficient Operations

Establishment of the Audit Advisory Committee: I chaired an orientation meeting of the Audit Advisory Committee where we reviewed relevant policies and Board rules and discussed the Audit Advisory Committee (AAC) charter updates. The Office of Accountability and Efficiency is helping to develop a reporting tool to help communicate to the AFP Committee and the Administration.

Budget Meetings: I attended several public hearings on the superintendent's proposed budget and participated in conversations with the community and with the superintendent to gather insights and share feedback on the current budget and what's ahead.

Special Audit: I participated in conversations with Rumph and Associates, the firm that reviewed our fraud, waste and abuse policies and practices. The report highlighted the strengths of our current practices and offered opportunities for greater collaboration and the development of a proactive employee code of ethics. I am confident that this work will lead to more transparency, greater efficiencies, and a stronger culture across the district.

Lead Safety in Schools: I continue to engage with the Administration to ensure the Board receives updates regarding the district's progress, staff training, project management, decluttering, testing, monitoring, water and soil safety recommendations and communications related to the districts lead safety work.

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NEW BUSINESS

(Item 1) Action on the FY26 Superintendent's Proposed Budget

Background

The District's financial planning and budget development is a year-round process guided by the Milwaukee Board of School Directors' goals, the Five Priorities for Success, and the approved budget priorities.

The attached 2025-26 Proposed Budget reflects the collaborative efforts of schools, families, the district, community stakeholders, and the Milwaukee Board of School Directors. Meaningful discussions took place to determine where and how public dollars are spent, ensuring equitable resource allocation that prioritizes school funding.

The proposed budget reflects the commitment to providing all MPS children with the best possible learning experiences.

Strategic Plan Compatibility Statement

- Goal 1, Academic Achievement
- Goal 2, Student, Family and Community Engagement
- Goal 3, Effective and Efficient Operations

**Statute, Administrative Policy, or Board Rule
Statement**

Admin Policy 3.01 - Annual Operating Budget

Fiscal Impact Statement

The proposed budget for July 1, 2025, through June 30, 2026, is balanced. A balanced budget is one in which funding authorized for each Fund matches the projected revenues.

The projected 2025–26 revenue in the School Operations Fund is \$1.548 billion.

The total 2025-26 Proposed Budget, which includes operations, nutrition, extension, construction, and grant funding is \$1.548 billion.

Recommendation

That the Board determine how it wishes to proceed with respect to the FY26 Superintendent's Proposed Budget.

The Board recessed from 9:09 to 9:12 p.m. during the consideration of this item.

Director Ferguson moved to adopt the proposed FY26 budget, inclusive of the Budget Resolutions and the proposed budget supplements for school budgets and for offices.

The resolutions for the School Operations, Construction, and Extension Funds are as follows:

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 \$1,303,436,543 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 \$1,303,436,543 will be required for the operations of the Milwaukee Public Schools and that a total of *[\$AMOUNT TO BE DETERMINED]* 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 \$2,657,049 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, *[\$AMOUNT TO BE DETERMINED]* by a tax levy on all real and personal property in the City of Milwaukee subject to taxation for Milwaukee Public School purposes in 2026, said amount to be in addition to the money received from other miscellaneous sources.

EXTENSION FUND

RESOLVED, That, pursuant to the provisions of Section 119.47, Wisconsin Statutes, relating to the Extension Fund, the Board of School Directors hereby advises the Common Council that the amount of \$39,390,496 will be required for the maintenance of playgrounds, recreation centers, and similar activities during the 2026 Fiscal Year, and that *[\$AMOUNT TO BE DETERMINED]* 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.

The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Herndon, O'Halloran, Siemsen, Vannoy, and President Zombor — 6.
Noes — Directors Jackson and Resz— 2.

The Board reconsidered this motion with the vote being as follows:

Ayes — Directors Ferguson, Herndon, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President
Zombor — 8.
Noes — None — 0.

The Board adjourned at 9:15 p.m.

TINA OWEN-MOORE, Ed. L.D.
Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
JULY 31, 2025**

Regular meeting of the Board of School Directors called to order by President Zombor at 5:34 p.m.

Present — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen, and President Zombor — 8.

Absent and Excused— Director Vannoy – 1.

AWARDS AND COMMENDATIONS

Before proceeding with the agenda, President Zombor asked for a moment of silence for the following members of the MPS community:

- James Peters, a district Locksmith
- Elaine Drinan, a retired Special Education Program Supervisor
- Connie Gobert, a retired teacher from North Division High School
- Antonio Howell, a 9th grade student from Milwaukee High School of the Arts
- Joseph Kiehl, a retired teacher from Barton School
- Dennis Miller, a retired teacher from Carleton School
- Joseph Nemoir, a retired Assistant Principal
- Patricia Ottmann, a retired teacher from Humboldt Park School
- Gerald Scully, a retired Building Laborer
- William Shimek, a retired Database Specialist from the Technology Department
- David Stacy, a retired teacher from Sholes Middle School
- Brenda Ward, a retired School Social Services Manager
- Ryann Wilson, a 7th grade student from Hi-Mount School

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of the April 2025 Special meeting and the May Special and Regular meetings were approved by consensus.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Report with Possible Action from the Superintendent of Schools

Background

Each month, the Superintendent will share updates with the Milwaukee Public Schools (MPS) Board of Directors and the broader MPS community. These updates will serve as an overview of the month’s developments, offering insight into various events, initiatives, and milestones achieved. It will highlight activities, academics, and various areas where gains and growth are noted, ensuring that both successes and challenges are communicated.

Professional Learning Institute

PLI took place this Monday through Wednesday at the University of Wisconsin-Milwaukee, preparing our leaders for the school year ahead.

Listen and Learn Tour

We will continue to hear from students, families, staff, and community members at five stops in August. Those stops are: James Madison Academic Campus; Congress; South Division; Gaenslen; German Immersion; Curtin; MACL; and Metcalfe.

Strategic Plan Compatibility Statement

- Goal 1, Academic Achievement
- Goal 2, Student, Family and Community Engagement
- Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 2.10 - Administrative Reports

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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(Item 2) Report on the April 2025 Human Resources Review by The Council of Great City Schools (CGCS)

Background

In the spring of 2025, the Superintendent requested that the Council of the Great City Schools (CGCS) conduct a high-level management review of the school district’s Office of Human Resources. The purpose of this review was to evaluate the current structure and operations within the HR department. The CGCS was asked to identify opportunities to improve existing processes and to develop recommendations that support greater efficiency, effectiveness, and alignment with the district’s strategic goals.

The Council will present its findings and recommendations at the July 31st Board meeting.

Key Findings – Commendations

The request for this review was evidence that the district’s senior leadership recognized that talent acquisition, development, and retention of human capital are critical factors in the role of the Human Resource Services Department in the district’s ability to meet its strategic goals and focus on continuous improvement.

A Wisconsin Department of Public Instruction survey of public-school districts with 15 or more schools ranked MPS first in average teacher salaries for the 2024 - 25 school year at \$74,863, surpassing other large districts such as Madison Metropolitan (\$70,330) and Green Bay Area Public Schools (\$66,854).

The team found that OHR personnel were hard-working and dedicated, managing significant volumes of manual work daily.

A significant portion of the workforce, particularly within the Office of HR, has long tenure (20+ or 30+ years), representing a wealth of experience.

MPS ranked in the 'Best Quartile' for four (4) Human Resources Key Performance Indicators (KPI) in the 2022-2023 CGCS Managing for Results Survey

CGCS 2022-2023 Human Resources KPIs	MPS	CGCS National Median	Notes
Employee Separation Rate - School-Based Exempt Staff	4.8%	9.2%	Best Quartile
Exit Interview Completion Rate	50.8%	18.0%	Best Quartile
Substitute Placements With A BA/BS Or Higher	100%	93.0%	Best Quartile
Teacher Retention - Remaining After 1 Year	83.51%	73.0%	Best Quartile

Key Findings – Leadership / Management

Only one of the 19 recommendations from the 2019 CGCS review has been fully implemented.

Source	# Recommendations	# Completed
2024-25 OHR Department Initiatives	11	4
2025 Consultant Review (OHR Section)	3	0
2019 CGCS Review	19	1

The Office of Human Resources operated without a well-defined strategic direction, lacking defined goals, objectives, and priorities supported by measurable metrics. The office also lacked crucial management tools for implementing course correction and driving progress.

There appeared to be minimal alignment between OHR initiatives and broader district strategic goals, limiting the ability to support the organization's educational mission.

Collaboration with Other Departments

Insufficient collaboration across departments and teams hampered proactive problem-solving.

- o Inadequate position control and job code designation aligned with budget coding. (Position control in a school district is a systematic process for managing and tracking all staff positions, rather than individual employees, across the organization. It involves creating, budgeting, assigning, and monitoring each position (such as teacher, counselor, or custodian) to ensure that staffing aligns with the district’s organizational structure, funding, and educational goals.)

- o Limited consultation with Technology Services to identify automation and system capabilities, opportunities, and partnership.

- o OHR’s exclusion from the early stages of the budget process, particularly as it relates to school staffing, limits the OHR’s ability to strategically plan early for staffing needs, compensation, and development initiatives, hindering alignment with overall district goals.

- o Principals reported feeling excluded from collaborative problem-solving processes related to district challenges.

Professional Development

A lack of systems in place to build staff capacity, monitor performance, and foster innovation has hindered the office’s development of a sustained culture of continuous improvement.

- o The team found that limited access to ongoing professional development has contributed to a static work culture.

- o Principal mentoring focused on task execution rather than strategic leadership development, limiting its impact on long-term school and student improvement.

- o While some training efforts exist, such as those provided by Employment Relations, the district lacked a system-wide approach to continuous, role-specific training.

Recruitment

The current teacher recruiting model is insufficient to meet the overall and long-term district needs, negatively impacting student and district outcomes.

- o The lack of an effective use or implementation of actual early contract offers (full hiring to the district, not just a letter of assurance) to increase the timeline for early hiring, results in many top-tier candidates or student teachers being hired by surrounding and competition school districts.

- o The current hiring Cycles A, B, and C create structural barriers that impede effective recruitment and retention across all employee categories.

Compensation

Concerns were raised regarding MPS's compensation practices, particularly in terms of equity, sustainability, and their impact on staff morale. Comments from staff, leadership, and labor partners identified inconsistencies in salary placement, salary compression, misaligned incentives, and a compensation structure that undermined both retention and perceptions of fairness.

- o Compensation practices that prioritize external hiring over internal retention, as salaries for new staff coming in are often higher than those of existing staff with equal or greater experience, effectively incentivizing current employees to seek employment outside of MPS.

- o Inequitable practices have resulted in a negative culture and feelings among existing staff that lead to unequal treatment or outcomes.

- o This absence of targeted compensation strategies has contributed to persistent inequities in student access to quality instruction across the district.

Employment Relations Investigations

Systemic employment relations issues were evident, including inconsistent discipline, limited OHR support, unclear investigative roles, and a lack of effective conflict resolution mechanisms.

- o The team found that progressive discipline policies were inconsistently applied across job classifications, particularly within support staff roles, contributing to perceptions of inequity and procedural bias.

- o Employee relations responsibilities have increasingly fallen to principals at the school site, without adequate training, policy orientation, or legal guidance from OHR.

- o The staff transfer process often displaces underperforming staff without accountability or remediation, perpetuating site-level challenges and hindering culture-building at schools.

Communication

Breakdowns in communication within and from the Office of Human Resources damaged operational effectiveness, stakeholder trust, and knowledge sharing.

- o Communication from OHR leadership regarding structural or policy changes was often informal and delayed, or inconsistent, with school leaders and central office staff learning of critical updates through board meetings or news media rather than direct notification.

- o Principals and others shared that they frequently receive inconsistent and contradictory information when contacting various OHR staff about the same inquiry.

- o Central staff offices are often told they cannot receive sufficient OHR support because “teachers come first,” but this occurs throughout the year, not just in the summer months when most hiring occurs.

Budget

The overall OHR budget for the past several years has been dynamic, with a 61.1 percent decrease in the office's current budget, dropping from \$20.1 million (FY2023-24) to \$7.8 million (FY2024-25), along with a reduction of 11 FTE positions.

Key Findings – Organization

- Multiple interim roles and unfilled leadership positions within the Office of Human Resources have contributed to significant leadership gaps. These gaps have led to inconsistent strategic direction, slowed decision-making, and reduced guidance and support for staff, ultimately impacting the office's overall effectiveness.

- No recent staffing-level analysis was reported to assess whether each unit had the appropriate personnel to support efficient operations and high-quality service delivery.
- The OHR lacked change management protocols and a structured continuous improvement function, undermining its ability to effectively communicate, measure, implement, and sustain strategic improvements, adapt to changing needs, optimize operations, and achieve long-term organizational effectiveness.

Key Findings – Operations

- Principals reported response times from OHR staff were delayed or, in some cases, absent.
- A data dashboard to track candidate progress and hiring timelines is not available, thus limiting transparency.
 - Principals shared that they, rather than OHR staff, were vetting new teacher candidates, while OHR staff remained responsible for vetting classified candidates.
 - Principals reported that the division of responsibility for investigating employee misconduct had shifted from Employment Relations to principals.
 - Technical positions (e.g., electrical engineer, architect) often remain unfilled for extended periods, sometimes for months or years.
 - o The team heard consistent concerns that salaries are not competitive, contributing to recruitment and retention challenges.
 - There was uncertainty about the ownership of position control. One office reported having full ownership, while another indicated that position control was managed through shared responsibility. This ambiguity led to quality control issues, including data entry errors that caused payroll complications and processing delays, as well as a fundamental weakness in the organizational structure and a lack of accountability for managing staffing levels and costs.
 - The Facilities Division bypasses central OHR oversight by independently managing a shadow employment relations and disciplinary actions.
 - Inefficiencies and inconsistencies were identified in MPS's hiring, onboarding, and certification processes, which hindered the district's ability to attract and retain qualified staff.
 - Timelines for hiring can reportedly last several months.
 - OHR personnel reported that manually intensive data entry and other transactional activities account for 40 to 75 percent of their daily workload, diverting time and effort from higher-value strategic functions and increasing the risk of errors.
 - The OHR lacked a robust policy governance structure (i.e., written standard operating procedures or SOPs), leading to inconsistent enforcement of existing policies and significant gaps in procedural documentation. These weaknesses compromised operational consistency, equity, and efficiency.
 - While acknowledging the Board of School Directors' fiduciary responsibilities and hiring authority, the current policy requires prior board approval for hiring administrative staff, which delays the hiring process and hinders timely onboarding. Since the board meets only once a month, top-quality candidates have been lost to organizations with more efficient hiring timelines.
 - The lack of a robust system for applicant tracking creates multiple and unnecessary manual communication loops back to principals who seek the onboarding status of newly hired teachers.
 - Systems for collecting and disseminating data to decision makers are largely absent, resulting in fragmented decision-making, limited strategic alignment, and missed opportunities to track progress toward organizational goals.
 - No plans were identified to perform robust internal or external customer satisfaction surveys or to utilize customer focus groups to improve operations and practices.

Key Findings -District Staffing

- MPS had a lower percentage of teaching staff (40.60 percent) among all district personnel, compared to the CGCS national median (46.10 percent), and a significantly lower percentage compared to other Wisconsin school districts (51.20 percent), according to data from the National Center for Education Statistics (NCES) for the 2023-2024 school year.
- MPS had a higher student-to-teacher ratio (17.33) than both the CGCS national median (14.80) and the Wisconsin average (13.66), suggesting larger class sizes, potentially less individual student attention, and

the possibility that some certified teachers are not assigned directly to classrooms This ratio is calculated by dividing the total number of MPS K-12 students by the total number of MPS K-12 teacher staff.

- MPS's student-to-total staff ratio of 7.04 was comparable to the CGCS national median and other Wisconsin School Districts.

- MPS's ratio of students to central office staff (138.01) was lower than both the CGCS national median (165.70) and Wisconsin average (198.41), suggesting that MPS employs more central office personnel per student than comparison districts. This staffing pattern suggests opportunities to improve central office efficiency compared to other districts.

Recommendations

1. Expedite recruiting, selecting, and onboarding a highly qualified and proven human resources executive to permanently fill the Chief Human Resources Officer position and then promptly fill all other key interim leadership roles.

2. Continue implementing the reorganizational structure recommended in the 2019 CGCS HR Review [Recommendation #10]. Additionally, establish a new Continuous Improvement (CI) function within the Exit Transition unit as part of this initiative.

3. Research and evaluate streamlining the hiring process by having the Board grant the superintendent "selected delegated authority" to approve new hires and promotions immediately. To avoid losing high-quality candidates, board approval, if still necessary, can be obtained at the next board meeting.

4. Develop and implement a five-year strategic plan based on best practices that aligns with the MPS Mission, Core Values, and Strategic Plan [Within Recommendation #1 from the CGCS 2019 HR review].

- a. Engage OHR staff and key stakeholders (e.g., regional superintendents, principals, and labor partners) in collaboratively developing the plan to ensure alignment with district-wide needs and priorities.

- b. Modernize business processes by transitioning from manual, transactional activities to integrated management systems that automate workflows, improve data accuracy, and streamline administrative functions.

- c. Standardize internal operations by developing and documenting clear standard operating procedures (SOPs), process flowcharts, and internal controls.

- d. Establish a robust performance framework with defined objectives, service-level standards, and quantifiable metrics (e.g., turnover rates, time-to-fill, vacancy rates, and substitute fill rates). Leverage tools such as CGCS's Managing for Results platform to support benchmarking, continuous improvement, and data-driven decision making.

5. Implement a phased implementation goals for the strategic plan (short-, intermediate-, and long-term) and establish a recurring review process (semiannual or annual) to refresh targets, maintain relevance, and track progress against planned objectives.

6. Implement a systematic review, evaluation, and reconstruction of the office's teacher recruitment program [similar to Recommendation #2 from the CGCS 2019 HR review]. Include a detailed recruitment calendar, realistic budget, and restructure current hiring cycles.

7. Implement comprehensive employee development, growth, and retention strategies to enhance workforce satisfaction, organizational effectiveness, and employee retention – including succession planning, cross-training, and orderly transition of responsibilities. [Similar to Recommendations #13 and #18 from the CGCS 2019 HR review].

8. Modernize and streamline the district's hiring, onboarding, and certification processes to enhance efficiency, improve candidate experience, and support the timely placement of staff.

9. Develop or hire leaders who lead by example to champion a culture of open communication practices throughout the OHR, thereby overcoming any silo mentality [Recommendation #7 from the CGCS 2019 HR review].

10. Implement programs to measure how the office provides responsive services and meets customer needs.

11. Strengthen employment relations practices by launching an initiative to establish consistent, equitable, and efficient processes that support staff and ensure fair and timely resolution of personnel matters.

12. Align staffing strategies with instructional priorities and school-specific needs by addressing systemic staffing, support, and coaching gaps that affect teacher effectiveness, operational continuity, and equitable student outcomes.

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 2.10 - Administrative Reports

Fiscal Impact Statement

None.

Implementation and Assessment Plan

N/A

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REPORTS AND COMMUNICATIONS FROM THE BOARD CLERK/CHIEF OFFICER, OFFICE OF BOARD GOVERNANCE

(Item 1) Monthly Report, with Possible Action, From the Board Clerk/Chief Officer, Office of Board Governance

Update on Entry Plan and Next Steps for the Office of Board Governance

This month marked the one-year anniversary of my time in the Office of Board Governance.

First, let me recognize the team in the Office of Board Governance. Their commitment to MPS, care for the work, and support for my leadership has made the past year really special. I could not have done anything in this plan without them.

I am also incredibly grateful for the opportunity to work with this Board and Administration. This has been a year of resetting for our office and for MPS, and I am grateful to work alongside people who care deeply and are here for the students.

This update will focus on what has been accomplished and what our tentative focus will be in year two. Future work will also be informed by goal-setting activities with the Board.

Entry Plan: Planned and Completed

1. Meet, Listen & Learn

Over the past year, I have spent a considerable amount of time meeting with staff members in the Office of Board Governance, and meeting with Board members, constituents, and partners in the community. Through these one-on-one and group meetings, I have learned a great deal about the organization, the office, the community needs and perceptions, and the work.

I met with representatives from DPI to better understand how they communicate and what they need from us, and I participated in the weekly meetings with the finance team, OAE and DPI to ensure that communications were supported between DPI, Administration and the Board, and between the Board and the community. This also led to the development of several of our Fast Facts communications that aimed to keep the community updated during this time of transition and support.

Through meetings and conversations with our security teams and community members, I learned some key lessons about how to support a better climate at board meetings. We still have work to do in this regard; however, I appreciated the insights gained from these conversations.

And conversations with our press partners helped me to better understand their challenges and needs related to our work.

Looking forward: There are several new leaders in the central office and in our network of schools. It will be important for me and my team members to meet with incoming chiefs and administrators to ensure a strong working relationship between our office and administrative offices. We will also be supporting them by hosting records trainings.

We are also looking forward to assisting with the reimagining of the Family and Community Engagement Committee (FACE) to create more ongoing communication and collaboration opportunities between the community and the Board.

Finally, we hope that the hiring of additional staff for the records team will better support our families, staff, community, and press partners, by improving response times for records requests.

2. Equity-Focused Governance Framework

As I have engaged in the work this year, I have aimed to keep equity at the forefront of my thinking and to consider how it might drive the work we do and how we support the Board. Through my engagement with policy, I learned of Administrative Policy 1.06: Equity in MPS, which serves as a strong framework for equity-focused leadership and governance in MPS. Here are a few of the activities our team engaged in this year to attempt to ensure the equity goals of policy 1.06 were met:

Milwaukee Public Schools will create a district-wide culture of reflection and awareness building.

Our office supported Director Jackson in his development of Resolution 2526R-002 on the Acknowledgement of the Contributions of Black Students. This statement aims to support the culture of reflection and awareness of who we serve and the histories of our students.

MPS will cultivate a district wide culture of data-and-research-based decision making.

This year, the Board engaged in the WASB self-evaluation process and set goals for the year ahead.

MPS will incorporate student, family, and community voices in decision making district wide.

Our office helped to coordinate two community stakeholder meetings around school safety and to redesign the Family and Community Engagement Committee to allow for more community dialogue in the governance process.

We also scheduled and facilitated several community feedback sessions during the superintendent selection process.

MPS will be a system that supports equitable leadership practices district wide.

Our team helped to coordinate activities and communications surrounding the Governor's operational audit. This audit provided the Board with much-needed information to support equitable leadership practices.

MPS will provide every student with equitable access to high-quality and culturally relevant instruction, curriculum, support, facilities, technology, and other educational resources that respect their individual identities, backgrounds, abilities, and experiences.

We coordinated school visits to districts that are improving student outcomes, shared relevant research, provided access to subscriptions that can support the Board's learning, facilitated conference attendance for board members, and assisted with responses to constituent concerns and ideas.

MPS will recruit, employ, support, and retain racially and linguistically diverse and culturally competent administrative, instructional, and support personnel.

We have maintained a diverse team in the Office of Board Governance.

Through our professional development and team activities, our office has aimed to create a supportive and growth-oriented environment for all staff.

Looking forward: This year, the Superintendent plans to engage in an equity audit and this work will inform the strategic planning process. Our Office will be available to support the equity audit and to ensure that the Board is updated on its findings.

3. Fill Vacancies & Adopt Quick Fixes

The Office of Board Governance was sorely understaffed a year ago. Since that time, our team has interviewed and hired to fill several key positions. This has had a positive impact on the work and the climate within the office.

To establish better communication patterns, I developed an org chart for our office which was shared with the Board and Administration. This chart is continuously updated to reflect the people and the work of the office.

Looking forward: We are aiming to bring in a few individuals on limited term employment (LTE) agreements to deal with current surges in records requests and to determine if this is a long-term need or a temporary challenge. The number of requests has doubled over the past year, and improvements in technology coupled with increased reliance on electronic communications have made the requests more extensive.

We are also working with the facilities team to address the need for additional office space to accommodate this now fully staffed team.

4. Superintendent Search

The Office of Board Governance worked with the Board and the HYA search firm to conduct a fair, transparent and thorough superintendent search. This included scheduling the executive sessions necessary to facilitate the process and ensuring that all open meetings laws were followed throughout. The process also involved several community forums and feedback opportunities, media and constituent communications, and a two-day schedule for visits across the district with the three finalists. Our team even gathered donations from local businesses for a “welcome to Milwaukee” basket for each finalist.

The search led to the selection of a highly qualified and experienced superintendent – Dr. Brenda Cassellius.

Looking forward: The ongoing work of the Board and the Office of Board Governance will include maintaining timelines and activities for the superintendent evaluation process, as well as the evaluation process for myself and for the Senior Director of the Office of Accountability and Efficiency.

5. Review Governance Documents and Current Practices

There are several documents and policies that guide the work of the Office of Board Governance and that frame the work of the organization. In my first few months, I spent time reviewing these documents and systems. We have made some small changes that will hopefully support the organization better in the years to come. For example, there are numerous resolutions that have been created over the years, and there is little clarity around how long a resolution stays in effect. Moving forward, we are making sure that resolutions lead to changes in policy, where there is a desire for lasting change, or are timebound, when the goal is to drive the current work.

Our records team has faced new challenges over the past couple of years, as requests for records have more than doubled in number. Our response time has been decreasing, as we have grown our team and have been able to complete many pending requests.

Internal to the office, there was a need for more clarity around roles and responsibilities, so we spent time making sure that we had clear organizational charts, role descriptions, and responsibility charts. As the demands and responsibilities of our office change, these need to be living documents that can capitalize on the strengths and learning goals of our team members.

The Office began the process of developing Standard Operating Procedures (SOPs) for many of our standard procedures, and we are continuing this effort.

Looking forward: While we have made some small changes to our scripts for board meetings, we are aiming to include more student voice in the year to come, create more opportunities for awards and celebrations, and to start connecting better with our Spanish speaking audience by using Spanish speakers, when possible, rather than a recording to tell them how to listen to the meeting in Spanish.

In our records department, we have become nimbler by leaning into the LTE process for filling urgent but temporary staffing needs, and as a result we will continue to reduce the time it takes to complete records requests.

6. Digital Efficiency

A key collaborative goal in the Office of Board Governance has been to improve efficiency and collaboration by incorporating more digital efficiencies and technologies.

One of the first things I did was to teach team members in our office how to use AI technologies, such as ChatGPT and Microsoft CoPilot, to complete some rote tasks. These tools help us to work and communicate faster, allowing us to spend more time on creative tasks and personal communications.

We have also been transitioning our filing from paper-based systems to digital systems, which saves space and time in our office, and our team members have recently moved to using digital notebooks for notetaking.

In collaboration with the Finance office, we have been able to use DocuSign to move contracts and other communications through our offices, and our team is using Adobe platforms for simple tasks such as having time slips signed. These simple changes will save our offices time and money, by reducing printing costs.

Looking forward: In the year ahead, based on feedback from the Operational Audit, we know that Central Office will likely be making decisions about technology platforms and software systems. These decisions will help us continue moving forward with our digital efficiency plans.

7. Policy System Updates

Some of the most exciting work our office has undertaken in the past year is the work to update our district policies and procedures. In my previous role, I worked with Neola to support policy development and updates for our district. Neola is used by 90% of school districts across the state of Wisconsin, to keep district policies accessible, up to date, and in compliance with state and federal laws. Soon after taking the role, I was able to bring a recommendation to the Board to work with Neola to update our policies.

Looking forward: Since that contract was approved, we have been meeting monthly with the Administration and our Neola representatives to review and revise all district policies. This process will take eighteen months to two years to complete, but in the end, all of the district policies will be relevant and accessible on a searchable web platform called BoardDocs.

8. Create and Implement Training Programs

Another key goal of the Board and our office is to ensure that new and ongoing board members have the knowledge, resources and skills needed to support equity-focused, and all-around governance. Over the past year, I have been working with our Board Services team to redesign our onboarding process for board members and to develop relevant and responsive training sessions based on the needs of the Board.

We have also assisted with research and development, coordinating travel to relevant conferences and helping board members to visit and see best practices in action. This year, two board members visited the Whitewater School District to see the implementation of evidence-based literacy practices in action.

We have also increased our participation in and utilization of the Wisconsin Association of School Boards (WASB). This year we hosted School Board Appreciation Week, started using the WASB framework for superintendent evaluation, contracted with WASB specialists for board training and self-evaluation, and several board members attended the Annual State Convention.

For new members, I have also prioritized weekly touchpoints to answer questions and share information about board items or projects that were initiated prior to elections.

Looking forward: In the coming year, we will be coordinating more in-depth board training around governance practices and leading towards a strategic vision. We aim to bring in former Long Beach superintendent, Carl Cohn and his former Board President, to work with the Board and the Superintendent. We will also continue to support the individual professional learning needs of board members.

9. Improve Communication and Transparency

In my first few months, I developed several mechanisms to improve the Board's communication with the public and to increase communications within the organization. I brought the electronic newsletter to the Office of Board Governance, which is giving us the opportunity to reach greater audiences and to facilitate communications between the board and constituents. Here is an example of the most recent at-large newsletter. These newsletters are also easier to read on cell phones and tablets and can be adapted to reflect each board member's priorities and activities.

Anyone interested in receiving these newsletters directly, may enroll on the Enotify page of the City of Milwaukee website by following the easy directions.

Over the past couple of months, the Board Services team has also been working to ensure that school communities receive these monthly communications.

At the start of the year, our team also facilitated more direct communications to the media and public regarding district operations and updates.

The MGT Operational Audit suggested more streamlined communications between our office and the Administration, so we have been working to facilitate more shared communications. Since Dr. Cassellius has started, the Communications team has been more proactive in their outreach to the community, and our team has been able to support and elevate their communications.

Looking forward: There is still a need for improved collaboration and communication to ensure we are filling the gaps in constituent outreach. We plan to work with the Communications team in the coming weeks to get more of the family communications out to the public through ENotify. We will also be working with the Administration to produce an Annual Report that can be shared with the public and will be working with the Board to ensure there is clarity in board policy around the responsibilities and timing of the Annual Report.

10. Foster a Culture of Continuous Improvement

This year, the Board completed the WASB Board Self-Evaluation and participated in a goal-setting activity for the year ahead. The Board identified the following goals for the year:

In the upcoming year, we will improve on the following statements:

1. Our community believes the district is a responsible steward of its financial resources.
2. We benchmark test results against districts with similar demographics and prior performance over previous years.
3. We have a process that will allow key stakeholders (administrators, staff, parents, and the community) to help create/refine our vision and strategic priorities.
4. We regularly communicate our academic priorities and achievement results to the parents and the public.
5. We ensure our standards are consistent with parent and community expectations.

Looking forward: We look forward to supporting the Board in meeting these goals and in fostering a continuous improvement culture across the district.

Additional Projects Completed

Below are some additional projects and activities taken on and/or supported by the Office of Board Governance over the past year.

Special Audit

This year, the Board commissioned a special audit to review the district's fraud, waste and abuse processes. The Office of Board Governance facilitated the RFP process and worked with the identified team to gather documents, facilitate meetings, and coordinate meetings for the firm to present its findings to the Board.

Public Education Leadership Project (PELP)

It was an honor to participate in the PELP activities with the superintendent's team. I hope that my participation will help support the collaboration between the Board and Administrative teams, as we work together towards the common goals of the district.

Reading Commission

Given my experience with leading-for-literacy outcomes, I was recently asked to participate in the Citywide Reading Commission. This Commission, established by Mayor Cavalier, aims to bring together experts and raise funds to support the efforts necessary to improve literacy outcomes for young people in Milwaukee.

SRO Mandate

In the wake of the mandate to return SROs to schools, our team worked with Administration, the Board and our attorney to address the court's order and to find a way forward. Part of this effort included facilitating a special meeting with the Board and Common Council members and hosting a community meeting on the topic of school safety.

Social Media Lawsuit

This year, the Board agreed to participate in a nationwide suit against social media companies to recoup costs that districts have incurred for addressing mental health needs in young people brought on by social media influences. As the custodian of records, our office has been working with attorneys to complete the fact sheet and to gather any necessary records for the case.

Beyond the Boardroom

Our team has reestablished the Beyond the Boardroom campaign. This effort aims to connect the Board to the community and the community to the Board through participation in Board-initiated and local activities and events.

Priorities in the Year Ahead

Records Requests We continue to build our team and train new individuals in fulfilling records requests. We are also examining technological solutions that may speed up our processes. Our goal is to dramatically improve response times in the year to come.

Strategic Planning As the Administration and Board engage in the strategic planning process in the year to come, we plan to support the efforts.

Policy Work Continued The work to review, revise and publish all of our policies on a searchable platform will take another year. By this time next year, we are hoping to be able to go live with the new platform.

Lead Lawsuit Consideration The Board is considering legal action against lead paint companies. Our office will gather records and support the Board as they engage in this process.

Audit Tracking and Response There have been several audits completed over the past few months. It will be important to support the Board, Administration and the Office of Accountability and Efficiency in monitoring progress on the goals and recommendations of these audits.

Benchmarking Progress Against Other Districts This year, the Board will identify key metrics to track in comparison to other districts around the country with similar demographics and resources. Our office looks forward to supporting the Board and Administration in this work.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.05 - Role of the Board Clerk/Chief Officer, Office of Board Governance

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(Item 2) Report with Possible Action on Legislative Matters Concerning Milwaukee Public Schools

Background

Updates regarding federal activity and state budget progress will be provided.

Wisconsin Policy Forum documents Wisconsin's further decline in education funding.

As noted in the Wisconsin Supreme Court's decision in *Vincent v Voight*, "The legislature has articulated a standard for equal opportunity for a sound basic education in Wis. Stat. §§ 118.30(1g)(a) and 121.02(L) (1997-98) as the opportunity for students to be proficient in mathematics, science, reading and writing, geography, and history... So long as the legislature is providing sufficient resources so that school districts offer students the equal opportunity for a sound basic education as required by the constitution, the state school finance system will pass constitutional muster."

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.02 - Goals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The district will continue to pursue appropriate support for students as part of the MPS Legislative Agenda.

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(Item 3) Action on a Request to Retire to Closed Session Relative to Litigation in Which the Board is Involved

Background

The Board may retire to a closed session, pursuant to Wisconsin Statute 19.85(1)(g), to confer with legal counsel for the board who is rendering oral or written advice concerning strategy to be adopted by the Board with respect to litigation in which it is involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation of the Office of Board Governance

That the Board retire to closed session for consideration of this item.

Item deferred to the end of the meeting.

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

(Item 1) Monthly Report, with Possible Action, on Activities within the Office of Accountability and Efficiency

Monthly Report

The Office of Accountability and Efficiency (OAE) was established to enhance transparency, oversight, and accountability to the District’s financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of fiscal stewardship of Milwaukee Public Schools.

Accountability and Efficiency Services

Between June 15, 2025, and July 19, 2025, Accountability and Efficiency Services completed nine requests for information/research, two constituent support inquiries, and one special project was brought to conclusion.

During the reporting period, the OAE has focused most of its effort and attention on the Corrective Action Plan (CAP) under DPI. CAP 2 was approved by the Board on January 30, 2025, and the OAE is managing the project in conjunction with the Administration as set forth in the plan.

Accountability and Efficiency Services also continued to support the District’s implementation of Administrative Policies 3.09 and 6.35.

Contract Compliance Services (CCS)

This summer, CCS remained focused on expanding meaningful work-based learning opportunities for MPS high school students. We proudly facilitated internships for 15 students through partnerships with Black

and Latino Male Achievement (BLMA), MPS Technology, the School to Work Transition Program (STWTP), and Vincent Urban Agriculture.

In collaboration with internal departments, CCS is also developing pilot programs aimed at creating innovative, career-connected experiences within our schools.

We continue to strengthen both internal and external partnerships in support of this work and remain fully committed to advancing the District's Administrative Policies 3.10 and 3.13— ensuring compliance, equity, and impactful student engagement.

Audit Services

The Audit Services area under the OAE provides independent assurance that the District's risk management, governance, and internal control processes are operating effectively.

Updates in the Audit Services area for the current reporting period of June 14, 2025, through July 18, 2025, include:

Audit Completions and Activities:

- Exceeded FY25 Annual Audit Plan Goals with 120% of the Planned Activities completed (goal was 93%, with 60 of 50 planned projects completed to date)
- Issued two school audits
- Reviewed four charter school external auditor's reports and updated charter school documents on the website for external auditor use
- Conducting several ongoing investigations resulting from Fraud Hotline Tips
- Recorded the 76th fraud hotline tip this fiscal year, which is 30 more than the number of complaints received for the entire FY24, and tied the record (76 recorded in FY19)
- Provided continued analysis and feedback to the Procurement Department on certain contract services matters
- Issued the FY25 Annual Fraud, Waste, and Abuse Summary Report
- Held first Audit Advisory Committee meeting on July 8th, 2025

FY25 Fraud, Waste, and Abuse Annual Report

Summary

The Office of Accountability and Efficiency– Audit Services maintains a Fraud Hotline that provides employees, citizens, and other interested individuals a means to confidentially or anonymously report suspected instances of fraud, waste, and abuse at MPS.

The Fraud Hotline has helped to reduce losses, to improve the protection of MPS assets, and to assist in recovery of funds to MPS. On June 29, 2017, the Board adopted Administrative Policy and Procedure 6.38, Theft, Fraud, Waste, Abuse, Illegal or Unethical Behavior.

Case Results

Fraud Hotline reports issued by the Office of Accountability and Efficiency-Audit Services are subject to records requests. In order to keep the Board abreast of the work conducted in this area, 6.38 (4) (c) provisions allow for periodic memos to the Board to describe the nature of completed investigations. The form and content of these memos are at the discretion of the Office of Accountability and Efficiency. This report summarizes Fraud Hotline activities from July 1, 2024, through June 30, 2025. Audit Services continues to work with the Administration to support the District's efforts to continuously improve MPS's operations and internal controls.

As a result of the Fraud Hotline, recommendations made to the MPS Administration in FY25 included:

- to improve controls over verification of proper credentials for hire;
- to improve controls over absence management and payroll processes;
- to improve controls over professional services ;
- to improve controls over direct deposit payroll changes ;
- to improve controls over leaves of absence and staff release time;
- to improve controls related to school fundraising activity;
- enhancing reporting protocols for reporting building safety related concerns.

It is important to note that MPS Administration has taken action to investigate, to manage, and to reduce the risks identified in many of the matters indicated above.

There were 76 complaints of suspected fraud, waste, and abuse in FY25. Of these, 41% were reported by MPS employees from the following sources:

	Amount	Percent
Department referral	18	24%
Mail	2	3%
Hotline call/Email	50	66%
Telephone call or in-person	6	8%

The 76 complaints concerned the following allegations:

	Amount	Percent
Theft of Money or Property	4	5%
Non-MPS matters	1	1%
Payroll matters	27	36%
Other Fraud, Waste, Abuse	44	58%

The 76 reports covered a wide range of issues, including alleged theft, deficiencies in internal controls, and other concerns. All allegations were evaluated by Audit Services and investigated or referred to the appropriate department or non-MPS entity for disposition per Policy 6.38 provisions.

Disposition

The Office of Accountability and Efficiency - Audit Services evaluates all complaints of suspected fraud, waste, and abuse and determines whether the information provided warrants opening an investigation. From the 76 reports received in FY25, 33 investigations were opened. The 33 investigations resulted in 15 allegations that were substantiated and nine ongoing investigations. Five were referred to the Administration and four were unsubstantiated.

	Amount	Percent
Referred to Administration	5	15%
Under Investigation	9	27%
Allegation Substantiated	15	45%
Allegation Unsubstantiated	4	12%

Communication Initiatives

Operation of the Fraud Hotline also includes coordinating the marketing and communication of the Hotline. Communication initiatives coordinated by OAE-Audit Services to promote the MPS Fraud Hotline include:

- a link to the MPS Fraud Hotline on the MPS main web page (portal)
- an online Fraud Hotline reporting form on the Audit Services web page
- a hyperlink on all MPS employees' check advices to the online Fraud Hotline reporting form
- issuance of business cards printed and distributed that provide the Fraud Hotline's contact information; and
- the Board's adoption on June 29, 2017, of Administrative Policy 6.38, Theft, Fraud, Waste, Abuse, Illegal and Unethical Behavior Reporting.

The Fraud Hotline provides an important avenue for individuals to report problematic issues to MPS without fear of retribution. Our experience shows that the best hope to identify fraud, waste, and abuse, along with opportunities to enhance the District's operations, continues to be through tips received from employees and others with first-hand knowledge of these matters. Restitution payments recorded as a result of our investigation since FY11 total over \$50,000, including \$2,951 received in FY25. Repayments owed to MPS as of June 30, 2025, as a result of Hotline judgments total \$277,329. Non-quantifiable benefits include the deterrence of fraud and wrongdoing, strengthening of internal controls, improvement in policies, and increased operational efficiencies. These benefits assist in the detection and prevention of future wrongdoing.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.08 - Role of the Senior Director, Office of Accountability and Efficiency

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REGULAR ITEMS OF BUSINESS

In accordance with Board Rule 1.09, Regular Items of Business, the Board gave public hearing on all regular items of business, below, which replaced the reports of standing committees at the Board's regular July 2025 meeting.

(Item 1) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Certificated Resignations and Classified Retirements, Affirmative Action Report

Classified Personnel Transactions

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER

5,nr	Grace, Jennifer M	IEP Teams	01/MA	\$95,296.97	8/25/2025
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Certificated Appointments

	Name	Position	Date	Salary
NEW HIRES				
4	Yolanda Brinez	Building Service Helper I	06/02/2025	\$17.88/hr
4	Denillia Cartagena	Building Service Helper I	06/02/2025	\$17.88/hr
2	Demita Martin	Building Service Helper I	06/02/2025	\$19.07/hr
2	Tyler Pearson	Building Service Helper I	06/02/2025	\$17.88/hr
2	Donna Pierce	Building Service Helper I	06/02/2025	\$17.88/hr
2	Larry Tillis	Building Service Helper I	06/09/2025	\$17.88/hr
4	Higinio Gallegos	Plumber	06/09/2025	\$57.60/hr
4	Isabella Martinez	Youth Apprentice	06/16/2025	\$15.00/hr
2	Stephon Clincy	Youth Apprentice	06/23/2025	\$15.00/hr
2	Brandon Gardner	Youth Apprentice	06/23/2025	\$15.00/hr
4	Jenny Martinez	Youth Apprentice	06/23/2025	\$15.00/hr
5	Andrew Mlagan	Youth Apprentice	06/23/2025	\$15.00/hr
6	David Martires	Youth Apprentice	06/23/2025	\$15.00/hr
2	Shomarion Tubbs	Youth Apprentice	06/23/2025	\$15.00/hr
2	Keshawn Young	Youth Apprentice	06/23/2025	\$15.00/hr
PROMOTION				
2	Andre Howard	School Engineer II	06/23/2025	\$74,786.28
REHIRES				
2	Tamara Boyd	Accounting Assistant II	06/02/2025	\$62,036.78
2	Shawanda Barksdale	Building Service Helper I	06/02/2025	\$17.88/hr
4	Jazmine Mayo	Building Service Helper I	06/02/2025	\$17.88/hr
4	Donni Yustiz	Building Service Helper I	06/02/2025	\$17.88/hr
2	Toiya Kern	Building Service Helper I	06/09/2025	\$19.07/hr
5	Samuel Rondorf	Steamfitter	06/30/2025	\$55.67/hr

Codes	
1	Native American
2	African American
3	Asian//Pacific Islander
4	Hispanic
5	White
6	Other
7	Two or More Codes
r	Resident
nr	Non-resident

Leaves of Absence

Military Leave May 2025 Brendan Laguna	Present Assignment Vieau	Effective From May 27, 2025
Personal Leave August 2025 Nina King	Out of Assignment	August 25, 2025
Personal Leave September 2025 Katheryn Saavedra-Ballesteros	Fratney	September 1, 2025

Certificated Resignations and Classified Retirements

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Certificated Resignations						
Other Work	4.0	5	Lynsey Branstrom	SLP	Central Svcs	06/14/2025
Retire	34.0	5	Susan Clark	Teacher	Central Svcs	07/31/2025
Retire	16.3	2	Cassandra Fancher	Teacher	Congress	06/16/2025
Retire	33.9	2	Katrina Fisher	Principal	Green Tree Prep	07/22/2025
Retire	31.0	5	Julie Hapeman	Teacher	Central Svcs	08/01/2025
Retire	29.7	5	Hrysanthi Kinis	Teacher	Garland	08/01/2025
Personal	0.5	2	Joyce Mireku	Teacher	French Imm	06/13/2025
Retire	25.9	5	Maureen Odonnell Gray	Teacher	Kluge	06/17/2025
Retire	36.9	5	Laurie Placek	Teacher	Brown Street	08/22/2025
Retire	25.9	5	Peggy Repka	Teacher	Rogers Street	09/02/2025
Other Dist	28.4	5	Amy Wilbourne	Counselor	Grant	06/23/2025
Classified Resignations						
Personal	0.5	2	TeAnna Atkins	Para	Holmes	06/17/2025
Personal	0.4	2	Sheila Blanks	BSH I	WCLL	06/03/2025
Retire	19.6	2	Therese Burks	Para	Bruce	06/30/2025
Personal	0.7	2	Tatyana Calmese	CHA	Gaenslen	05/10/2025
Retire	10.9	5	Frank Carini	Para	Bryant	06/16/2025
Retire	20.0	2	Bernadine Cosey	Specialist I	Human Resources	08/15/2025
Personal	10.4	2	Rose Griffin	BSH I	Vincent	07/07/2025
Personal	6.9	2	Terrance Griffin	Para	Riverside	06/18/2025
Other Work	6.3	2	Nashae Harvey	Para	Cass	06/12/2025
Personal	1.6	2	LiTayia Hightower	HR Asst	Human Resources	06/17/2025
Personal	0.5	2	Audriona Houchins	CHA	Kluge	05/30/2025

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Retire	17.6	2	Onia Hudson	FSA	95th Street	05/31/2025
Personal	3.4	2	DeAundre Jiles	BSH II	Hamilton	07/02/2025
Retire	26.8	2	Diane Joshua	SKM I	Bruce	06/16/2025
Retire	34.0	5	Daniel Kremer	Laborer	F & M	05/29/2025
Retire	26.1	5	Kathy Litza	SKM III	Allen Field	08/09/2025
Personal	4.8	2	Von McDade	Para	Washington HS	05/27/2025
Other Dist	2.9	5	Frances Moe	Interpreter	MSL	06/13/2025
Other Work	5.2	4	Ketzel Ortiz Ortega	FSA	Parkside	06/13/2025
Retire	43.1	5	Kelly Polacheck	Adm Ast III	School Admin	09/30/2025
Personal	0.1	4	Claudia Ramirez	Para	Riley	03/03/2025
Retire	24.4	2	Arnita Rathell	Para	Brown Street	06/30/2025
Personal	8.0	4	Yessenia Ruano Andres	Para	ALBA	06/17/2025
Personal	0.4	4	Ilenia Sanchez Muley	Para	Fairview	05/30/2025
Personal	0.4	2	ENyla Williams	Safety Asst	School Safety	05/29/2025
Personal	1.8	2	Mykidia Williams	Safety Asst	School Safety	05/30/2025
Retire	41.8	4	David Valdes	Assoc I	Parent Svcs	08/29/2025
Personal	4.8	2	Sedrick Washington	Driver	Mailroom	05/30/2025
Personal	2.9	5	Jessica Ziegler	Para	Craig	06/16/2025

Other District – 2 (Classified 1 – Certificated – 1) Other Work – 3 (Classified 2 – Certificated – 1) Personal – 17 (Classified 16 – Certificated – 1)
Retirement – 18 (Classified 10 – Certificated – 8)

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY26 budget.

Implementation and Assessment Plan

Upon approval by the Board, the personnel transactions will be implemented.

Administration's Recommendation

The Administration recommends that the Board approve the promotions, appointments, and leaves as listed in the attachments to the item, to be effective upon approval by the board.

Director O'Halloran moved to approve the recommendations of the Administration and to direct that a report be presented in August as to the vacancies in each district. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen, and President Zombor — 8.

Noes — None — 0.

* * * * *

(Item 2) Action on Approval of a Job Description for Chief Advisor

Background

The Administration is seeking position authority for a new position that has been added due to the changing and increasing work in the area of Board Relations and ensuring all of the Board requests to Administration are met in a timely manner.

**Chief Advisor – Superintendent Board
Liaison for Policy, Partnerships, and
Governance**

The Chief Advisor resides in the Office of the Superintendent and reports directly to the Superintendent. This full-time, exempt position is compensated at a pay grade 18A at a range of \$175,587 – 210,077.

The Chief Advisor oversees and coordinates required important and critical projects on behalf of the Superintendent of Schools, Chief of Staff, Department Chiefs and Directors. They support the Office of the Superintendent’s overall work in leadership and management of the school district and serve as the liaison between the Superintendent’s initiatives, the senior administrative staff and the Board of School Directors.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

**Statute, Administrative Policy, or Board Rule
Statement**

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

The item does not authorize expenditures.

Administration’s Recommendation

The Administration recommends that the Board approve the attached description.

Director Siemsen moved to approve the recommendations of the Administration. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Jackson, O’Halloran, Reza, Siemsen, and President
Zombor — 8.
Noes – None – 0.

* * * * *

**(Item 3) Action to Recommended Administrative Appointments, Promotions,
Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-
term Employment (LTE) Contracts Exceeding Sixty Days**

Background

Recommended for the Board's Approval are individuals to be promoted, appointed, or reassigned to the classifications indicated.

Administrative Appointments

* (4)(nr)	Eduardo Galvan	Deputy Superintendent	Schedule 03, Range 19A
		Office of the Superintendent	\$241,287
* (2)(r)	Paulette Chambers	Chief Advisor	Schedule 03, Range 18A

(5)(nr)	Keely Roberts	Office of the Superintendent Chief of Schools	\$201,406 Schedule 03, Range 18A
* (2)(nr)	Michael Harris	Office of the Superintendent Chief of Staff	\$201,406 Schedule 03, Range 18A
(4)(nr)	Silvia Romero Johnson	Office of the Superintendent Academic Superintendent	\$201,406 Schedule 03, Range 17A
(2)(r)	Carletta Noland	Office of the Chief of Schools Academic Superintendent	\$194,918 Schedule 03, Range 17A
(5)(nr)	Aaron Shapiro	Office of the Chief of Schools Academic Superintendent	\$186,948 Schedule 03, Range 17A
(2)(r)	Ebony Grice	Office of the Chief of Schools Academic Superintendent	\$183,000 Schedule 03, Range 17A
(5)(nr)	Jennifer Smith	Office of the Chief of Schools Principal II, 9-12, Bradley Tech	\$180,169 Schedule 03, Range 15A
(4)(r)	Miguel Sanchez	Office of the Chief of Schools Principal I, K-8, Carver Academy	\$179,758 Schedule 03, Range 13T
(2)(nr)	Laurie Fiorenza	Office of the Chief of Schools Academic Superintendent	\$178,270 Schedule 03, Range 17A
(2)(nr)	Felice Beal	Office of the Chief of Schools Principal I, K-8, River Trail	\$176,621 Schedule 03, Range 13T
(2)(nr)	Jeremiah Holiday	Office of the Chief of Schools Principal I, K-6, Maple Tree	\$163,467 Schedule 03, Range 13T
(2)(nr)	Zannetta Walker	Office of the Chief of Schools Principal I, K-12, WCLL	\$163,467 Schedule 03, Range 14A
(5)(nr)	William Luedtke	Office of the Chief of Schools Principal, K-12, Milwaukee Virtual Program	\$162,701 Schedule 03, Range 14A
(4)(r)	Jennifer Hernandez	Office of the Chief of Schools Academic Superintendent	\$155,077 Schedule 03, Range 17A
(2)(r)	Janel Hawkins	Office of the Chief of Schools Principal I, K-8, MLK, Jr.	\$149,994 Schedule 03, Range 13T
(5)(nr)	Suzanne Gahan	Office of the Chief of Schools Principal I, K-8, MACL	\$147,600 Schedule 03, Range 13T
(5)(nr)	Richard Bukosky	Office of the Chief of Schools Principal I, K-5, Kilbourn	\$147,600 Schedule 03, Range 13T
(5)(nr)	Kristin Hinds	Office of the Chief of Schools Principal I, K-8, Cooper Elementary	\$145,887 Schedule 03, Range 13T
(2)(r)	Darryl Moore	Office of the Chief of Schools Assistant Principal I, Milwaukee Sign Language	\$141,633 Schedule 03, Range 10C
(2)(r)	Ramona Phillips	Office of the Chief of Schools Assistant Principal III, Rufus King IB High School	\$141,577 Schedule 03, Range 12C
(5)(r)	Mark Sholta	Office of the Chief of Schools Principal I, K-8, Bay View Montessori	\$141,171 Schedule 03, Range 13T
(2)(r)	Debra Evans	Office of the Chief of Schools Principal I, K-6, Hampton	\$141,171 Schedule 03, Range 13T
(2)(r)	Tonja Whittley	Office of the Chief of Schools Assistant Principal I, Townsend	\$138,721 Schedule 03, Range 10C
(2)(r)	Myra Edwards	Office of the Chief of Schools Director I, MPS Foundations	\$130,000 Schedule 03, Range 14A
(4)(nr)	Christopher Garza	Office of the Chief of Family, Community & Partnership Principal I, K-8, Manitoba	\$130,000 Schedule 03, Range 13T

(2)(r)	Anesia Hayes	Office of the Chief of Schools Assistant Principal III, Vincent	\$121,886 Schedule 03, Range 12C
(2)(r)	Andrea Blackmon	Office of the Chief of Schools Business Analyst III	\$115,301 Schedule 03, Range 07A
(1)(r)	Alyssa Mussa	Office of the Chief of Finance Specialist I, First Nation	\$107,285 Schedule 03, Range 09A
(2)(r)	Robert Perry	Office of the Chief of Academics Coordinator II, Recreation	\$103,309 Schedule 03, Range 07A
(4)(r)	Ivelis Perez	Office of the Chief of Finance Assistant Principal I, Vieau	\$103,237 Schedule 03, Range 10C
(3)(nr)	Jenny Lo	Office of the Chief of Schools Assistant Principal I, Hartford	\$99,850 Schedule 03, Range 10C
(3)(nr)	Yeng Vang-Strath	Office of the Chief of Schools Assistant Principal I, MACL	\$95,769 Schedule 03, Range 10C
(2)(r)	Chyla Nation	Office of the Chief of Schools Assistant Principal II, Green Tree	\$88,300 Schedule 03, Range 11C
(2)(r)	Emily Brown	Office of the Chief of Schools Internship Coordinator II	\$86,188 Schedule 03, Range 07A
(6)(nr)	Molly Green	Office of the Chief of Academics Administrative Assistant III, C&I	\$83,137 Schedule 03, Range 03A
		Office of the Chief of Academics	\$60,019

* Salary is inclusive of the previously approved FY2026 Cost of Living Salary increase for all employees.

Appointment of the Office of Board Governance

The Office of Board of Governance recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

(5)(r)	Ian Kloster	Associate I, Records Management
		Office of Board of Governance

Recommended LTE Contracts (To be effective upon Board approval)

(4)(r)	Mary McCarthy	Urbina- Manager, Strategic Initiatives	\$68.00
		Office of the Superintendent 07/21/25 to 12/30/25	
(5)(nr)	Melanie Stewart	Advance Placement and International Baccalaureate Support	\$40.00
		Office of the Chief of Academics 07/01/25 to 12/31/25	
(5)(nr)	Margie Hood	Office of Academic Support	\$40.00
		Office of the Chief of Academics 07/01/25 to 12/30/25	
(4)(r)	Janine Cano-Graber	Administrator Coaching & Mentoring	\$40.00
		Office of the Chief of Schools 07/01/25 to 12/31/25	
(2)(r)	Beverly Conner	Administrator Coaching & Mentoring	\$40.00
		Office of the Chief of Schools 07/01/25 to 12/31/25	
(2)(r)	Lolita Harden	Administrator Coaching & Mentoring	\$40.00
		Office of the Chief of Schools 07/01/25 to 12/31/25	

(2)(r)	Peggie Swift	Administrator Coaching & Mentoring Office of the Chief of Schools 07/01/25 to 12/31/25	\$40.00
(2)(r)	Yvette Martel	Administrator Coaching & Mentoring Office of the Chief of Schools 07/01/25 to 12/31/25	\$40.00
(5)(nr)	Joseph Hartlaub	Administrator Coaching & Mentoring Office of the Chief of Schools 07/01/25 to 12/31/25	\$40.00
(2)(r)	Sharitta Wicks	Work-Based Learning Specialist Office of the Chief of Academics 07/01/25 to 12/31/25	\$40.00
(4)(nr)	Nancy Becker	Start of School Year Support and Mentoring New Staff Office of the Chief of Finance 07/01/25 to 12/31/25	\$40.00
(5)(nr)	Jay Navone	School Safety & Security Supervisor Office of the Chief of Schools 08/01/25 to 01/31/26	\$40.00
(2)(r)	Erika Banks	Career Pathway Specialist Office of the Chief of Academics 07/01/25 to 12/31/25	\$40.00
(6)(nr)	Jessica Willis	Career Pathway Specialist Office of the Chief of Academics 07/01/25 to 12/31/25	\$40.00
(2)(r)	Rosemary Hayes	Administrative Assistant III Office of the Chief of Academics 06/16/25 to 12/16/25	\$35.00
(2)(r)	Oswald Bwechwa	Refugee Service Provider Office of the Chief of Academics 06/01/25 to 09/30/25	\$35.00
(5)(r)	Vivienne Andersen	Refugee Service Provider Office of the Chief of Academics 06/01/25 to 08/22/25	\$35.00
(3)(r)	Mala Nan Leth	Refugee Service Provider Office of the Chief of Academics 06/01/25 to 09/30/25	\$35.00
(2)(r)	Elizabeth Brown	Accounting Assistant/Bookkeeper Office of the Chief of Finance 07/01/25 to 12/31/25	\$30.00
(5)(r)	Brett Fuller	Education Pathway Office of the Chief of Academics 07/01/25 to 12/31/25	\$30.00
(2)(r)	Teshona Marion	Career Pathway Specialist Office of the Chief of Academics 07/01/25 to 12/31/25	\$30.00
(2)(r)	Myles Neal	Youth Mentor Office of the Chief of Schools 09/02/25 to 01/23/26	\$30.00
(4)(r)	Norma Garcia	South Division High School Office of the Chief of Schools 08/03/25 to 02/02/26	\$30.00
(2)(r)	Annette Fayne	Administrative Assistant III Office of the Board of 07/03/25 to 12/31/25	\$28.67
(2)(nr)	Shelby Lyles	Records Associate Office of the Board of	\$27.00

(2)(r)	Henry Flemming	07/21/25 to 12/21/25 Cellphone, Monitoring, Outside Exits Office of the Chief of Schools	\$25.00
(5)(r)	Julie Kenney	08/28/25 to 02/27/26 Cellphone, Monitoring, Outside Exits Office of the Chief of Schools	\$25.00
(4)(r)	Angel Aguirre	08/28/25 to 02/27/26 Law Clerk Office of the Chief of Human Resources	\$20.00
(2)(r)	Sally Hamilton	07/07/25 to 01/07/26 Lead/Dust Cleaning Office of the Chief of Schools	\$17.88
(5)(r)	Jeffery Sokolowski	06/23/25 to 08/22/25 Lead/Dust Cleaning Office of the Chief of Schools	\$17.88
(2)(nr)	Lorriane Ewing	06/23/25 to 08/22/25 Lead/Dust Cleaning Office of the Chief of Schools	\$17.88
(2)(r)	Jasmine Harland	06/23/25 to 08/22/25 Lead/Dust Cleaning Office of the Chief of Schools	\$17.88
(6)(r)	Monica Garner	06/23/25 to 08/22/25 Lead/Dust Cleaning Office of the Chief of Schools	\$17.88
(2)(r)	George Ragland	06/23/25 to 08/22/25 Lead/Dust Cleaning Office of the Chief of Schools	\$17.88
(2)(r)	Danita Green	06/23/25 to 08/22/25 Lead/Dust Cleaning Office of the Chief of Schools	\$17.88
(2)(r)	Jacqueline Miller	06/23/25 to 08/22/25 Lead/Dust Cleaning Office of the Chief of Schools	\$17.88
(2)(r)	Tiana Hood	06/23/25 to 08/22/25 Lead/Dust Cleaning Office of the Chief of Schools	\$17.88
(2)(r)	Carmelita Biami	06/23/25 to 08/22/25 Lead/Dust Cleaning Office of the Chief of Schools	\$17.88
(5)(r)	Eric Michalski	06/23/25 to 08/22/25 Lead/Dust Cleaning Office of the Chief of Schools	\$17.88
(2)(r)	Lewis Lea	06/23/25 to 08/22/25 Lead/Dust Cleaning Office of the Chief of Schools	\$17.88
(5)(nr)	Andeya Spurlin	06/23/25 to 08/22/25 Lead/Dust Cleaning Office of the Chief of Schools	\$17.88

- r Resident
- nr Non-resident
- 1 Native American
- 2 African American
- 3 Asian/Pacific Islander
- 4 Hispanic
- 5 White

- 6 Other
- 7 Two or more

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY26 budget

Administration’s Recommendation

The Administration recommends that the Board approve the promotions, appointments, leaves, and Limited-Term Employment contracts as listed in the attachments to the item, to be effective upon approval by the board.

Director O’Halloran moved to approve the recommendations of the Administration. The motion passed, the vote being as follows:

- Ayes — Directors Herndon, O’Halloran, Reza, Siemsen, and President Zombor — 5.
- Noes – Director Fons - 1
- Abstaining – Directors Ferguson and Jackson - 2

* * * * *

(Item 4) Action on a Request to Approve the Revised 2025-26 Districtwide School Calendar

Background

The revised 2025-2026 calendar includes the addition of four half days throughout the school year to support ongoing professional development for staff. On these designated days, students will be dismissed early, allowing teachers and staff to engage in focused training and collaboration. This dedicated time supports continuous improvement in instruction and student learning.

The following is the revised 2025-2026 districtwide school calendar.

- August 25.....Organization Day
- August 26-28.....Professional Development Days
- August 29.....Labor Day Break
- September 1Labor Day
- September 2First Day of School for Students
- October 8Early Release Day for K-12 Professional Development
- October 17Parent/Teacher Conference Day
- October 20October Break
- November 7.....Record (K-8)/Professional Development Day (HS)
- November 24-25Districtwide Professional Development
- November 26-28Thanksgiving Break
- December 10.....Early Release Day for K-12 Professional Development
- December 22-31.....Winter Break
- January 1-2.....Winter Break
- January 5.....Classes Resume
- January 19MLK Jr. Day
- January 26.....Record (HS)/Professional Development Day (K-8)
- February 16.....Mid-semester Break
- February 17.....Record (K-8)/Professional Development Day (HS)

March 4.....	Early Release Day for K-12 Professional Development
March 20.....	Parent/Teacher Conference Day
March 30-April 3.....	Spring Break
April 15.....	Early Release Day for K-12 Professional Development
April 30.....	Districtwide Professional Development
May 1.....	Professional Development Day
May 25.....	Memorial Day
June 5.....	Record (K-8)/Professional Development Day (HS)
June 15.....	Last Day of School for Students
June 16.....	Record (HS)/Professional Development Day (K-8)
June 17-18.....	Emergency Make-up days, if needed

ACT Testing dates are to be determined

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 7.03 - School Year/School Calendar

Fiscal Impact Statement

No fiscal impact

Implementation and Assessment Plan

Upon approval by the Board, the Administration will implement the revised 2025-2026 districtwide school calendar.

Administration’s Recommendation

The Administration recommends the Board approve the revised 2025-2026 districtwide school calendar as presented in the attachment.

Director Siemsen moved to approve the recommendations of the Administration. The motion passed, the vote being as follows:

- Ayes — Directors Ferguson, Fons, Herndon, Jackson, O’Halloran, Reza, Siemsen, and President Zombor — 8.
- Noes – None – 0.

* * * * *

(Item 5) Action on Monthly Finance Matters: Report on Change Orders in Excess Of \$25,000; Acceptance of the Report on Revenues and Expenditures; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Report on Change Orders in Excess of \$25,000

In compliance with Administrative Policy 3.09(10)(e)1, the Administration is reporting change orders to existing contracts whose collective net value exceed \$25,000.

Contract: C031825 Scholaro Inc.

On July 21, 2023, the Milwaukee Board of School Directors and Scholaro Inc entered into Professional Services Contract number C031825 (“Contract”), with a term of July 21, 2023, through June 30, 2024, to provide authentication, translation and evaluation of high school transcripts in different languages to English. On March 13, 2024, a Request to Change Contract (RCC) was approved to add additional funds to cover

services. On June 20, 2024, an RCC was approved to extend the contract for an additional term from July 1, 2024, through June 30, 2025 with funds of \$40,000.00. On February 19, 2025, an RCC was approved to add funds of \$6,000 due to an increased demand for services. On June 4, 2025, RCC was approved to extend the contract through June 30, 2025 and add funds of \$40,000.

Original Contract Amount:.....	\$ 40,000.00
RCC 3/13/2024.....	20,000.00
RCC 6/20/2024.....	40,000.00
RCC 2/19/2025.....	6,000.00
RCC 6/4/2025.....	40,000.00
Ending Amount	\$146,000.00

Contract: C032763 Wisconsin Center District

On June 27, 2024, the Milwaukee Board of School Directors and Wisconsin Center District entered into Professional Services Contract number C032763 (“Contract”), with a term of June 16, 2025 through June 20, 2025, for in-person graduation ceremonies. On June 9, 2025, a Request to Change Contract (RCC) was approved to increase the contract by \$46,620 for increased services such as sound and lighting as well as labor not included in the original estimate.

Original Contract Amount:.....	\$ 139,772.00
RCC 6/9/2025.....	46,620.00
Ending Amount	\$ 186,392.00

Contract: B0001548 Lingua Pros, LLC

On June 29, 2023, the Milwaukee Board of School Directors and Lingua Pros, LLC entered into Blanket Professional Services Contract number B00015483 (“Contract”), with a term of July 1, 2023 through June 30, 2024, for translation services. On June 27, 2024, the Board approved a contract extension for July 1, 2024 through June 30, 2025, adding \$300,000 to the contract. On July 9, 2024, a Request to Change Contract (RCC) was approved to add \$600,000 for translation of textbooks. On May 29, 2025, the Board approved a contract extension through June 30, 2026 and compensation of \$1,000,000. On June 23, 2025, an RCC was approved to add \$1,084,517.00 due to increased demand for translation services.

Original Contract Amount:.....	\$ 300,000.00
Extension 6/27/2024.....	300,000.00
RCC 7/9/2024.....	600,000.00
Extension 5/29/2025.....	1,000,000.00
RCC 6/23/2025.....	1,084,517.00
Ending Amount	\$3,284,517.00

Contract: C031447 Vidcruiter Inc

On August 1, 2023, the Milwaukee Board of School Directors and Vidcruiter Inc entered into Professional Services Contract number C031447 (“Contract”), with a term of August 1, 2023 through July 31, 2024, for interview management and real time scoring. On June 21, 2024, a Request to Change Contract (RCC) was approved to extend the contract through June 30, 2025, and to add funds of \$34,500. On June 17, 2025, an RCC was approved to extend the contract through June 30, 2026, and to add funds of \$36,225.00

Original Contract Amount:.....	\$ 45,000.00
RCC 6/21/2024.....	34,500.00
RCC 6/17/2025.....	36,225.00
Ending Amount	\$ 115,725.00

Contract: C033026 Christopher R. Strzok d/b/a Career Tech Solutions, LLC

On September 1, 2024, the Milwaukee Board of School Directors and Christopher R. Strzok d/b/a Career Tech Solutions, LLC entered into Professional Services Contract number C033026 (“Contract”), with a term of September 1, 2024 through June 30, 2025, for support implementations of Career & Technical Student Organizations (CTSO), specifically SkillsUSA, in applicable MPS high schools: Audubon, Barack Obama, Bay View, Brady Tech, Golda Meir, Hamilton, Madison, Marshall, North Division, Pulaski, Riverside, Reagan, South Division, Vincent, and Washington. On June 25, 2025, a Request to Change Contract (RCC) was approved to extend the contract through June 30, 2026, and to add funds of \$49,000.

Original Contract Amount: \$ 49,000.00
 RCC 6/25/2025 49,000.00
 Ending Amount..... \$ 98,000.00

Contract: C032110, Artists Working in Education Inc

On October 9, 2023, the Milwaukee Board of School Directors and Artists Working in Education Inc entered into Professional Services Contract number C032110 (“Contract”), with a term of October 9, 2023 through October 8, 2024, to provide art activities at three Milwaukee Recreation Twilight locations: Andrew Douglas Middle School, Bay View High School, and Washington High School. On August 28, 2024, a Request to Change Contract (RCC) was approved to extend the contract through October 9, 2025, and to add funds of \$20,000. On June 27, 2025, an RCC was approved to extend the contract through October 9, 2026, and to add funds of \$27,588.

Original Contract Amount: \$ 25,080.00
 RCC 8/28/2024 20,000.00
 RCC 6/27/2025 27,588.00
 Ending Amount..... \$ 72,668.00

Monthly Financial Reports

The report on revenues and expenditures; the report on contracts awarded with a value under \$50,000 and cumulative total report; and the report on monthly grant awards are attached and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations Over \$5,000			
French Immersion School	* Milwaukee French Immersion PTA	10,000.00	African Dance Programming
MacDowell Montessori	Milwaukee Public Schools Foundation, Inc	15,000.00	Camping/Nature's Classroom
<i>Total Monetary Donations Over \$5,000</i>		<i>25,000.00</i>	
Monetary Donations			
Academy Of Accelerated Learning	AAL Community Parent Teacher Association	385.00	Staff Incentives
Albert E Kagel School	The Sanchez Family	28.00	General School Supplies
Allen-Field School	Box Tops for Education	6.20	General School Supplies
Andrew S. Douglas	Ameshia Greer	135.00	Student Field Trip and Brunch
Auer Avenue School	Box Tops for Education	0.40	General School Supplies

Location	Donor	Amount	Gift or Purpose
Bay View Montessori School	Matthew Lunsford	5.00	General School Supplies
Bay View Montessori School	Anna & Ben Ehler	5.00	General School Supplies
Clarke Street School	Masterlock	5,000.00	Incentives for Students
Clement Avenue School	Box Tops for Education	14.20	General School Supplies
Engleburg School	Medical Management Services Wisconsin LLC	750.00	Supplies, Dojo Store, Paper, Pencil, Pens, Field Trips, Coats, and Educational Supplies
French Immersion School	* Milwaukee French Immersion PTA	250.00	Copy Paper
French Immersion School	* Milwaukee French Immersion PTA	2,000.00	Coach Bus to Concordia Language Village in Bemidji Minnesota
Gaenslen School	Character Playbook Community Impact Grant Project	500.00	Tackle Hunger Together
Hawthorne School	Educators Credit Union	750.00	Parent Coordinator Gala
Hawthorne School	National Park Trust	1,000.00	Discover And Explore Parks, Historic Sites, Public Lands, and Waters
Hawthorne School	Children's Health Alliance of Wisconsin	1,000.00	Love My Air Wisconsin Program
Hawthorne School	* Renee Hoover -Hicks	1,000.00	First Parent Coordinator Gala
Hi-Mount School	Beverly Conner	240.00	General School Supplies
King High School	Carol Johnstone	20.00	Spring Concert
MacDowell Montessori	Box Tops for Education	10.40	General School Supplies
MacDowell Montessori	* MacDowell Montessorian PTO	300.00	Support Staff Events
Maryland Avenue Montessori School	Joelle Worm & James Tomasello	50.00	NCI Field Trip
Maryland Avenue Montessori School	Milwaukee Catholic Home	250.00	General School Supplies
Meir School	Box Tops for Education	19.30	General School Supplies
Milwaukee School of Languages	German Fest Milwaukee	55.50	German Fest
Milwaukee School of Languages	American Red Cross	250.00	Hawks Scholarship
Milwaukee School of Languages	German Language and School Society DSSV	300.00	Germany Trip
Milwaukee School of Languages	Wisconsin Stamping and Manufacturing LLC Scott Vogt	401.00	New Novel
Milwaukee School of Languages	MSL PTSA	800.00	Hairspray Musical
Milwaukee School of Languages	* Thomas Kreuser	1,000.00	Hawks Scholarship

Location	Donor	Amount	Gift or Purpose
Milwaukee School of Languages	German Immersion Foundation	1,200.00	General School Supplies
Morgandale School	Box Tops for Education	27.60	General School Supplies
Morgandale School	Laborers Int'l Union of North America Local 113	250.00	Teacher Appreciation Week
Office of Communications and School Performance - Strategic Partnerships and Customer Service	Milwaukee Brewers	100.00	Day Of Kindness
Office of Finance - Milwaukee Recreation	Epic Systems Corporation	100.00	In Memory Of Anthony Jordan Sr.
Parkside School	Box Tops for Education	3.90	General School Supplies
Parkside School	* Sara Feider	32.50	General School Supplies
Parkside School	Grant Woods	500.00	Parkside Aquaponics Lab In Memory Of Katie Porter
Ronald Reagan High School	SecureFutures	1,000.00	BSU Black Excellence Conference
<i>Total Monetary Donations</i>		<i>19,739.00</i>	
Non-Monetary Donations			
Academy Of Accelerated Learning	DonorsChoose	640.34	Fancy, Fresh Organization
Albert E Kagel School	Glacier Rock Farms	375.00	Cost of Admissions for Fieldtrip
Bay View High School	DonorsChoose	478.21	Literacy & Language
Bay View High School	DonorsChoose	929.68	Health Sports & Wellness
Bay View Montessori School	Becca Marten	20.00	A Large Cooler
Bradley Trade & Tech	DonorsChoose	466.67	Health Sports & Wellness
Browning School	DonorsChoose	380.41	Life Skills
Browning School	DonorsChoose	506.75	Finish Strong!
Browning School	DonorsChoose	565.49	Exploring CVC Words!
Browning School	DonorsChoose	596.07	STEM, Students with Disabilities
Browning School	DonorsChoose	721.23	Calming Corner
Burbank School	Panda Express Corp	4,920.00	Cub Meal Reward Cards
Carver Academy	DonorsChoose	490.98	Warm & Welcome!
Cass Street School	DonorsChoose	224.41	Safe, Respectful, Responsible
Curtin School	DonorsChoose	132.47	Comfort for All
Curtin School	DonorsChoose	334.97	Let's Game
Doerfler School	DonorsChoose	161.82	Music & The Arts
Doerfler School	DonorsChoose	241.68	Paper's Impact!
Doerfler School	DonorsChoose	285.88	Dry Erase It!

Location	Donor	Amount	Gift or Purpose
Doerfler School	DonorsChoose	334.82	"Hook It Up"
Doerfler School	DonorsChoose	336.08	Math Minutes!
Doerfler School	DonorsChoose	364.92	Kindle My Fire for Reading
Doerfler School	DonorsChoose	387.64	Keep It Cold!!
Doerfler School	DonorsChoose	517.16	Thirsty As A Duck!
Dr. B Carson Academy of Science	DonorsChoose	188.71	Lifelong Writers
Fairview School	DonorsChoose	283.87	STEM
Fairview School	DonorsChoose	380.69	STEM
Fairview School	DonorsChoose	541.33	Building a Resource Room
Fairview School	DonorsChoose	542.28	Flexible Seating
Fairview School	DonorsChoose	560.55	High Interest Materials
Fairview School	DonorsChoose	998.04	Health Sports & Wellness, Students with Disabilities
Fifty-Third Street School	DonorsChoose	336.72	Bold Strokes for Colorful Minds
Fifty-Third Street School	DonorsChoose	445.44	Reading Around the World
Forest Home Avenue School	DonorsChoose	486.09	Restock and Renew!
Gaenslen School	DonorsChoose	198.11	Life Skills
Gaenslen School	DonorsChoose	266.50	Literacy & Language, Students with Disabilities
Gaenslen School	DonorsChoose	388.90	Adapted Books For The Community
Gaenslen School	DonorsChoose	400.09	Classroom Restock
Gaenslen School	DonorsChoose	480.55	Life Skills, Students with Disabilities
Gaenslen School	DonorsChoose	508.87	Life Skills, Students with Disabilities
Gilbert Stuart School	DonorsChoose	131.50	Students with Disabilities
Goodrich School	DonorsChoose	182.19	Help We Need Chromebook Mice!
Goodrich School	DonorsChoose	189.87	End of Year Snacks!
Goodrich School	DonorsChoose	225.85	Bulldog Pride!
Goodrich School	DonorsChoose	227.90	Let's Sweeten Dismissal
Goodrich School	DonorsChoose	236.31	Summer Fun!
Goodrich School	DonorsChoose	263.09	A Seat for All!
Goodrich School	DonorsChoose	275.61	We Love Snacks!
Goodrich School	DonorsChoose	278.43	Art and Craft Supplies Needed!
Goodrich School	DonorsChoose	297.25	Racial Justice & Representation, Social Studies
Goodrich School	DonorsChoose	298.18	Racial Justice & Representation, Social Studies

Location	Donor	Amount	Gift or Purpose
Goodrich School	DonorsChoose	300.03	Health Sports & Wellness
Goodrich School	DonorsChoose	315.35	Art Supplies
Goodrich School	DonorsChoose	352.80	Adaptive Activity Books!
Goodrich School	DonorsChoose	353.03	Let's Do Yoga!
Goodrich School	DonorsChoose	409.67	Bubbles and Puppets
Goodrich School	DonorsChoose	410.71	Healthy Snacks
Goodrich School	DonorsChoose	413.52	Looking Forward to Fall!
Goodrich School	DonorsChoose	418.74	Spring Program Necessities
Goodrich School	DonorsChoose	470.92	Spring Clean & More Things
Goodrich School	DonorsChoose	494.52	Proficient STARS
Goodrich School	DonorsChoose	501.33	Summer Fun
Goodrich School	DonorsChoose	709.50	Summer Surprise!
Goodrich School	DonorsChoose	970.80	Kindergarten Rocks!
Green Tree Perp	DonorsChoose	761.65	Library Reading Corner
Hartford University School	DonorsChoose	682.49	STEM
Hayes Bilingual School	DonorsChoose	298.39	Sharpeners, Ink and Fidgets
Hayes Bilingual School	DonorsChoose	308.05	Art Supplies for Young Artists!
Hayes Bilingual School	DonorsChoose	366.03	Life in Color
Hayes Bilingual School	DonorsChoose	378.17	Small Group Novels
Hayes Bilingual School	DonorsChoose	391.25	El Salon de Mrs. M
Hayes Bilingual School	DonorsChoose	409.72	Classroom Supplies
Hi-Mount School	DonorsChoose	353.01	Literacy & Language
Honey Creek Elementary School	DonorsChoose	679.78	Magic Carpet Ride
Hopkins-Lloyd Community School	DonorsChoose	564.48	The Good Sport
Humboldt Park School	DonorsChoose	183.65	Whiteboard Needed!
Humboldt Park School	DonorsChoose	690.90	Literacy & Language, STEM
James Madison Academic Campus	DonorsChoose	383.10	Classroom Essentials!
Keefe Avenue School	DonorsChoose	221.82	Peaceful Walk to Regulation
Kilbourn School	DonorsChoose	481.06	Successful Ending!
Kilbourn School	DonorsChoose	518.68	Health Sports & Wellness, Literacy & Language
King High School	DonorsChoose	287.15	Energy Bites
King High School	DonorsChoose	342.36	Literacy & Language
King High School	DonorsChoose	881.87	Health Sports & Wellness, Literacy & Language
King High School	DonorsChoose	1,105.75	Life Skills, Literacy & Language
King High School	DonorsChoose	1,359.45	STEM
Kluge School	DonorsChoose	564.54	Kindergarten Ready!

Location	Donor	Amount	Gift or Purpose
Lancaster School	DonorsChoose	316.10	Hygiene Ready to Go
Lancaster School	DonorsChoose	425.03	Munch & Master the Test!
Lancaster School	DonorsChoose	664.78	Spring into Cleanliness
Lancaster School	DonorsChoose	689.20	Low Funds With High Needs
Lincoln Middle School	DonorsChoose	543.53	Health Sports & Wellness, Social Studies
Lloyd Barbee Montessori	DonorsChoose	236.73	A Cleaner Classroom
MacDowell Montessori	Walmart Store #2828	250.00	Headphones, Kleenex, Art Supplies, ClassSnacks
MacDowell Montessori	DonorsChoose	135.02	A Book of My Own
MacDowell Montessori	DonorsChoose	136.49	Vacuum=Clean Carpet
MacDowell Montessori	DonorsChoose	182.23	We Like to Jump
MacDowell Montessori	DonorsChoose	833.29	Health Sports & Wellness
Manitoba School	DonorsChoose	344.58	Healthy: Inside & Out!
Manitoba School	DonorsChoose	468.22	Life Skills, Literacy & Language
Manitoba School	DonorsChoose	472.11	Summer Bridging
Manitoba School	DonorsChoose	561.43	Magnetic Attraction
Milwaukee High School of the Arts	DonorsChoose	758.87	Lights, Camera, Action!
Mitchell School	DonorsChoose	173.31	Creative Little Minds
Mitchell School	DonorsChoose	484.08	Life Skills, Students with Disabilities
Mitchell School	DonorsChoose	486.47	Creative Children
Mitchell School	DonorsChoose	759.08	Flexible Seating
Mitchell School	DonorsChoose	1,138.93	Literacy & Language
Morgandale School	DonorsChoose	746.12	Sensory Overload
Neeskara School	DonorsChoose	464.80	Back to the Basics!
Ninety-Fifth Street School	DonorsChoose	188.69	4th Grade Organization
Ninety-Fifth Street School	DonorsChoose	196.28	Life Skills, Literacy & Language
Ninety-Fifth Street School	DonorsChoose	198.99	Crafts for Kids
Ninety-Fifth Street School	DonorsChoose	205.58	Storage and Snacks
Ninety-Fifth Street School	DonorsChoose	206.72	Where Stories Come Alive
Ninety-Fifth Street School	DonorsChoose	207.04	STEM Savvy!
Ninety-Fifth Street School	DonorsChoose	207.80	Game Time-Let's Go!
Ninety-Fifth Street School	DonorsChoose	233.50	Let's Get Artsy!
Ninety-Fifth Street School	DonorsChoose	248.34	Literacy & Language, Racial Justice &Representation
Ninety-Fifth Street School	DonorsChoose	462.95	We Love to Read!
North Division High School	DonorsChoose	316.60	Life Skills

Location	Donor	Amount	Gift or Purpose
Obama School of Career and Technical Education	DonorsChoose	346.30	Life Skills, Literacy & Language
Obama School of Career and Technical Education	DonorsChoose	417.26	Life Skills, Literacy & Language
Office of Academics - Specialized Services	Brew City Optimist Club	165.00	30 Free Sandwich Gift Cards From McDonald's
Office of Academics - Specialized Services	Jim and Chris Coughlin	295.00	59 Gently Used Hoodies In Various Sizes
Parkside School	DonorsChoose	460.07	Students with Disabilities
Parkside School	DonorsChoose	803.28	Health Sports & Wellness, Music & The Arts
Parkview School	DonorsChoose	757.57	Reading Is Fundamental
Pulaski High School	DonorsChoose	243.69	Life Skills, Students with Disabilities
Pulaski High School	DonorsChoose	274.59	Warmth Care & Hunger
Pulaski High School	DonorsChoose	357.04	Novels in High Demand
Pulaski High School	DonorsChoose	463.75	Bonding Over Nail Art
Riverwest Elementary	DonorsChoose	161.94	Life Skills
Riverwest Elementary	DonorsChoose	283.18	Warmth Care & Hunger
Ronald Reagan High School	Taco Johns (Joe Rickaby)	600.00	Food Gift Cards
Ronald Reagan High School	DonorsChoose	438.50	Black Excellence Gala
Ronald Reagan High School	DonorsChoose	1,429.79	Field Testing Supplies
Roosevelt Middle School	DonorsChoose	413.05	Health Sports & Wellness, Life Skills
Roosevelt Middle School	DonorsChoose	734.44	Hygiene Essentials
Spanish Immersion School	DonorsChoose	860.57	Flexible Seating Refresh
Spanish Immersion School	DonorsChoose	1,054.88	Spruce Up Our Science Lab
Spanish Immersion School	DonorsChoose	1,369.25	Load up the class
Trowbridge School	DonorsChoose	181.21	Soft Seating
Trowbridge School	DonorsChoose	196.17	I Want to Read!
Trowbridge School	DonorsChoose	201.46	Feed My Brain
Trowbridge School	DonorsChoose	449.89	Alphabet Updates
Victory School	DonorsChoose	454.78	Let's Read
Victory School	DonorsChoose	492.87	Time to Explore
Victory School	DonorsChoose	708.66	Set My Students Up for Success!
Victory School	DonorsChoose	1,069.57	STEM
Vieau School	DonorsChoose	379.19	Creating a Great Start!
Vieau School	DonorsChoose	395.10	Literacy & Language, Social Studies

Location	Donor	Amount	Gift or Purpose
Vieau School	DonorsChoose	737.32	Oops! Need Spare Pants.
Washington High School	DonorsChoose	816.30	Basic Need Items
Westside Academy	DonorsChoose	459.28	Health Sports & Wellness
William Cullen Bryant School	DonorsChoose	336.86	Clear Conscience, Clean Spaces
<i>Total Non-Monetary Donations</i>		<i>75,110.57</i>	
<i>Total Value of Donations</i>		<i>119,849.57</i>	
<i>* Donations from MPS Alumni</i>		<i>4,582.50</i>	

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.06 - Fiscal Accounting and Reporting

Fiscal Impact Statement

This item does not authorize expenditures.

Administration’s Recommendation

The Administration recommends that the Board accept the donations, as listed in the attachments, with appropriate acknowledgement to be made on behalf of the Board.

Director Jackson moved to approve the recommendations of the Administration. The motion passed, the vote being as follows:

- Ayes — Directors Ferguson, Fons, Herndon, Jackson, O’Halloran, Reza, Siemsen, and President Zombor — 8.
- Noes – None – 0.

* *

(Item 6) Action on the Award of Exception-to-Bid Contracts

Background

Exception Authorization to Issue a Purchase Order to Apple Computer Inc for iPads

The Administration is requesting authorization to issue a purchase order to Apple Computer Inc for iPads for the school psychologists. The integration of technology into the field of school psychology significantly enhances the effectiveness of interventions and assessments, providing both students and professionals with a modern, efficient, and interactive approach to addressing mental health, academic, cognitive, and behavioral needs. iPads for school psychologists would enable the use of specialized applications that support social-emotional learning (SEL), such as emotion regulation tools and mindfulness. iPads also serve as invaluable tools in assessing and tracking students’ academic progress, cognitive development and behavioral concerns. Most of the standardized assessments used by school psychologists are moving towards electronic administration using iPads. These standardized assessments are needed to provide reliable data for school psychologists to contribute to IEP decisions, Section 504 decisions, as well as decisions regarding behavior and emotional support for students.

The Exception to Bid has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The total cost of the purchase will not exceed \$69,367.50.

Budget Code: GSP-0-S-MHS-DE-ESUP.....(Ex Ed & Supportive Services).....\$69,367.50

Exception Authorization to Contract with Charter Communications Operating LLC for Telephone Communication Services

The Administration is requesting authorization to enter into a contract with Charter Communications Operating LLC for telephone communication services. Contractor will be used to provide 480 concurrent call paths for all district inbound and outbound telephone communication, and to provide 105,000 monthly minutes of usage for long distance and local.

These services are necessary to support over 23,000 telephone numbers the district uses in all schools and departments to make and receive telephone calls internally and externally.

The exception to bid has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from October 1, 2025 through September 30, 2028 and will not exceed \$324,000.

Budget Code: PIN-0-0-TLN-DW-ETEL (Technology Contracted Services)\$324,000.00

Exception Authorization to Enter into a Contract with Curriculum Associates, LLC for Dedicated Professional Learning Services

The Administration is requesting authorization to enter into a contract with Curriculum Associates, LLC to provide dedicated professional learning services aligned with our district’s instructional priorities. As part of our continued efforts to support high quality Tier 1 instruction and data-driven intervention, the district has implemented the i-Ready platform to assess and support student learning in reading and mathematics. To ensure effective use of the platform and sustained capacity-building among educators, we are contracting with Curriculum Associates for dedicated professional learning services.

This contract provides our district with a dedicated i-Ready Professional Development Specialist who will work closely with district staff, school leaders, and teachers throughout the year. The specialist will engage in joint planning with district leaders to align professional learning to our instructional goals, deliver tailored coaching and training to school-based staff, and support leadership in using data to inform instruction. Key deliverables include collaborative planning sessions with district and school leaders; ongoing, in-person and virtual professional development for teachers and instructional coaches; coaching aligned to real-time data use and instructional practices; flexibility to tailor services to evolving district needs and timelines; and coordination with Curriculum Associate’s broader support team to ensure coherence with product updates and system- level implementation.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The contract will run from August 1, 2025, through June 30, 2026, and the total cost will not exceed \$244,000.00.

Budget Code: SDV-0-S-3Z6-DW-ECTS (MRI/CSI Budget)\$244,000.00

Exception Authorization to Extend the Contract with GPS Education Partners, Inc., for Alternative Education Programming

The Administration request authorization to extend the contract with GPS Education Partners, Inc. (“GPS”) to continue delivering work-based alternative education for up to 23 MPS students in grades eleven and twelve.

GPS offers a fully immersive, work-based learning experience in partnership with businesses across the manufacturing, construction, and automotive industries.

Participating students earn an MPS high school diploma while gaining paid work experience and earning industry-recognized credentials. Most students engage in manufacturing apprenticeships through the GPS Youth Apprenticeship Program, while others follow pathways in construction or automotive.

This ongoing partnership offers a consistent, career-focused option for MPS students and is reviewed annually. Either party may terminate the partnership with written notice by March 31 prior to the upcoming school year.

An exception to the competitive procurement process has been granted in accordance with Administrative Policy 3.09(7)(e)(1)(b)(iv), on the basis of continuity.

The original contract term was August 1, 2023, through July 31, 2024, with two one-year extension options. The first extension is in effect through July 31, 2025. This would be the second and final extension for Year 3, covering the period from August 1, 2025, through July 31, 2026 and total cost shall not exceed \$138,000.00.

Budget Code: GOE-0-I-KQ6-EO-ECES \$138,000.00

Exception Authorization to Issue a Purchase Order to Indeed, Inc to Provide Online Job Postings for Highly-Skilled Classified and Certificated Positions

The Administration is requesting authorization to issue a purchase order to Indeed, Inc to provide online job posting for highly-skilled classified and certificated positions.

This partnership supports the district’s priorities as we continue to recruit highly qualified staff to improve student academic achievement and district climate and culture.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The total cost will not to exceed \$54,000.00.

Budget Code: RCR-0-0-ATT-HR-ECTS..... \$54,000.00

Exception Authorization to Extend the Contract with Milwaukee Area Technical College to Provide College Courses Leading to Transferrable College Credits for MPS High School Students through Dual Enrollment & Concurrent Enrollment and M3 College Connections

The Administration is requesting authorization to extend the contract with Milwaukee Area Technical College (“MATC”) to continue serving MPS high school students through Dual Enrollment, Concurrent Enrollment, and the M³ College Connections program.

Under this agreement, students earn both high school and transferable college credit through one of the following formats:

MATC instructors teach courses on the MATC campus (used exclusively for M³ College Connections).

MATC instructors teach courses at MPS high schools.

Approved MPS teachers deliver MATC-approved courses at MPS sites.

Courses may include English, Math, Science, World Languages, and Career and Technical Education.

The M³ College Connections program, a partnership between MPS, MATC, and UWM, enables students to fulfill graduation requirements while earning college credit in pathways such as General Education, Nursing, and Education.

Students enrolled in over 6 credits will receive M-Passes; those with fewer than 6 credits may receive them at \$50 each as needed.

An exception to the competitive procurement process has been granted in accordance with Administrative Policy 3.09(7)(E)(1)(b)(iv), as the services being provided are granted on the basis of continuity.

The original contract term was September 1, 2024, through July 30, 2025, with two one- year extension options. The first extension is in effect through August 8, 2025. The Administration now seeks approval to proceed with Year 2, covering the period from August 9, 2025, through August 8, 2026.

Budget Code: APY-0-0-SBD-EO-EUWT.....\$ 406,000.00

Exception Authorization to Issue Blanket Purchase Order to Milwaukee County Transit System for Bus Passes

The Administration is requesting authorization to issue a blanket purchase order to the Milwaukee County Transit System for bus passes and tickets throughout the 2025-2026 school year.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract are considered one- of-a-kind and competitive vendors do not exist (Administrative Policy 3.09(7)(e)(1)(b)(i)).

These bus passes and tickets are provided to students for various school activities. The total cost of these purchases will not exceed \$2,000,000.

Budget Code: STP-0-0-TRS-DW-EPPT (Pupil Transportation).....\$2,000,000.00

Exception Authorization to Extend a Contract with Truescreen, Inc., for Criminal Background Screenings

The Administration is requesting authorization to extend our contract with Truescreen, Inc., (“Truescreen”) to provide continued criminal background screening for applicants, student teacher/field placement students, volunteers, and vendors.

Truescreen has provided criminal background check screening services to the District since 2013. The services provided by Truescreen have increased capacity, efficiency, and accuracy in processing criminal background checks. Truescreen conducts a nationwide search and a sex offender search. Truescreen’s web-based platform is integrated with the District’s applicant tracking system so that criminal background checks can be requested with little to no manual intervention.

The district has historically provided this service internally through the Office of Human Resources. The District has and will continue to absorb the cost of criminal background checks on applicants for employment with the district and volunteers. Currently, the District bills colleges/universities and vendors for background checks conducted.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(e)(1)(b)(iv)).

The initial contract term was from August 1, 2024, through July 31, 2025. The contract shall now be extended for the first-year extension from August 1, 2025, through July 31, 2026.

The total cost of the first-year extension will not exceed \$300,000.00.

Budget Code: BGC-0-0-EMB-HR-ECTS (Employment Benefits – Contract Services)
\$300,000.00

Exception Authorization to Issue a Blanket Purchase Order to Agile Sports Technologies, Inc. d/b/a Hudl for Subscription Services for High School Athletes

The Administration is requesting authorization to issue a blanket purchase order to Agile Sports Technologies, Inc. d/b/a Hudl for subscription services. Hudl subscriptions support an ongoing need for game film analysis, practice planning, and opponent scouting for all scheduled athletic contests. Additionally, these subscriptions enable student-athletes from sixteen MPS high schools to create individualized game highlight reels for collegiate scouts, supporting potential scholarship opportunities.

The high schools utilizing these services are:

Bay View High School, Lynde and Bradley Technology and Trade School, Alexander Hamilton High School, Edward A. MacDowell Montessori School (Juneau campus), Rufus King International High School, Milwaukee Marshall High School, North Division High School, Barack Obama School of Career &

Technical Education, Casimir Pulaski High School, Ronald Reagan College Preparatory High School, Riverside University High School, Milwaukee High School of the Arts, Milwaukee School of Languages, South Division High School, Harold S. Vincent School of Agricultural Science, and Washington High School of Information Technology.

An exception to the competitive procurement process has been granted in accordance with Administrative Policy 3.09(7)(E)(1)(b)(iv), as the services are necessary to maintain continuity. Hudl has consistently provided services to MPS athletics departments for over a decade.

The blanket purchase will be in effect from August 1, 2025, through July 31, 2028. The total cost for the first year of the subscription (August 1, 2025, to July 31, 2026) shall not exceed \$106,038.00.

Budget Code: 000-0-0-000-BL-ECTS (budget code varies by location)..... \$106,038.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Administration’s Recommendation

The Administration recommends that the Board authorize the exception-to-bid contracts as set forth in the attachments to this item.

Director Jackson moved to approve the recommendations of the Administration. The motion passed, the vote being as follows:

- Ayes — Directors Ferguson, Fons, Herndon, Jackson, O’Halloran, Reza, Siemsen, and President Zombor — 8.
- Noes – None – 0.

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(Item 7) Action on the Award of Professional Services Contracts

Background

Cooperative Authorization to Enter into a Contract with Imagine Learning LLC for Instructional Services

The Administration is requesting authorization to enter into a contract with Imagine Learning LLC for instructional services. Contractor will be used to deliver instructional services for K4- 12th grade students enrolled in the virtual program established for the 2025-26 school year. 1500 students will have access to learning through the Imagine Learning platform. For the 26-27 school year, enrollment will be 2000. For the 27-28 school year, 2500 students will have access.

Imagine Learning LLC is a provider of K-12 curriculum and blended learning solutions. In addition to their credit recovery options, currently being utilized by the district for students in grades 9-12, Imagine Learning Inc offers an extended catalog of courses aligned to Wisconsin State Standards for students in grades K4-12th grade.

Their personalized learning approach allows for maximum flexibility for the virtual student with a blend of synchronous and asynchronous instruction and support. Imagine Learning LLC utilizes WI certified teachers and offers multiple layers of support including special education and translation services to ensure effective online learning.

This purchase is made under the TIPS Cooperative Contract #230105.

This contract will run from August 1, 2025 through July 31, 2028. The total cost of the contract in the extension year will not exceed \$14,364,500.

Budget Code: GSP-0-S-BDB-VM-ECTS\$14,364,500.00

RFP Authorization to Enter into Contracts with Thirteen Community-Based Organizations to Provide After-School, Weekend, and Summer Arts and Humanities Related Programs

The Administration is requesting authorization to enter into contracts with thirteen community-based organizations (CBOs) to provide after-school, weekend, and summer arts and humanities-related programs for City of Milwaukee children, youth, and families.

The Milwaukee Public Schools Partnership for the Arts & Humanities (PAH) is an annual allocation of funds designed to support after-school, weekend, and summer arts and humanities-related programs for City of Milwaukee children, youth, and families. The goals of the Partnership for the Arts & Humanities program are as follows:

Increase access to arts and/or humanities experiences for all City of Milwaukee children, youth, and families;

Strengthen existing and establish new community partnerships that motivate students to higher levels of academic and social-emotional achievement;

Build the collective capacity of community-based organizations to effectively serve children, youth and families.

The Administration recommends entering into contracts with 13 community-based organizations totaling \$1,691,300 or \$845,650 annually for the 25/26 and 26/27 school years and summers.

The thirteen organizations are Art Start, Inc., Arts at Large Inc., Black Arts MKE, Inc., CAPITA Productions Inc, First Stage Milwaukee, Inc. Lead2Change Inc, Milwaukee Repertory Theater, Radio Milwaukee Inc, Running Rebels Community Organization, Teens Grown Greens Inc, VIBEZ Creative Arts Space LLC, Walker’s Point Center for the Arts, and Woodland Pattern Book Center. The total cost of each contract cost for each vendor is listed in the attachment.

The programs led by these organizations will serve a projected 9,830 unduplicated children, youth, and family members between September 1, 2025 and August 31, 2027.

Collectively, these organizations have demonstrated \$3,570,709 dollars in cash and in-kind matching support for the same or similar programming.

Budget Code: CSV-0-0-ART-RC-ECTS (Extension Funds-Arts & Humanities).....\$1,691,300.00

RFP 1127 Authorization to Extend the Contract with Drive USA, Inc. d/b/a Arcade Drivers School to Continue Providing Driver Education Programming

The Administration is requesting authorization to extend the contract with Drive USA, Inc. d/b/a Arcade Drivers School ("Arcade Drivers School") to support the continued delivery of driver education programming. The contractor will provide classroom and behind-the-wheel instruction for the MPS Drive and Community-based Driver Education programs.

MPS has recognized and begun addressing a significant disparity in driver’s license attainment among Milwaukee youth through the MPS Drive program. This initiative offers free driver education—including in-person, hybrid, and online classroom instruction, along with behind-the-wheel lessons—for approximately 2,000 students at 16 MPS sites. An additional 300 youth are served through the Community-Based Driver Education component, which provides behind-the-wheel and online instruction, with in-person classes available upon request. These programs are actively addressing the gap by removing financial and logistical

barriers, and it is critical that we continue this work to ensure equitable access to driver education for all eligible students.

Contractor was chosen pursuant to RFP 1127, which closed on February 27, 2024. The initial contract term runs from September 1, 2024 through August 31, 2025, with two additional one-year extensions contingent upon meeting performance metrics:

Performance Metrics	Possible Points	Year 1 Performance
Quality: 100% of Contractor DOT-certified instructors complete additional job-related trainings/professional development.	25	25
Accuracy (Cost): Program/per participant costs were as proposed; no hidden costs emerged. Contractor absorbed any requested adaptive service expenses.	10	10
Capacity: Fleet of cars for behind-the-wheel meets the demand of participants enrolled in the program each session. Participants are able to schedule behind-the-wheel lessons within 30 days of receiving their temporary permit.	25	25
Accessibility: Contractor has a designated point person who has responded to questions and requesting a timely manner (1 hour or less).	25	25
Accuracy: Contractor has submitted accurate and timely reports and data requested by MPS (2business days or less).	15	15

Drive USA, Inc. d/b/a Arcade Drivers School ("Arcade Drivers School") met all performance criteria, MPS recommends exercising the first one-year extension of the contract. The contract extension (Year 2) will run from September 1, 2025 through August 31, 2026.

The total cost under this Contract for Year 2 shall not exceed \$750,904.00.

Budget Code:

DRD-0-0-DED-DW-ECTS (MPS Drive)..... \$630,904.00

CSV-0-0-DRV-RC-ECTS Community-based Driver Ed)..... \$120,000.00

RFP 1149 Authorization to Contract with Coakley Brothers Company for Technology Moving Services

The Administration is requesting authorization to enter into a contract with Coakley Brothers Company for technology moving services. This contractor will be used to provide moving services as needed at a variety of MPS sites. Items to be moved will consist primarily of computer and other technology equipment.

These moving services are critical to operations in the Department of Technology. They are used on a routine basis to deliver computers and other electronic equipment to schools as well as pick up obsolete equipment at schools and deliver to the 7th St. Warehouse facility for recycling.

Contractor was chosen pursuant to RFP 1149, which closed on April 29, 2025. The contract will run from November 21, 2025 through November 20, 2028.

The total cost of the contract will not exceed \$315,000.

Budget Code: TSV-0-0TLN-DW-EMTC (Technology Contracted Services) \$315,000.00

RFP 1133 Authorization to Contract with The Lincoln Center for Family and Youth for Therapeutic Classroom Services

The Administration is requesting authorization to enter into a contract with The Lincoln Center for Family and Youth for therapeutic classroom services. This contractor will be used to provide specialized therapeutic classroom placements for a minimum of 30 students in grades 4 through 12 who require more

intensive social-emotional and behavioral support than our traditional comprehensive behavioral classrooms can provide.

The Department of Specialized Services, in the interest of better serving all students, has recognized a need for the option of intensive therapeutic services requiring intervention outside of our current delivery structure. A contracted relationship with Lincoln Center for Family and Youth allows for more flexible short and long-term placement options.

Contractor was chosen pursuant to RFP 1154, which closed on May 29, 2025. The contract will run from September 1, 2025 through August 31, 2026, (the "Initial Term"), with two additional one-year options to extend upon mutual agreement of the parties and board approval.

The total cost of the contract in the Initial Term will not exceed \$1,450,000.

Budget Code:

SSU-0-A-IF5-DW-ECTS (Ex Ed & Supportive Services Contracted Services).....\$1,450,000.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Administration's Recommendation

The Administration recommends that the Board authorize the professional services contracts as set forth in the attachments to this item.

Director Herndon moved to approve the recommendations of the Administration with the exception of the contract with Imagine Learning and to bring this contract back through the Committee on Accountability, Finance and Personnel.

The motion was subsequently withdrawn.

Director O'Halloran moved to approve the recommendations of the Administration. The motion passed, the vote being as follows:

- Ayes — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen, and President Zombor — 8.
- Noes – None – 0.

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(Item 8) Action on the Request to Waive Administrative Policy 3.09(9)(e) and Issue the Contracts for Prairie Farms Dairy, Inc., Alpha Baking Company, Inc., and PressSense Films LLC

Background

RFB 5829 Authorization to Waive Administrative Policy 3.09(9)(e) and Enter into a Blanket Purchase Order with Prairie Farms Dairy, Inc as the Milk Supplier/Distributor for Milwaukee Public Schools

The Administration is requesting authorization to issue a blanket purchase order to Prairie Farms Dairy, Inc for the 2025-2026 school year with the option to extend for up to three additional one-year periods. This blanket purchase order will provide the distribution of specific milk products to be directly delivered to MPS schools which will allow flexibility of delivery services based on storage capacity at each school. Milk is a USDA-required food component that must be offered at Breakfast, Lunch and Dinner.

The vendor was chosen pursuant to RFB 5829 which closed on June 16, 2025. Prairie Farms Dairy, Inc was the only bidder for the award.

The Administration is requesting to waive Administrative Policy 3.09(9)(e) three-year term and authorize the Blanket Purchase order for a four (4) year period which would allow the district to ensure price levels for four years.

The initial term of the Blanket Purchase Order will run from September 1, 2025, through August 31, 2026, with the option of three additional one-year terms.

The total cost for the initial term will not exceed \$4,000,00.00

Budget Code: 000-0-0-000-BL-ECTS Nutrition)..... \$4,000,000.00

RFB 5830 Authorization to Waive Administrative Policy 3.09(9)(e) and Enter into a Blanket Purchase Order with Alpha Baking Company, Inc as the Fresh Bakery/Bread Supplier/Distributor for Milwaukee Public Schools

The Administration is requesting authorization to issue a blanket purchase order to Alpha Baking Company, Inc for the 2025-2026 school year with the option to extend for up to three additional one-year periods. This blanket purchase order will provide the distribution of specific bread products to be directly delivered to MPS schools with flexible delivery days based on the fresh bakery needs of the menu.

The vendor was chosen pursuant to RFB 5830 which closed on June 16, 2025. Alpha Baking Company Inc was the only bidder for the award.

The Administration is requesting to waive Administrative Policy 3.09(9)(e) three-year term and authorize the Blanket Purchase order for a four (4) year period which would allow the district to ensure price levels for four years.

The initial term of the Blanket Purchase Order will run from September 1, 2025, through August 31, 2026, with the option of three additional one-year terms.

The total cost of the initial term will not exceed \$800,000.00.

Budget Code: 000-0-0-000-BL-ECTS Nutrition)..... \$800,000.00

RFB 5831 Authorization to Waive Administrative Policy 3.09(9)(e) and Issue a Blanket Purchase Order with PressSense Films LLC for Tray Wrapping Film

The Administration is requesting authorization to issue a blanket purchase order to PressSense Films LLC for tray wrapping film to provide four types of tray wrapping film to all MPS kitchens requiring the products.

The vendor was chosen pursuant to RFB 5830, which closed on June 2, 2025. PressSense Films was the lowest and complying bidder for the award.

The Administration is requesting to waive Administrative Policy 3.09(9)(e) three-year term and authorize the Blanket Purchase order for a four (4) year period which would allow the district to ensure price levels for four years.

The initial term of the Blanket Purchase Order will run from September 1, 2025, through August 31, 2026, with the option of three additional one-year terms.

The total cost of the initial term will not exceed \$75,000.00

Budget Code: 000-0-0-000-BL-ECTS.....\$75,000.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contract will begin as indicated in the attachments.

Administration's Recommendation

The Administration recommends that the Board waive Administrative Policy 3.09 and authorize the professional services contracts as set forth in the attachments to this item.

Director Siemsen moved to approve the recommendations of the Administration. The motion passed, the vote being as follows:

- Ayes — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen, and President Zombor — 8.
- Noes – None – 0.

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(Item 9) Action on Monthly Facilities Matters: FMS Award of Professional Services Contracts, Material Purchase, Contract Modification, Report of Exception to Bid Purchase and Contracts, Report of Emergency Contracts, and Change Order Notification Recommendation

Award of Contracts

The contract award recommendations for the July, 2025 Regular Board meeting are listed below for your review. Adequate funding is available in the accounts as noted.

Professional Services Contracts

The Administration requests that the Board approve the following professional services contracts:

RFP #18623 Asbestos Inspection, Abatement & Environmental Supervision Services – Various MPS Locations

A Request for Proposal (RFP) was issued by the City of Milwaukee Department of Administration – Purchasing Division to obtain a firm to provide Environmental Contracting & Consulting Services for the City of Milwaukee. Milwaukee Public Schools, DFMS, will utilize the same pricing, terms, and conditions to receive Asbestos Inspection, Abatement & Environmental Supervision Services at Various MPS Locations.

Selected firm: The Sigma Group, Inc. Spending Authority: \$750,000.00/year

Contract Period: August 1, 2025 – April 21, 2026 with an optional 1 year extension, based upon City of Milwaukee approval.

Budget Code: Various

RFP #9062, 9063, 2026 Green Infrastructure Upgrades Cohort 8 – Design Services 9064, 9065, & 9066

A Request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide design services for the 2026 Green Infrastructure Upgrades Cohort 8 – Design Services.

Selected firm: SmithGroup, Inc. Contract Amount: \$424,694.00

Contract Period: August 1, 2025 – August 21, 2026 Budget Code: Various

Material Purchase

AUDITORIUM SEATING

Morgandale School

Prime Contractor

JWC Building Specialties 540 Progress Drive

Hartland, WI 53029

Base Bid of \$95,649.00

Pricing provided through the Omnia Cooperative Contract #240106

Funds are available for the Auditorium Seating project account code GN6 00 BDK MG EOSV FEDM (Project No. 9553).

Contract Modification

Authorization to Modify a Contract for Monitoring Services with Securitas Security Services USA, Inc.

The Administration is requesting approval to waive Board Policy 3.09 (9)(e) Relative to Purchase Order and Contracts. The Administration is requesting approval to modify the contract from a 10-month contract to a 22-month contract and increase the expenditure authority with Securitas Security Services USA, Inc. by an additional \$250,000.00 per year.

The vendor was chosen pursuant to RFP #8949, with a term of March 22, 2024 – January 30, 2025. The contract was modified to run from March 22, 2024 – August 29, 2025. This second modification to the contract will run from August 30, 2025 – August 31, 2026.

Budget Code: Various

Report of Emergency Contracts

RFP #25-026 Third Party Lead Clearance Testing

Selected firms: National Property Inspections

The Sigma Group Testudo, LLC

Requested Expenditure Authority: \$700,000.00 Contract Period: July 22, 2025 – July 21, 2026

Budget Code: Various

Report of Exception-to-Bid Purchase

This exception to bid purchase is being reported as required by Administrative Policy 3.09 Purchasing and Bidding Requirements.

An exception to bid purchase of 1,500, 5-gallon buckets of Aluminum Roof Coating from Roofers Mart, at a cost of \$7.40 each for a total amount of \$131,100.00.

The Aluminum Roof Coating will be purchased with funds from account code MBM 0A CCT FM ECNC (Project No. 9388).

Report of Exception-to-Bid Contracts

Recommended for the Board’s approval at this meeting is the following continuity (exception to bid) contract for Securitas Security Services USA, Inc.

The Administration recommends that the Board authorize the continuity (exception to bid) contract, for Securitas Security Services USA, Inc. to provide Security Guard Response services for all MPS sites, with a spending authority of \$260,000.00.

Term: August 1, 2025 – August 31, 2026

Funds are available for the Security Guard Response services project account code via Various Budget Codes.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract must be provided by this contractor for continuity and the quantifiable and qualitative savings can be demonstrated to benefit the District (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

Recommended for the Board’s approval at this meeting is the following continuity (exception to bid) contract for The Concord Group.

The Administration recommends that the Board authorize the continuity (exception to bid) contract, for The Concord Group, \$795,000.00.

Term: August 1, 2023 – April 30, 2026

Funds are available for the Northside Community Center project account code CSV 00 RFI RC ECNC.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract must be provided by this contractor for continuity and the quantifiable and qualitative savings can be demonstrated to benefit the District (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

Recommended for the Board’s approval at this meeting is the following continuity (exception to bid) contract for Conservice LLC.

The Administration recommends that the Board authorize the continuity (exception to bid) contract, for Conservice LLC – with a spending authority of \$80,000.00.

Term: August 1, 2025 – July 31, 2026

Funds are available for the Utility Data Management Services project account code BLD 00 UTL DW ESUP.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract must be provided by this contractor for continuity and the quantifiable and qualitative savings can be demonstrated to benefit the District (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

Change Order

The Administration is reporting to the Board the following change orders in excess of \$50,000.00. Playfield and Fieldhouse Renovation

Lincoln Playfield, Site #756 Zignego Company, Inc.

Total Amount of Change Order: \$242,653.16

As part of the contract with Zignego Company, Inc. for playfield renovation at Lincoln Playfield, the original bid documents and the soils management plan developed by Sigma, had anticipated there was available clean material on site that could be used to provide the 1’ cap of clean soil that was determined to be necessary through coordination with the Wisconsin Department of Natural Resources (WDNR). During the project’s site grading activities, it was determined through on-site inspections by Sigma that an unforeseen condition

was identified. The condition identified was the soil that was anticipated to be clean and useable to establish the WDNR required top 1' of clean fill in all areas that weren't covered by hardscape was not in fact usable, and contained large amounts of debris and other contaminants that prevented the soil use as planned.

This change order will allow the project to use the unsuitable soils on site, by raising grades to the levels established by the design team and importing clean soils to establish the 1' of clean material mandated by WDNR.

This will avoid the cost of removing the soil from the site and disposing of it in a landfill. The change order will be funded from account code STS 00 RFI RC ECNC (Project No. 7096).

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:

Professional Services Contracts:

Total Professional Services Contracts Requested = \$1,174,694.00

Material Purchase:

Total Material Purchase Requested = \$95,649.00

Contract Modification:

Total Contract Modification Requested = \$250,000.00 per year

Emergency Contracts:

Total Emergency Contracts Reported = \$700,000.00

Exception to Bid Purchase:

Total Exception to Bid Purchase Requested = \$131,100.00

Exception to Bid Contracts:

Total Exception to Bid Contracts Requested = \$1,135,000.00

Change Order:

Total Change Order Requested = \$242,653.16

Implementation and Assessment Plan

Upon Board approval, the attached professional services contracts, material purchase, contract modification, report of exception to bid purchase and contracts, report of emergency contracts, and change order notification shall be executed.

Administration's Recommendation

The Administration recommends that the Board approve the attached professional services contracts, material purchase, contract modification, report of exception to bid purchase and contracts, report of emergency contracts, and change order notification.

Director Siemsen moved to approve the recommendations of the Administration with the contract language to include the addition of student employment of 600 hours and the career education requirement of 10 hours, per contract year. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen, and President Zombor — 8.

Noes — None — 0.

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(Item 10) Action on Amendments to Board Rules 2.05 and 2.10 Relative to the Charges of Certain Committees of the Board

Background

At its meeting of June 24, 2025, the Board approved amendments to the charges of the Committees on Parent and Community Engagement and on Student Achievement and School Innovation.

Specifically, the Board directed that:

- Consideration of all items concerning Special Education and Title I matters be moved under the charge of the Committee on Student Achievement and School Innovation (SASI).
- The name Committee on Parent and Community Engagement be changed to the Committee on Family and Community Engagement (FACE).
- The focus of PACE (FACE) be changed. Informational reports and action items under the charge of the committee would be considered bi-monthly. In the alternate months the Committee will hold community engagement activities.

The charges of the Board's committees are codified in the Board's Rules. This item is being brought forward so that the Rules may be updated to reflect the changes to the charges of the two Committees.

BOARD RULE 2.05

COMMITTEE ON ~~PARENT-FAMILY~~ AND COMMUNITY

ENGAGEMENT — POWERS AND DUTIES

The Committee on ~~Parent-Family~~ and Community Engagement shall have the following powers and duties.

~~(1) SPECIAL NEEDS PROGRAMS~~

~~(a) The Committee on Parent and Community Engagement shall monitor and assess the District's and schools' progress in meeting state and federal mandates, as well as the Board's goals and standards in all matters relating to serving students with special needs.~~

~~(b) The Committee on Parent and Community Engagement shall consider, evaluate, and monitor the District's and schools' compliance with legal responsibilities, reform initiatives, and recommendations of parent and advocacy groups, as well as the District's development of policy in the area of special education.~~

~~(c) The Committee on Parent and Community Engagement shall have oversight responsibility relative to the monitoring of organizational performance for all departments, functions, initiatives, schools, and district services, and activities pertaining to students with special needs.~~

~~(d) The Committee on Parent and Community Engagement shall review all reports issued relating to special education to ensure that departments, divisions, and schools implement recommendations for internal control, compliance, and program effectiveness so that the Board can assure the public that all special education programs and operations are effectively serving students with special needs.~~

The Chair shall have the authority to use monthly meetings for considering business matters, for community engagement, or a combination thereto.

(1) BUSINESS MATTERS

(a) The Committee on ~~Parent~~ Family and Community Engagement shall address all issues involving ~~Title I~~, recreation; ~~parental~~-family involvement; community learning centers (CLCs); community partnerships; educational communities and school climates; and all other parental and community concerns addressed at public hearings.

(b) *Robert's Rules of Order* shall be followed during consideration of business matters.

(2) FAMILY AND COMMUNITY ENGAGEMENT

(a) The Chair shall have the flexibility to structure engagement sessions in any reasonable format, subject to the following:

1. Arrangements for guest facilitators or presenters shall be made in accordance with the district's procurement and volunteer policies.

2. Adherence to Wisconsin Open Meetings laws shall apply, particularly with respect to public access, participation, and notification.

3. The Chair shall have the authority to deviate from using Robert's Rules of Order as a meeting format; however, the Chair shall remain the presiding officer.

(b) Engagement sessions shall be for information gathering purposes only; no action will be taken by the Committee.

* * *

Board Rule 2.10

Committee on Student Achievement and School

Innovation — Powers and Duties

(1) The Committee on Student Achievement and School Innovation shall consider and make recommendations to the Board on emerging issues and new ideas in education and their relationship to achievement of the Board's goals and standards.

(2) The Committee on Student Achievement and School Innovation shall serve as the primary vehicle for ~~discussing programs, initiatives, reforms, and other subjects needing public input.~~

~~(3) The Committee on Student Achievement and School Innovation shall consider consideration of instructional reform issues and plans, charter school and partnership school proposals and contracts, including, but not limited to innovative school proposals, proposals and plans for closing/reconstituting schools, graduation standards and benchmarks, K-12 learning goals and curriculum reform; establishment of measurement criteria or standards; non-routine, futuristic instructional items; decentralization initiatives; and development of current initiatives or areas of special in the area of its focus.~~

(3) The Committee on Student Achievement and School Innovation shall consider proposals and plans for closing/reconstituting schools and decentralization/centralization initiatives.

(4) The Committee on Student Achievement and School Innovation shall consider matters concerning charter school and partnership school proposals and contracts.

(5) The Committee on Student Achievement and School Innovation shall consider matters concerning special education and Title I.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

2.05 - Committee on Parent and Community Engagement - Powers and Duties

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

Upon Board approval, the Office of Board Governance will make and publish the revisions to Board Rule 2.05, Committee on Family and Community Engagement, and to Board Rule 2.10, Committee on Student Achievement and School Innovation - Powers and Duties.

Recommendation of the Office of Board Governance

The Office of Board Governance recommends adoption of the proposed modifications to the Board's Rules, as attached.

Director Ferguson moved to forward the item to the next meeting of the Committee on Legislation, Rules and Policies. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen, and President Zombor — 8.
Noes — None — 0.

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(Item 11) Report With Possible Action on the MPS Lead Action Plan

Background

In January 2025, the City of Milwaukee Health Department (MHD) identified peeling lead-based paint and lead dust hazards in multiple Milwaukee Public Schools (MPS) while investigating a limited number of cases of childhood lead poisoning. The discovery of environmental lead hazards in school settings raises urgent and serious concerns about student safety and the effectiveness of past inspection, maintenance, and renovation efforts.

To get back on track, MPS has launched a coordinated short-term response in partnership with the Milwaukee Health Department to assess, stabilize, and remediate hazards across all schools. This work includes:

- Immediate visual inspections and environmental sampling in every school building built before 1978 serving elementary students
- Enhanced environmental controls in high-risk areas
- Temporary school or room relocations when necessary
- Clearer, more frequent communication with families and staff
- Expanded access to blood lead testing and support services

In this plan, these short-term actions are paired with long-term improvements that include new standard operating procedures, workforce training, and stronger accountability structures to prevent future failures.

The MPS Lead Action Plan has living documents. They will be updated and edited as new details to all processes, objectives, timelines, and appendices herein become known or fine-tuned.

Lead Action Plan Report

Milwaukee Board of School Directors Resolution 2526R-001 Lead Safety: “FURTHER RESOLVED, That the Administration is directed to present a monthly report on the implementation of the Lead Action Plan until all initial school assessments and recommendations are complete at which time, the report is to be presented quarterly.” The MPS Lead Action Plan July Report addresses the following topics:

Current Progress

- Project Management
- Decluttering
- Testing & Training
- Water Safety & Soil Testing

Completed Schools (9)

- Trowbridge, Maryland Avenue, Kagel, Golda Meir, Fernwood, Starms EC, LaFollette, Brown Street Academy, Westside Academy

Phase 1 (14)

- Lead Stabilization completed, clean up in process, MHD clearance in August
- ALBA, Auer Ave., Forest Home, French Immersion, Hartford, Hayes, Humboldt Park, Longfellow, MacDowell, Mitchell, Riley, Siefert, Townsend, Vieau
- Significant additional aesthetic painting occurred. Aesthetic painting will not occur in Phase 2 & Phase 3

Phase 2 (18)

- Site Preparation Work Completed, Lead Stabilization Work in process
- Craig Mont., Fratney, Cass, Hawley, Story, Grant, Zablocki, Lincoln, Morgandale, Neeskara, Barbee, BV Montessori Upper, BV Montessori Lower, Greenfield, Burdick, Doerfler, Burbank, Manitoba
- MHD clearance mid-August.

Phase 3 (9)

- Site Preparation Work In Process
- King Jr., Hi-Mount, Hopkins-Lloyd, Clarke, Keefe, Franklin, Sherman, Hampton, 81st St.
- Classrooms are located in additions that were built post-1978 or require minimal lead stabilization work.
- MHD clearance late-August.

Project Management

JCP Construction, Inc.

- Available painters was reduced by 30 from initial projections
- Additional painters were on-board by mid-July.
- Independence Painting (Illinois Company)
- Obtained WI. Certificate of Insurance
- Workman's Compensation valid in Wisconsin
- Certified LSR Painters and LSR Supervisors
- 172 painters currently on-site

Updates to Project Scope

- Reduced initial scope at King Jr. Hi-Mount, Keefe, Hopkins-Lloyd, Sherman to only areas used by students and staff. Classrooms are in sections built after 1978.
- Classrooms and corridors that have limited lead paint use will receive basic touchup work only.
- Stairwells and corridors will receive basic touch-up work only
- Auditoriums in all schools will be addressed later. Testing is in process to determine if stabilization or removal of seating is required. Access may be limited. Building Services staff will clean and HEPA vacuum prior to each use

Goal

That all schools serving elementary students and built prior to 1950 will be cleared by the Milwaukee Health Department by the start of the school year.

Decluttering

- June 1, 2025 – July 21, 2025
- All Pre-1950 completed (Phase A, B, and C)
- +567,000 pounds disposed & +62,000 pounds recycled
- All other schools in process, to be completed by August 25, 2025

Testing & Training

Summer Efforts

- Partnership with Milwaukee Health Department, Children's Hospital, NoVir and Coalition on Lead Emergency (COLE)
- North Division HS July 23, 2025 (7 students)
- South Division HS July 29, 2025 (41 students)

Webinar on Lead Safety Available September 1, 2025

- Produced in collaboration with the Milwaukee Health Department

Water Safety

- Preparations underway to meet EPA Standard 5pb by 2027
- Collaboration with Milwaukee Health Department and Milwaukee Water Works to implement EPA Lead and Copper Rule Improvements in 2026. The Rule requires the Milwaukee water Works to test 20% of schools annually for lead level.
- MPS currently meets the 5pb for all drinking fountains and bottle fillers.
- Post clear and age-appropriate signage indicating water should not be used for drinking.
- Installing 560 filters in kitchens, nurse’s offices, teacher’s lounges, culinary arts classrooms, and parent centers
- Replace fixtures and filters to ensure compliance with DHS guidelines.

Soil Testing

- Milwaukee Health Department and Department of Natural Resources has begun soil testing at Golda Meir

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 5.01 - Facilities

Implementation and Assessment Plan

Moving forward, this plan shall serve as a guide and will be updated as new information and guidance become available.

The Board received the foregoing report. No action was required.

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(Item 12) Reports of the Board's Delegates

The delegate to WASB gave a report.

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(Item 13) Report of the President of the Milwaukee Board of School Directors

To support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission, the President’s activities during the months of July 2025 included the following:

- Weekly Leadership Meetings: I participated in weekly meetings with the Office of the Superintendent, the Office of Accountability, and the Office of Board Governance to ensure strong collaboration and communication across these teams.
- Chief Executive Officer Evaluations: I continue to work with the Office of Board Governance (OBG) and the Wisconsin Association of School Boards (WASB) to set up the evaluation process and to facilitate a goal-setting session with the Board for all three Chief Executive Officers.
- Audit Advisory Committee: I chaired the July 8th meeting of the Audit Advisory Committee where we selected Mr. Andy Holman to be the Committee’s Vice Chair, reviewed the Rumph and Associates June 17, 2025 recommendations, gave an update on the status of the FY24 Baker Tilly Audits, and conducted policy review of BG 3.08, BG 2.12, and 6.38 Policy and Procedure.
- FY25 External Audit Kickoff: Attended the kickoff meeting for the 2025 external audit with CliftonLarsonAllen.

• Principal Leadership Institute: On July 30, I joined the Professional Learning Institute (PLI) to speak with school leaders who came together to coordinate efforts to improve student learning. The theme was “Leading for Learning: Expect Great Things.”

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UNFINISHED BUSINESS

(Item 1) Annual Review of and Possible Action on Board Compensation

Background

Pursuant to the Board's action of November 28, 2000, the Board’s compensation is to be reviewed annually at its organizational meeting.

It was at its November 2000 meeting , that the Board set salaries of \$18,121 per year for Board members and \$18,667 for the Board President.

April 2022, the Board adjusted its compensation to \$18,972 for Board members, with compensation of \$19,544 for the Board's president for the ensuing year.

In July 2023, the Board adjusted its compensation to \$20,490 for Board members and \$21,207 for the Board President and froze that salary for 2024.

At the April 22, 2025, Annual Organizational Meeting, action on this item was deferred until the July Board cycle.

Statute, Administrative Policy, or Board Rule Statement

1.01 - Organizational Meeting

Fiscal Impact Statement

The fiscal impact of this item is dependent on the action the Board wishes to take.

Recommendation

That the Board determines how it wishes to proceed with the review.

To approve the Consumer Price Index adjustment of 2.95% and the same administrative pay “bump” of \$2,000 for the Board, as was budgeted for employees. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Herndon, Jackson, O'Halloran, Reza, and President Zombor — 6.

Noes – Directors Fons and Siemsen - 2.

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NEW BUSINESS

(Item 1) Action on a Request to Retire to Closed Session to Consider Performance Goals Relative to the Employment of the Superintendent of Schools

Background

Pursuant to Wisconsin Statute 19.85(1)(c), the Board may retire to closed session to consider the employment, promotion, compensation or performance evaluation data of the Superintendent, relative to performance goals.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

**Statute, Administrative Policy, or Board Rule
Statement**

3.02 - Role of the Superintendent

The Board considered this item at the same time as the Item Deferred.

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ITEM DEFERRED

Having been previously deferred, the Board resumed consideration of the following item:

Action on a Request to Retire to Closed Session Relative to Litigation in Which the Board is Involved.

Director Ferguson moved to consider both the Item of New Business and the item previously deferred in closed session, pursuant to Wisconsin Statutes 19.85(1)(c) and (g). The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen, and President Zombor — 8.
Noes — None — 0.

The Board retired to closed session at 9:32 p.m. and adjourned from closed session at 10:47 p.m.

TINA OWEN-MOORE, Ed. L.D.
Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 21, 2025**

Special meeting of the Board of School Directors called to order by President Zombor at 3:45 p.m.

Present — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran (3:49 p.m.), Reza, Siemsen, Vannoy, and President Zombor — 9.
Absent and Excused— None.

The Board Clerk read the following call of the meeting:

The purpose of the meeting is to receive advice from legal counsel relative to litigation in which the Board is or is likely to become involved. The Board may retire to a closed session, pursuant to Wisconsin Statute 19.85(1)(g) for this purpose.

TINA OWEN-MOORE, ED. L.D.
Board Clerk

(Item 1) Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation Matters

Background

The Board may retire to closed session, pursuant to Wis. Stat. 19.85(1)(g) to confer with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation

That the Board consider the matter in closed session.

Director Siemsen moved to retire to closed session, pursuant to Wisconsin Statute 19.85(1)(g). The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 9.
Noes - None.

The Board retired to closed session at 3:48 p.m. adjourned at from the closed session at 3:58 p.m.

TINA OWEN-MOORE, Ed. L.D.
Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 26, 2025**

Special meeting of the Board of School Directors called to order by President Zombor at 7:00 p.m.

Present — Directors Ferguson, Fons, Herndon, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.

Absent and Excused— Director Jackson – 1.

The President announced the following call of the meeting:

The purpose of the meeting is to discuss the employment of the board Clerk/Chief Officer, Office of Board Governance, relative to her performance goals. The item may be discussed in a closed session, pursuant to Wisconsin Statute 19.85(1)(c).

TINA OWEN-MOORE, ED. L.D.
Board Clerk

(Item 1) Action on a Request to Retire to Closed Session to Consider Performance Goals Relative to the Employment of the Board Clerk/Chief Officer, Office of Board Governance

The Board may retire to closed session to discuss the employment of the board Clerk/Chief Officer, Office of Board Governance, relative to her performance goals. The item may be discussed in a closed session, pursuant to Wisconsin Statute 19.85(1)(c).

Director Vannoy moved to retire to closed session, pursuant to Wisconsin Statute 19.85(1)(c). The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.

Noes - None.

The Board retired to closed session at 7:10 and adjourned from the closed session at 8:20 p.m.

TINA OWEN-MOORE, Ed. L.D.
Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 28, 2025**

Regular meeting of the Board of School Directors called to order by President Zombor at 5:35 p.m.

Present — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Siemsen, Vannoy, and
President Zombor — 8.
Absent and Excused— Director Reza – 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:

- Richard Baranowski, a Teacher at Milwaukee French Immersion
- Raki Henderson, an 11th grade student from Groppi
- Lessie Hudson, a Teacher from Thoreau
- Marrion Johnson, an 11th grade student from, Carmen NW
- Kathleen Rehl, a retired from Metcalfe
- William Rodewald, a retired Systems Administrator from the Technology Department
- Adamaris Rodriguez Torres, a 5th grade student from Fratney
- Abdiel Herra Santiago, a 5th grade student from Trowbridge
- Jennifer Terr, a Teacher from Riverside
- Iesha Thomas, a K5 student from Gaenslen
- Triston Welch, an 11th grade student from Pulaski
- Linda Young, a retired Building Service Helper from Bay View High School

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of the June 2025 Special and Regular meetings were approved by consensus.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Report with Possible Action from the Superintendent of Schools

Background

Each month, the Superintendent will share updates with the Milwaukee Public Schools (MPS) Board of Directors and the broader MPS community. These updates will serve as an overview of the month's developments, offering insight into various events, initiatives, and milestones achieved. It will highlight activities, academics, and various areas where gains and growth are noted, ensuring that both successes and challenges are communicated.

This month, the Superintendent gave an oral report.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 2.10 - Administrative Reports

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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(Item 2) Action on a Request for Adoption of a Resolution, under Section 119.25 of the Wisconsin Statutes, to Delegate the Board's Expulsion Authority to Independent Hearing Officers

Background

Section 119.25 of the Wisconsin Statutes allows the Board to adopt a resolution authorizing the use of either an Independent Hearing Panel or Hearing Officers appointed by the Board to hear and decide student expulsion cases. The resolution is effective for the school year for which it is adopted.

At its meeting on August 28, 2008, the Board approved revisions to Administrative Policies 8.32 and 8.33 to authorize the use of Independent Hearing Officers to hear and decide student expulsion cases.

For the 2024-25 school year, the Board adopted a resolution authorizing the use of Independent Hearing Officers who are non-district employees (as suggested by the City Attorney) to hear and decide expulsion cases.

For the 2025-26 school year, the Administration is recommending the continued use of Independent Hearing Officers to hear and decide student expulsion cases. The Department of Student Services will continue to provide training for the Independent Hearing Officers to ensure that all Independent Hearing Officers understand their role, responsibilities, and options.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 8.33 - Student Expulsion: Independent Hearing Officer

Fiscal Impact Statement

Approval of this item does not authorize expenditures. The primary cost of processing student expulsion cases is the transcription services and the cost of the Independent Hearing Officers. These costs were previously approved in the FY 2026 budget for the Department of Student Services.

Recommendation

The Administration recommends that the Board adopt the following resolution:

RESOLVED, That for the 2025-26 school year, student expulsions from the Milwaukee Public Schools shall be ordered by an Independent Hearing Officer; and be it

FURTHER RESOLVED, That the Administration implement the behavior reassignment option, whenever possible; and be it

FURTHER RESOLVED, That the same due process procedures as were used in 2024-25 be followed when hearing all cases of student expulsions; and be it

FURTHER RESOLVED, That the Independent Hearing Officer may impose one or more early reinstatement conditions under which a student who is expelled from school may be reinstated to school before the end of his or her expulsion. The reinstatement condition may be a condition a student is required to meet before he or she may be granted reinstatement, or a condition that the pupil is required to meet after his or her early reinstatement. The early reinstatement conditions must be related to the reasons for the student's expulsion and be stated in the expulsion order; and be it

FURTHER RESOLVED, That the Independent Hearing Officer in all expulsion cases provide educational services to expelled students at an MPS alternative/partnership school or online academic support; and be it

FURTHER RESOLVED, That the expelled students shall be reinstated to the Milwaukee Public Schools through the Department of Student Services in the manner described herein.

Director O'Halloran moved to adopt the resolution, as read. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Siemsen, Vannoy, and President Zombor — 8.

Noes — None — 0.

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(Item 3) Report with Possible Action on the MPS FY26 Academic Plan

Background

Milwaukee Public Schools (MPS) has been actively addressing low literacy proficiency through various initiatives and plans. Here's a breakdown of the district's journey:

In 2008, MPS developed the Comprehensive Literacy Plan (CLP) in response to literacy initiatives in Wisconsin and an external literacy review.

The CLP was implemented in the 2010-11 school year and aimed to improve pre-kindergarten through grade 12 reading and English language arts achievement by providing targeted professional development for staff, offering literacy sessions for families and by establishing community partnerships for additional resources.

In 2023, Wisconsin's Act 20 Mandate aimed to improve early literacy outcomes and mandated the use of science-based early literacy instruction in schools. MPS has adopted a science-based approach to early reading, aligned with Act 20, which includes phonics, and vocabulary building.

In 2025, an independent audit by MGT of America Consulting LLC identified areas for improvement in MPS's academic performance, including the need for a clearer vision, improved communication and collaboration, and better teacher training.

The MPS Academic Plan for FY26 is rooted in the Wisconsin State Standards for literacy in all subjects, signifying a comprehensive and integrated approach to preparing students for college and careers.

The district is focusing on systemic changes in curriculum and teacher training, MPS is aligning its Multi-Tiered System of Support (MTSS) framework, which includes Positive Behavioral Interventions and Supports (PBIS), to improve literacy outcomes and increase reading proficiency. This involves providing differentiated support and interventions based on student needs.

The district is expected to implement the recommendations from the MGT audit, which include establishing a focused vision for teaching and learning, restructuring central office roles, and improving communication and collaboration.

Collaboration with families and community partners is vital for creating a supportive learning environment.

The full 48-page plan was presented under separate cover.

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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(Item 4) Report With Possible Action on the MPS Lead Action Plan

Background

In January 2025, the City of Milwaukee Health Department (MHD) identified peeling lead-based paint and lead dust hazards in multiple Milwaukee Public Schools (MPS) while investigating a limited number of cases of childhood lead poisoning. The discovery of environmental lead hazards in school settings raises urgent and serious concerns about student safety and the effectiveness of past inspection, maintenance, and renovation efforts.

To get back on track, MPS has launched a coordinated short-term response in partnership with the Milwaukee Health Department to assess, stabilize, and remediate hazards across all schools. This work includes:

- Immediate visual inspections and environmental sampling in every school building built before 1978 serving elementary students
- Enhanced environmental controls in high-risk areas
- Temporary school or room relocations when necessary
- Clearer, more frequent communication with families and staff
- Expanded access to blood lead testing and support services

In this plan, these short-term actions are paired with long-term improvements that include new standard operating procedures, workforce training, and stronger accountability structures to prevent future failures.

The MPS Lead Action Plan has living documents. They will be updated and edited as new details to all processes, objectives, timelines, and appendices herein become known or fine-tuned.

Lead Action Plan Report

Milwaukee Board of School Directors Resolution 2526R-001 Lead Safety: “FURTHER RESOLVED, That the Administration is directed to present a monthly report on the implementation of the Lead Action Plan until all initial school assessments and recommendations are complete at which time, the report is to be presented quarterly.”

The MPS Lead Action Plan August Report addresses the following topics:

- Status
- Next Steps
- Testing & Training
- Asbestos Report
- Flood Damage Report
- Shelter Report

Completed Schools (37)

• Trowbridge, Maryland Avenue, Kagel, Golda Meir, Fernwood, Starms EC, LaFollette, Brown Street Academy, Westside Academy ALBA, Auer Ave., Forest Home, French Immersion, Hartford, Hayes, Longfellow, MacDowell, Siefert, Doerfler, King Jr. Hi-Mount, Hopkins-Lloyd, Clarke, Keefe, Sherman, Hawley, 81st St. Craig Mont., Grant, Zablocki, Morgandale, Greenfield, Manitoba, Burbank, Burdick, Fratney.

Final Testing (13)

• Mitchell, Vieau, Humboldt Park, Townsend, Riley, Story, Cass, Neeskara, Barbee, BV Montessori Upper, BV Montessori Lower, Franklin, Lincoln

Assistance for Schools

- Movers
- Extra Custodial Support
- Volunteers

Safe Buildings

- All schools have completed lead stabilization painting
- All schools have undergoing extensive cleaning and sealing of surfaces
- All regulated renovation activities were completed in these schools
- All schools have passed DHS 163 lead stabilization procedures and testing requirements
- Extraordinary MHD clearance requirements
 - Analytical wipes < 10 micrograms
 - Failures at 11-15 micrograms
 - Retest failed area plus two (2) additional areas
 - Recontamination occurring due to people access to buildings beginning 8/25/25
 - MPS has gone above the requirements in inspection, renovation, cleaning and testing regardless of the cost to ensure safe buildings for children and staff
- Procedures moving forward
- DFMS will re-clean areas and test until all buildings receive clearance.

Next Steps

- Auditoriums
- Return & Complete Touch Up Painted Schools
 - Touch-up painting will be done during the 2025-26 school year
 - Craig Mont., Fratney, Cass, Hawley, Story, Grant, Zablocki, Lincoln, Morgandale, Neeskara, Barbee, BV Montessori Upper, BV Montessori Lower, Greenfield, Burdick, Doerfler, Burbank, Manitoba, King Jr., Hi-Mount, Hopkins-Lloyd, Clarke, Keefe, Franklin, Sherman, Hampton, 81st St.
- Schools Built 1950-1978 (54)
 - Surveys conducted to determine scope of work
 - Second-shift and weekends hours worked
 - DFMS staff and contracted painters used to complete tasks
 - Minimal disruption to schools
 - Projected completion is December 2025.
- Testing & Training
 - Fall Efforts

- Partnership with Milwaukee Health Department, Children’s Hospital, NoVir and Coalition on Lead Emergency (COLE)
- Three (3) sites in September
 - 53rd Street September 16,2025
 - Morgandale September 17, 2025
 - Elm Creative Arts September 18, 2025
- Webinar on Lead Safety Available September 2025
 - Produced in collaboration with the Milwaukee Health Department
 - Available to MPS staff
- Asbestos
 - All floor tiles and mastic are non-friable, not airborne
 - Process: Contain Remove Test Grind Floor Replace Tiles
 - MPS Schools (13)
 - Grantosa, Engleburg, Madison HS, Fairview, Carver, Townsend, Vincent HS, Hampton, Vieau, Forest Home, MSOL, Bay View HS, Morse @ Burroughs
- Flood Damage (24)
 - Riverside HS, Madison HS, Obama HS, U.S. Grant, 53rd St., Carver, MSOL, Townsend, Vieau, Forest Home, Lancaster, Hampton, NW Secondary, Grantosa, Westside Academy, Bay View HS, Vincent HS, Curtin, Morse @ Burroughs, Fairview, Parkview, Marshall HS, Thurston Woods, Engleburg
 - Project for each site established to document loss and replacement costs
 - Repairs on major mechanical systems and extensive restoration may take months to finish.
- Red Cross Shelter
 - At Marshall HS (August 13-27, 2025)
 - At MESA (August 28, 2025+)
 - Reviewing Additional Sites at Marshall, HS, Washington HS, and Pulaski HS

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 5.01 - Facilities

Implementation and Assessment Plan

Moving forward, this plan shall serve as a guide and will be updated as new information and guidance become available.

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REPORTS AND COMMUNICATIONS FROM THE BOARD CLERK/CHIEF OFFICER, OFFICE OF BOARD GOVERNANCE

(Item 1) Monthly Report, with Possible Action, From the Board Clerk/Chief Officer, Office of Board Governance

Background

The Office of Board Governance (OBG) submits, with grateful appreciation for all those contributing to its efforts, the following report on OBG activities.

Board Training and Development

This month, OBG was happy to support the Board in its training. There are two opportunities to highlight from August.

WASB Finance Modules

o First, our Office is strengthening the collaboration between our board and the Wisconsin Association of School Boards (WASB). Director Fons brought back information on finance modules available for Board member training from the WASB regional meeting. We made this information available to Board members. We plan to follow this up with additional in-person training as we begin the yearlong budget process.

August Retreat

o We were also happy to coordinate an in-person board development retreat on August 21st and 22nd with Dr. Carl Cohn, former superintendent of the Long Beach Unified School District. This training focused on identifying core values, understanding the role of the board in governance, connecting the work of the Board with student outcomes, and strengthening norms between the Board and Administration. This work is deeply connected to the recommendations in the MGT operational audit, which highlighted a need for board training on the roles and responsibilities of the board and administration.

Beyond the Boardroom

The Beyond the Boardroom initiative continues to connect the community and the Board in spaces where the community is gathering. This month, our Board Services Team hosted a booth at the Run Back to School event. Several of our Board members attended and met students, families and community members at the booth.

If you have an idea about where our team can host a table, send us a message at governance@milwaukee.k12.wi.us. We can't be at every event; however, we would love to host more tables like this one.

Committee on Family and Community Engagement (FACE)

The FACE Committee has a new look - one that will be much more community involved. Every other month, the meeting will be a community engagement session, and our office will be assisting with the preparations and communications.

This month, we had to postpone our very first Community Engagement Session due to the storms that affected many family members and staff. To support families who may have lost school supplies or who may be struggling with flood damage and costs, we partnered with the Office of Family and Community Engagement to provide backpacks and school supplies to those who need them.

Tuesday night, we hosted our first community engagement session focused on the question "What would family and community engagement look like if we truly valued families and community as co-creators of an excellent education experience?" We had 27 participants and gathered some great insights into what this work could be like. We look forward to sharing those insights at the next FACE Committee meeting.

Thank you to everyone who helped to make this first engagement session happen.

Records Requests

Our records team continues to work through an unprecedented number of public record requests. To meet this demand, we have increased the number of people processing records requests and have been meeting with the Facilities Team to find space solutions for our offices.

We also took some time this month to look at a technology option that we are hoping could assist in speeding up the redacting process. We hope to have more information to share in the months ahead, as we find solutions that will work best for our budget, work and team.

Board Member Engagements and Activities

The Office of Board Governance facilitates board member attendance at events and activities across the district, ensuring board members have the information they need and making sure that events are properly noticed when a quorum of board members may be in attendance.

Our Board members are gearing up for the start of the school year and participating in numerous community events and activities once again. Here are just a few of the events that were attended:

- The Riverwest 24 Bike Ride (Director Fons founded and participated in this event and was featured in the Journal Sentinel this month for his efforts.)

- WASB Regional Meeting
- New Educator Week Kickoff
- Superintendent’s Listen and Learn Tour
- Attendance Canvass Kickoff
- MPS Run Back to School
- Sustainability Leadership Summit
- Green & Healthy Schools Conference
- Several Open Houses at Schools

Thank you, Board Members, for all the ways you show up for our families, staff and community!

Strategic Plan Compatibility Statement

- Goal 1, Academic Achievement
- Goal 2, Student, Family and Community Engagement
- Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.05 - Role of the Board Clerk/Chief Officer, Office of Board Governance

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(Item 2) Report with Possible Action on Legislative Matters Concerning Milwaukee Public Schools

Background

Updates regarding federal activity and state budget progress will be provided.

The provision of no additional state general aid for schools will have significant consequences in fall.

As noted in the Wisconsin Supreme Court’s decision in Vincent v Voight, "The legislature has articulated a standard for equal opportunity for a sound basic education in Wis. Stat. §§ 118.30(1g)(a) and 121.02(L) (1997-98) as the opportunity for students to be proficient in mathematics, science, reading and writing, geography, and history... So long as the legislature is providing sufficient resources so that school districts offer students the equal opportunity for a sound basic education as required by the constitution, the state school finance system will pass constitutional muster."

A description of the current General School Aids and Revenue Limits was provided under separate cover, for informational purposes.

Strategic Plan Compatibility Statement

- Goal 1, Academic Achievement
- Goal 2, Student, Family and Community Engagement
- Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.02 - Goals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The district will continue to pursue appropriate support for students as part of the MPS Legislative Agenda.

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(Item 3) Action on a Request to Retire to Closed Session to Consider Performance Goals Relative to the Employment of the Board Clerk/Chief Officer, Office of Board Governance

Background

Pursuant to Wisconsin Statute 19.85(1)(c), the Board may retire to closed session to consider the employment, promotion, compensation or performance evaluation data of the Superintendent, relative to performance goals.

Strategic Plan Compatibility Statement

- Goal 1, Academic Achievement
- Goal 2, Student, Family and Community Engagement
- Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.02 - Role of the Superintendent

Recommendation

That the Board consider this item in closed session.

Consideration deferred to the end of the meeting.

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(Item 4) Action on a Request to Retire to Closed Session to Consider Employment of an Employee Over Which the Board Has Jurisdiction and Exercises Responsibility

Background

Pursuant to Wisconsin Statutes 19.85(1)(c)(f), the Board may retire to closed session to consider the employment, promotion, compensation or performance evaluation data of the Superintendent, relative to performance goals.

Strategic Plan Compatibility Statement

- Goal 1, Academic Achievement
- Goal 2, Student, Family and Community Engagement
- Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.02 - Role of the Superintendent

Recommendation

That the Board consider this item in closed session.

Consideration deferred to the end of the meeting.

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(Item 5) Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation and Pending or Probable Negotiations

Background

The Board may retire to closed session, pursuant to Wis. Stat. 19.85(1)(g) to confer with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Consideration deferred to the end of the meeting.

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**REPORTS AND COMMUNICATIONS FROM THE OFFICE OF
ACCOUNTABILITY AND EFFICIENCY**

(Item 1) Monthly Report, with Possible Action, on Activities within the Office of Accountability and Efficiency

Background

The Office of Accountability and Efficiency (OAE) was established to enhance transparency, oversight, and accountability to the District's financial operations; to evaluate fiscal performance; and to recommend solutions in furtherance of fiscal stewardship of Milwaukee Public Schools.

Accountability and Efficiency Services

Between July 20, 2025, and August 16, 2025, Accountability and Efficiency Services completed one request for information/research, satisfied five impartial hearing officer (IHO) requests, and one special project was brought to conclusion.

During the reporting period, the OAE has focused most of its effort and attention on the Corrective Action Plan (CAP) under DPI. CAP 2 was approved by the Board on January 30, 2025, and the OAE is managing the project in conjunction with the Administration as set forth in the plan.

Accountability and Efficiency Services also continued to support the District's implementation of Administrative Policies 3.09 and 6.35.

Contract Compliance Services (CCS)

This summer, CCS remained focused on expanding meaningful work-based learning opportunities for MPS high school students. We facilitated interviews for 27 students, many of whom were successfully placed in internships within the arts and transportation sectors. These opportunities continue to provide students with valuable skills, exposure, and confidence for their future careers.

We are also proud to share professional development milestones within our team. CCS staff participated in a week-long institute focused on contract compliance in public contracting and strengthening executive leadership presence. In addition, one staff member achieved a significant accomplishment—earning the Contract Compliance Administrator Certification.

These collective efforts enhance our capacity to better serve students, vendors, and the broader community while advancing our mission to support small diverse businesses.

As we move forward, CCS remains committed to strengthening both internal and external partnerships in support of this work. Our team continues to prioritize 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 July 19, 2025, through August 18, 2025, include:

Audit Completions and Activities:

- Issued FY25 School Audit Summary Report
- Issued three (3) school audits
- Reviewed four charter school external auditor’s reports
- Conducting several ongoing investigations resulting from Fraud Hotline Tips
- Recorded seven (7) fraud hotline tips in this period and the 8th total for the new fiscal year, which is one more than last year’s record setting pace of complaints.
- Provided continued analysis and feedback to the Procurement Department on certain contract services matters
- Met with the district’s new external auditor, CLA, on transitioning planning and communicating audit reports and prior investigation results
- Attended city attorney public records training
- Held planning meeting with Human Resources staff on the Human Resources foreign recruitment audit

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.08 - Role of the Senior Director, Office of Accountability and Efficiency

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

From the Report of the committee on Accountability, Finance and Personnel: Item Five, Action on the Award of Exception-to-Bid Contracts, was set aside by President Zombor.

From the Report of the Committee on Legislation, Rules and Policies, Action on Policy Review Project, has been set aside as a procedural matter.

On the motion of Director Ferguson, the balance of the Committees’ Reports was approved, the vote being as follows:

- Ayes — Directors Ferguson, Fons, Herndon, Jackson, O’Halloran, Siemsen, Vannoy, and President Zombor — 8.
- Noes — None.

COMMITTEE ON ACCOUNTABILITY, FINANCE, AND PERSONNEL

Director O'Halloran presented the following report for the Committee on Accountability, Finance, and Personnel:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Accountability, Finance, and Personnel presents the following report:

(Item 1) Action on Monthly Personnel Matters: Action on Classified Personnel Transactions, Action on Certificated Appointments, Action on Leaves of Absence, Report on Certificated Resignations and Classified Retirements, Affirmative Action Report

Classified Personnel Transaction

Code	Name	Position	Salary	Date
NEW HIRES				
2	Laura Frazier	Building Service Helper I	\$17.88/hr	06/23/2025
4	Marco Macias	Building Service Helper I	\$17.88/hr	06/23/2025
2	Roxie Pete	Building Service Helper I	\$17.88/hr	06/23/2025
2	Travis Wimpie	Building Service Helper I	\$17.88/hr	06/23/2025
2	Steven Foster	Building Service Helper I	\$18.41/hr	07/21/2025
2	Tanisha Grashen	Building Service Helper I	\$18.41/hr	07/21/2025
4	Florentino Guerrero	Painter	\$40.64/hr	07/07/2025
2	Venita Grandberry	School Secretary I – 12 Month	\$41,320.43	07/14/2025
3	Par Iang	Youth Apprentice	\$12.21/hr	07/07/2025
5	Emma Mitchell	Youth Apprentice	\$12.21/hr	07/07/2025
PROMOTION				
2	Marquis Hines	Accounting Assistant II	\$57,246.49	07/08/2025
4	Diana Rivas	Data Support Assistant	\$65,528.39	07/01/2025
4	Michael Salva	Human Resources Assistant	\$53,858.73	07/23/2025
2	Mariangelly Rivera	Information Specialist	\$54,167.81	07/01/2025
2	Alphonso Carter	Paraprofessional – Parent Involvement	\$30,498.27	07/01/2025
5	Marina Povich	Paraprofessional – Parent Involvement	\$37,968.29	07/01/2025
2	Nadia Ransom	Paraprofessional – Parent Involvement	\$32,368.69	07/01/2025
4	Martina Wynn	Paraprofessional – Parent Involvement	\$37,979.96	07/01/2025
2	Kelly Eubanks	School Engineer I	\$72,721.11	07/07/2025
2	Brice Jones	School Engineer I	\$63,011.14	07/07/2025
2	Jordan Lemon	School Engineer I	\$58,850.07	07/07/2025
4	Ashley Medina	Secretary II	\$51,044.29	07/28/2025
REHIRES				
2	Cheyenne Williams	School Engineer I	\$61,624.52	07/07/2025
2	Theresa Lewis	School Engineer I	\$63,011.14	07/14/2025
2	Shakira Martin	School Engineer I	\$61,624.52	07/14/2025

Certificated Appointments

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER				
2,r	Adetiba,Oluwaseun	01/MA	\$101,856.32	8/25/2025
	REG (5 YR) KINDERGARTEN			
2,r	Agyeman Ampaw,Dora	01/BA	\$54,386.11	8/25/2025
	KINDERGARTEN (4 YR OLDS)			

2,r	Alvarez,Leana SAGE	01/BA	\$54,386.11	8/25/2025
5,r	Arneson,Emily GEN ELEM & K8 - ALL GRADES	01/BA	\$54,386.11	8/25/2025
4,r	Arzaga,Marisol KINDERGARTEN (4 YR OLDS)	01/BA	\$54,386.11	8/25/2025
5,r	Brown,Nicole A GEN ELEM & K8 - ALL GRADES	01/BA	\$54,386.11	8/25/2025
5,r	Brown,Olivia K ART	01/BA	\$54,386.11	8/25/2025
5,r	Bruhn,Janet HEALTH & PHY ED	01/MA	\$66,877.36	8/25/2025
2,r	Burris,Sheila A EARLY CHILDHOOD- SPEC ED	01/BA	\$54,386.11	8/25/2025
5,nr	Butts,Laura MULTICATEG. COMP. SEN	01/MA	\$95,296.97	8/25/2025
5,nr	Charles,Julie SAGE	01/MA	\$97,483.80	8/25/2025
2,r	Cobb,Khiana L READING	01/MA	\$77,808.07	8/25/2025
5,r	Cody,Abigail GEN ELEM & K8 - ALL GRADES	01/BA	\$56,384.25	8/25/2025
5,r	Costello,Megan M EARLY CHILDHOOD- SPEC ED	01/MA	\$84,366.26	8/25/2025
4,r	Cournia,Yazaret REG (5 YR) KINDERGARTEN	01/BA	\$60,381.68	8/25/2025
4,r	Cuevas Gonzalez,Juan DAY TO DAY TEACHER	01/BA	\$54,386.11	8/25/2025
2,r	Cunningham,Robert GEN ELEM & K8 - ALL GRADES	01/BA	\$86,365.48	8/25/2025
5,r	Dedering,Riley SOCIAL STUDIES	01/BA	\$56,384.25	8/25/2025
5,r	Dill-Volk,Terra A MULTICATEG. COMP. SEN	01/BA	\$74,373.26	8/25/2025
3,r	Dombrowsky,Sarah E MUSIC	01/MA	\$58,133.49	8/25/2025
5,r	Ernest,Emily A GEN ELEM & K8 - ALL GRADES	01/BA	\$54,386.11	8/25/2025
5,r	Facinger,Melanie SPEC ED MULTICATEG.	01/MA	\$73,436.71	8/25/2025
2,r	Gosseck-McNeal,Rosemary ENGLISH	01/BA	\$56,384.25	8/25/2025
5,nr	Greenup,Amy SPEC ED MULTICATEG.	01/BA	\$68,376.54	8/25/2025
1,r	Hackbarth,Kirstin Catherine Anne SAGE	01/BA	\$54,386.11	8/25/2025
5,r	Haim Jr,William L GEN ELEM & K8 - ALL GRADES	01/BA	\$54,386.11	8/25/2025
5,r	Hansen,Jacquelyn M BILINGUAL EDUCATION	01/MA	\$101,856.32	8/25/2025
5,r	Helt,Sydney L HEALTH & PHY ED	01/BA	\$54,386.11	8/25/2025
2,r	Hughes,Cheresse N MULTICATEG. COMP. SEN	01/BA	\$52,827.70	7/1/2025
5,r	Jensen,Sarah MATHEMATICS	01/MA	\$82,181.74	8/25/2025

3,r	Kim,Sun SPEC ED MULTICATEG.	01/MA	\$88,738.77	8/25/2025
2,nr	Knox, Sarah EEN MULTICATEGORICAL	01/MA	\$58,133.49	8/25/2025
5,nr	Knue,Brooke SPEC ED MULTICATEG.	01/MA	\$93,112.45	8/25/2025
5,r	Konieczny,Melissa Lynn KINDERGARTEN (4 YR OLDS)	01/BA	\$88,363.62	8/25/2025
5,nr	Kroenke,Seth HEALTH - PHY ED	01/MA	\$101,856.32	8/25/2025
5,r	LaMothe,Clark J GEN ELEM & K8 - ALL GRADES	01/BA	\$54,386.11	8/25/2025
5,nr	Langewisch,Matthew SCIENCE	01/BA	\$54,386.11	8/25/2025
5,r	Ledvina,Emily J ENGLISH	01/BA	\$56,384.25	8/25/2025
4,r	Lekhtman,Alexander DAY TO DAY TEACHER	01/BA	\$54,386.11	8/8/2025
5,nr	Lindner,Scott B MATH	01/MA	\$97,483.80	8/25/2025
4,nr	Lopez,Jason ENGLISH	01/BA	\$72,373.97	8/25/2025
5,nr	Lynch,Maggy K GEN ELEM & K8 - ALL GRADES	01/BA	\$68,376.54	8/25/2025
5,nr	McKim,Alayna AMP ART	01/BA	\$54,386.11	8/25/2025
5,nr	Meyers,Cody FOREIGN LANGUAGE	01/MA	\$79,994.90	8/25/2025
5,r	Mitchell,Caitlin GEN ELEM & K8 - ALL GRADES	01/BA	\$58,383.54	8/25/2025
3,r	Moua,Mao ENGLISH AS SECOND LANGUAGE	01/MA	\$60,320.32	7/1/2025
5,r	Mullen,Katie E. GEN ELEM & K8 - ALL GRADES	01/BA	\$54,386.11	8/25/2025
5,nr	Myhre,Ashley E REG (5 YR) KINDERGARTEN	01/BA	\$86,365.48	8/25/2025
4,r	Najera,Cassandra EDUCATIONAL OPERATIONS	01/BA	\$54,386.11	8/25/2025
4,r	Pabon,Tiffany FOREIGN LANGUAGE	01/BA	\$82,368.12	7/1/2025
5,r	Paek,Kelly A EARLY CHILDHOOD- SPEC ED	01/BA	\$54,386.11	8/25/2025
2,r	Peterson,Kimberly R GEN ELEM & K8 - ALL GRADES	01/MA	\$88,738.77	8/25/2025
5,nr	Petrovich,Joshua ENGLISH AS SECOND LANGUAGE	01/MA	\$60,320.32	8/25/2025
3,r	Pillai,Sarita ART	01/BA	\$54,386.11	8/25/2025
5,nr	Pineur,Jill HEALTH - PHY ED	01/MA	\$101,856.32	8/25/2025
5,r	Quirk,Justin P SCIENCE	01/BA	\$78,370.69	7/1/2025
4,nr	Ramos,Maribel BILINGUAL EDUCATION	01/MA	\$101,856.32	8/25/2025
5,r	Reilly,Teresa TITLE I SCHOOLWIDE	01/BA	\$76,371.40	8/25/2025

5,nr	Rode,McKenzie KINDERGARTEN (4 YR OLDS)	01/BA	\$54,386.11	8/25/2025
2,r	Rogers,Lakaya S SAGE	01/MA	\$58,133.49	8/25/2025
4,nr	Salas,Cassandra SCIENCE	01/BA	\$54,386.11	8/25/2025
3,r	Saldana,Catherine Kate TITLE I SCHOOLWIDE	01/BA	\$54,386.11	8/25/2025
7,r	Schlehlein,Elizabeth REG (5 YR) KINDERGARTEN	01/BA	\$54,386.11	8/25/2025
5,r	Shotton,Sydney FOREIGN LANGUAGE	01/BA	\$54,386.11	8/25/2025
2,r	Sisk,Sherell N REG (5 YR) KINDERGARTEN	01/BA	\$54,386.11	8/25/2025
4,r	Soto,Yazmin BILINGUAL ED	01/BA	\$54,386.11	8/25/2025
5,r	Stearns,Anne GEN ELEM & K8 - ALL GRADES	01/BA	\$54,386.11	8/25/2025
3,r	Turner,Alissa AMP HPE	01/MA	\$95,296.97	8/25/2025
3,r	Wallace,Micayla GEN ELEM & K8 - ALL GRADES	01/BA	\$60,381.68	8/25/2025
5,r	Wanserski,Aaron M SPEC ED MULTICATEG.	01/MA	\$79,994.90	8/25/2025
5,r	Whitty,Ashlee Gene SPEC ED MULTICATEG.	01/BA	\$76,371.40	8/25/2025
4,nr	Wiberg,Elisa GEN ELEM & K8 - ALL GRADES	01/BA	\$54,386.11	8/25/2025
2,r	Williams,Kizzy Y GEN ELEM & K8 - ALL GRADES	01/BA	\$54,386.11	8/25/2025
5,r	Willoughby,Gabriel AMP MUSIC	01/BA	\$54,386.11	8/25/2025
3,nr	Xiong,Jou GEN ELEM & K8 - ALL GRADES	01/BA	\$88,363.62	8/25/2025
3,nr	Yazdani,Zeba K ENGLISH AS SECOND LANGUAGE	01/MA	\$66,877.36	8/25/2025
2,nr	Jackson,Chavandalyn D GENERAL OPERATIONS	03/10C	\$78,556.00	9/20/2016
4,r	Arteaga Moran,Maria REG (5 YR) KINDERGARTEN	XX/4W2	\$54,386.11	8/25/2025
4,nr	Chapparo,Luz BILINGUAL EDUCATION	XX/4W2	\$54,386.11	8/25/2025
5,nr	Dorney-Riffle,Ian SCIENCE	XX/4W2	\$54,386.11	8/25/2025
4,r	Galindo Vargas,Miguel Angel SPEC ED MULTICATEG.	XX/4W2	\$54,386.11	8/25/2025
2,r	Gray,Tia Njeri SPEC ED MULTICATEG.	XX/4W2	\$54,386.11	8/25/2025
2,r	Jones,Aletha S MULTICATEG. COMP. SEN	XX/4W2	\$54,386.11	8/25/2025
2,nr	Lee,Joyce EARLY CHILDHOOD- SPEC ED	XX/4W2	\$54,386.11	8/25/2025
5,r	Livermore,Angela MULTICATEG. COMP. SEN	XX/4W2	\$54,386.11	8/25/2025
5,r	Mathson,Kristen EDUCATIONAL OPERATIONS	XX/4W2	\$54,386.11	8/25/2025

2,r	Mc Vey,Dashia J SPEC ED MULTICATEG.	XX/4W2	\$54,386.11	8/25/2025
4,nr	Ortiz,Debora SPEC ED MULTICATEG.	XX/4W2	\$54,386.11	8/25/2025
2,r	Parks,Antoine D MULTICATEG. COMP. SEN	XX/4W2	\$54,386.11	8/25/2025
2,nr	Tillman jr,Shundal SPEC ED MULTICATEG.	XX/4W2	\$54,386.11	8/25/2025

ACTION ON CERTIFICATED APPOINTMENTS - PERMIT TEACHER W/LICENSE

4,r	Munguia,Stephanie MULTICATEG. COMP. SEN	01/BA	\$54,386.11	8/25/2025
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ACTION ON CERTIFICATED APPOINTMENTS -SCHOOL COUNSELOR

5,nr	Litzsey,Lisa P GUIDANCE- VARIOUS	01/MA	\$101,856.32	8/25/2025
2,r	Stowers,Amari GUIDANCE	01/BA	\$54,386.11	8/25/2025

			Native American (1)	African American (2)	Asian/ Pacific Islander (3)	Hispanic (4)	White (5)	Other (6)	Two or More Ethnic Codes (7)
<i>Counts</i>	<i>Male</i>	<i>Female</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>
Teachers	19	72	1	20	9	16	44	0	1
SSW's	0	0	0	0	0	0	0	0	0
Psychologists	0	0	0	0	0	0	0	0	0
Other	0	2	0	1	0	0	1	0	0
TOTAL	19	74	1	21	9	16	45	0	1

B - (BA) Bachelor's Level (Teacher's)

C - (MA) Master's Level (Teacher's)

Leaves of Absence

	Present Assignment	Effective From
Illness Leave June 2025 Bonnie O'Hara	Thurston Woods	June 11, 2025
Military Leave August 2025 Sinya Wardell	WCLL	August 12, 2025
Personal Leave May 2026 Eduardo Cabrera	MacDowell	May 21, 2026

Certificated Resignations and Classified Retirements

Certificated Resignations						
Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Retire	36.9	2	Lonnie Anderson	Director I	Org Development	08/29/2025
Other Dist	17.9	5	Patricia Ashton	Teacher	Longfellow	06/27/2025

Other Dist	3.0	5	Samuel Balistreri	Teacher	Carver	07/21/2025
Other Dist	6.0	2	Otho Ball	Teacher	Bay View HS	06/16/2025
Retire	6.2	5	Elsa Banks	Teacher	South Acc Acad	06/27/2025
Personal	11.5	5	Elizabeth Baptie	Teacher	Central Svcs	07/09/2025
Other Work	0.9	2	Bo Blocker	Teacher	Lincoln MS	06/16/2025
Other Dist	15.2	5	Erin Bode	SSW	Bradley Tech	06/06/2025
Other Dist	3.0	5	April Dannelly Schenck	Teacher	ALBA	07/29/2025
Retire	24.0	2	William Dicks	Teacher	Central Svcs	07/11/2025
Retire	31.0	2	Marilynn Douglas	SSW	Holmes	07/18/2025
Other Dist	5.0	5	Timothy Doyle	Teacher	Bruce	08/04/2025
Other Dist	3.5	5	Danielle Dunham	Teacher	Central Svcs	06/19/2025
Personal	26.6	2	Tranace English	Teacher	Green Tree Prep	07/29/2025
Personal	5.5	5	Kevin Fine	Teacher	Hamilton	07/09/2025
Retire	30.0	2	Angela Ford	Curr Spec V	Central Svcs	07/30/2025
Personal	3.0	5	Philip Garrett	Teacher	Wedgewood Park	06/17/2025
Personal	1.2	2	Jeremiah Glenn	Teacher	53rd Street	08/04/2025
Other Dist	18.8	2	Monique Howard	Lib Med Spc Burbank	06/30/2025	
Personal	4.0	3	Freya Irani	Trv Mus Tch Central Svcs	07/11/2025	
Retire	32.9	5	Susan Janowski	Teacher	Franklin	06/18/2025
Other Work	2.0	2	Morris Jaspers	SSW	Lincoln MS	06/18/2025
Retire	26.0	2	Rhoda Jones Goodwin	Principal	Manitoba	07/31/2025
Other Dist	21.0	5	Sarah Gross	Teacher	Bay View HS	08/01/2025
Personal	0.1	2	Sam Keller	Associate II Recreation	08/15/2025	
Personal	3.0	5	McKenzie King	Teacher	Rufus King HS	07/24/2025
Retire	32.9	5	Kristina Kulak	Teacher	Garland	09/12/2025
Retire	3.9	5	David Kurczewski	Teacher	Burbank	06/16/2025
Personal	0.7	5	Kevin Larson	Teacher	Obama SCTE	08/15/2025
Retire	32.4	2	Elaine Lathan	Teacher	Cass	08/26/2025
Other Dist	6.0	5	Danielle Lawson	Teacher	Hamilton	06/24/2025
Personal	16.8	2	Jeffery Lingo	Teacher	Roosevelt MS	06/30/2026
Personal	16.9	2	Tiffanie Mayo	Teacher	Special Svcs	08/01/2025
Other Dist	5.0	5	Allie Mountain	SSW	Hawley	06/16/2025
Other Work	3.0	5	Sydney Pacer	Teacher	Meir	07/20/2025
Personal	5.9	5	Amdrea Pessoa	Teacher	German Imm	06/16/2025

Retire	44.3	5	Harry Russo	Principal	Riley	12/31/2025
Retire	20.0	5	Lisa Sanford	Teacher	MSOL	09/12/2025
Personal	30.0	5	Kim Schroeder	Teacher	Central Svcs	07/01/2025
Personal	6.0	5	Emily Shay	Counselor	Vincent	07/08/2025
Other Work	11.7	5	Kristin Steinbach Holtz	Teacher	Bradley Tech	06/16/2025
Personal	14.0	2	Linnibrent Stewart	Teacher	Bethune	08/24/2025
Personal	4.0	5	Bailey Toth Riley	Speech Path	Auer	07/02/2025
Personal	8.0	5	Brodi Van Riper	Teacher	Riverwest	07/08/2025
Retire	24.7	3	Parveen Wasi	Teacher	Mitchell	06/17/2025
Retire	20.0	5	Susan Wollmer	Supervisor I	Special Services	09/26/2025

Classified Resignations

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	3.0	2	Rose Adong	Para	Westside Acad	07/15/2025
Personal	3.0	2	Kennedy Allen	Para	Brown Street	07/21/2025
Other Work	0.5	5	Shalonda Amos	FSA	Clement Ave	03/26/2025
Retire	4.0	5	Michael Anich	Specialist I	Finance	07/11/2025
Personal	1.6	5	Sarah Antinucci	Para	Maryland Ave	07/28/2025
Personal	2.9	2	Olivia Banks	Para	Parkside	06/16/2025
Personal	6.7	2	Linda Barnett	Para	Kilbourn	07/07/2025
Other Work	1.2	2	Geneva Bell	Para	Marshall	07/25/2025
Retire	28.0	2	Andre Bird	Engineer III	MSOL	08/15/2025
Personal	1.7	7	Faythe Brennan	Para	HS of the Arts	06/17/2025
Personal	0.1	2	Timesha Bunn	Safety Asst	School Safety	06/02/2025
Other Work	0.4	2	Khalia Carter	Para	Parkside	07/30/2025
Personal	0.8	2	Tiffany Carter	Safety Asst	School Safety	06/09/2025
Personal	0.4	2	Cahre Clayburn	Para	Maryland	05/22/2025
Personal	0.5	2	Quameka Corley	Secretary I	Human Resources	07/10/2025
Retire	9.8	2	Larina Crawford	Engineer II	Sherman	07/01/2025
Other Work	12.5	2	Constance Dallas	Para	Dr. King Elem	06/25/2025
Personal	1.8	2	Dyshia Dates	Para	Engleburg	07/27/2025
Personal	10.6	2	Rosie Day	FSA	Bruce	05/20/2025
Personal	9.6	2	Quintella Doss	CHA	Emerson	07/31/2025
Other Work	3.7	2	Tomicka Evans	CHA	Marshall	06/13/2025
Other Work	3.2	2	Kari Gipson	Analyst I	Finance	07/18/2025
Retire	23.1	6	Frances Hall	CHA	MSOL	06/13/2025
Personal	1.9	4	Alicia Hernandez	Para	Forest Home	06/16/2025
Personal	1.5	2	Johnna Hills	FSA	WCLL	07/13/2025
Personal	0.1	2	Diamond Jackson	Safety Asst	School Safety	05/30/2025
Retire	12.4	2	Carolyn Jackson Malone	Secretary I	Carver	06/13/2025
Personal	23.6	5	Nicole Janzen	Teacher	Restorative Pract	07/30/2025

Personal	6.0	2	Lafuchsia King	CHA	Obama SCTE	07/23/2025
Personal	2.9	2	Kylie Leverette	Interpreter	MSL	06/13/2025
Retire	16.5	2	Kim Lewis	Coach	Special Svcs	07/30/2025
Personal	2.0	2	LaTasha Lewis	Associate I	Ben & Ins Svcs	07/02/2025
Retire	26.2	5	Kathy Litza	SKM III	Allen Field	08/09/2025
Personal	34.6	2	Linda Magee	FSA	Sherman	07/11/2025
Personal	6.9	2	Rasheida Malone	Para	Congress	06/16/2025
Personal	0.9	2	Tony Martin	BSH I	Alcott	07/02/2025
Personal	1.2	7	Nevia Martinez	BSH I	Grant	07/01/2025
Personal	2.0	3	Mohana Mulabagili	Para	Garland	07/15/2025
Personal	0.2	2	Tejean Neal	Para	HS of the Arts	05/25/2025
Personal	4.1	2	Craig Ninham	Boiler Att	Bay View HS	06/29/2025
Personal	0.9	2	Wendlaviim Ouedraogo	Para	French Imm	06/17/2025
Personal	0.1	4	Wilberto Porto	FSA	Auer	09/14/2024
Other Work	13.0	2	Carlos Rucker	Para	MacDowell	07/29/2025
Personal	5.0	5	Phillip Scott Dotson	Para	Engleburg	02/24/2025
Personal	2.4	2	Yilitha Semons	Acct IV	Finance	06/13/2025
Other Work	3.2	2	Kiara Smith	BSH I	Transition HS	07/11/2025
Personal	12.8	2	Shellondia Smith	CHA	AAL	06/17/2025
Retire	27.4	2	Luella Soubeiga	FSA	Marshall	07/09/2025
Personal	0.5	2	Ceso Sprewell	Para	Thurston Woods	07/29/2025
Personal	1.0	2	Janelle Tyler Schroeder	Para	Sherman	08/04/2025
Personal	8.8	2	Ariana Washington	Para	Clemens	06/26/2025
Retire	25.9	2	Debra Woods	Teacher	Grantosa	06/16/2026
Retire	25.4	5	Barbara Young	FSA	Vincent	07/01/2025
Personal	1.5	2	Requiela Young	FSA	Carver	04/30/2025
Other District – 11 (Classified – 0 Certificated – 11)						
Other Work – 12 (Classified – 8 Certificated – 4) Personal – 53 (Classified – 36 Certificated – 17)						
Retirement – 24 (Classified – 10 Certificated – 14)						

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY26 budget.

Implementation and Assessment Plan

Upon approval by the Board, the personnel transactions will be implemented.

Committee’s Recommendation

Your Committee recommends that the Board approve the promotions, appointments, and leaves, as listed in the attachments to the item, to be effective upon approval by the board.

Approved with the roll call vote to approve the balance of the Committees’ reports.

* * * * *

(Item 2) Action to Recommended Administrative Appointments, Promotions, Reassignments and Reclassifications, Salary Increases/Decreases, and Limited-term Employment (LTE) Contracts Exceeding Sixty Days

Recommended Appointments

The Superintendent recommends that the following individuals be appointed to the classifications indicated, to be effective upon approval by the Board.

(2)(r)	Brian Litzsey	Chief Family & Community Partnerships	Sch 03, Range 18A
		Office of the Superintendent	\$201,406
(5)(nr)	Domenico Maniscalco	Chief Human Resources Officer	Sch 03, Range 18A
		Office of the Superintendent	\$201,406
(2)(r)	Toni Dinkins	Assistant Principal I, Hartford	Sch 03, Range 10C
		Office of the Chief of Schools	\$172,676
(1)(r)	Louise Van Drisse	Special Education Supervisor, 10-month	Sch 03, Range 9C
		Office of the Chief of Academics	\$111,182
(6)(r)	Patience Wade	Assistant Principal III, North Division	Sch 03, Range 12C
		Office of the Chief of Schools	\$103,330
(5)(nr)	Anne Sempos	Special Education Supervisor, 10-month	Sch 03, Range 09C
		Office of the Chief of Academics	\$94,307
(4)(r)	Rey Bautista	Coordinator III, BLMA	Sch 03, Range 08A
		Office of the Chief of Schools	\$90,707
(5)(nr)	Chele Kirsch	Planning Assistant, Academics	Sch 03, Range 02A
		Office of the Chief of Academics	\$66,222

Recommended LTE Contracts (To be effective upon the Boards approval)

(2)(r)	John Sanchez	Administrator Coaching & Mentoring	\$40.00
		Office of the Chief of Schools	
		07/01/25 to 12/31/25	
(5)(r)	Stephen Sanders	Evening CS Board Meeting IT Support (2-3 evenings per month)	\$36.00
		Office of the Chief of Communications	
		09/01/25 to 02/28/26	
(5)(r)	Karen Green	Computer Science Instructional Coach	\$30.00
		Office of the Chief of Academics	
		07/01/25 to 12/31/25	
(5)(r)	Paul Westfahl	Percussion Specialist	\$30.00
		Office of the Chief of Schools	
		09/02/25 to 01/26/26	

(2)(r)	Milo Lee	Scan Monitor – Milwaukee Marshall High School Office of the Chief of Schools 09/01/25 to 02/28/26	\$30.00
(2)(r)	Dan Ruiz	Youth Mentor Office of the Chief of Schools 09/02/25 to 01/23/26	\$30.00
(2)(r)	Anthony Wiggins	Youth Mentor Office of the Chief of Schools 09/02/25 to 01/24/26	\$30.00
(2)(r)	Shelia Milton	Cellphone, Monitoring, Outside Exits Office of the Chief of Schools 08/28/25 to 02/27/26	\$25.00

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

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY26 budget

Committee’s Recommendation

Your Committee recommends that the Board approve the promotions, appointments, leaves, and Limited-Term Employment contracts as listed in the attachments to the item, to be effective upon approval by the board.

Approved with the roll call vote to approve the balance of the Committees’ reports.

* * * * *

(Item 3) Report with Possible Action on Limited-Term Employees, January-June 2025

Your Committee reports having received the foregoing report. Although this item was noticed for possible action, no action is required.

Background

Per Administrative Policy 6.37, the Administration on a semi-annual basis, in August and February, shall present a report on all Limited-Term Employees (LTEs) active during that period, their life-to-date earnings as LTEs, and an indicator of how long each individual has served as an LTE.

The current list of LTEs active during January through June 2025 is attached to the minutes of your Committee’s meeting.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

N/A

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 4) Action on Monthly Finance Matters: Authorization to Make Purchases; Report on Change Orders in Excess Of \$25,000; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchases

TIPS #230105 Authorization to Issue a Purchase Order to Amira Learning, Inc. for Istation Lectura

The Administration is requesting authorization to issue a purchase order to Amira Learning, Inc. for Istation Lecura student licenses. Istation will be used as a screener, diagnostic, and computer-based intervention in bilingual program schools, grades K-6. Utilizing a Spanish reading readiness screener will assist in providing a full picture of reading development that can be used by staff and shared with the families.

The assessment tool will also be used as a diagnostic to further understand the needs of students that fall below the 25th percentile on the aimswebPlus assessment. The research-based intervention provides additional support to identified students performing below target in reading in Spanish. Use of computer-based intervention with individualized instruction and activities for students based on their individual needs will provide additional support to close academic achievement gaps. Interventions are based online and are available for students to access during the school's identified intervention time, as well as at home, in after school programs, or other settings.

The purchase will be made through The Interlocal Purchasing System (TIPS) Contract #230105.

The licenses will be valid for a 10-month term from September 1, 2025, to June 30, 2026, and the total cost shall not exceed \$108,210.00.

Budget Code: OSC-0-S-1T6-RH-ECTS (Title Budget) 118,950.00

Cooperative Authorization to Issue a Purchase Order to Everway for a Unique Learning System Agreement for Educational Services

The Administration is requesting authorization to purchase from EVERWAY, "Unique Learning System", a comprehensive, modified curriculum for students with significant intellectual disabilities who participate in a curriculum based on Wisconsin Essential Elements. This curriculum encompasses all academic areas for grades 1 through 12: literacy; math; science; and social studies.

The Unique Learning System provides differentiated learning materials with adapted methods for instruction, so students participate in rigorous daily classroom instruction similar to that of their non-disabled peers. The activities include visual representations onscreen, hearing text-to-speech as selected text is read aloud, hands-on learning with experiments and written expression opportunities. The Unique Learning System includes a standards-based set of interactive tools specifically designed for students with disabilities to access the general curriculum. All materials, licenses and on-line access for the proposed product are included in this purchase.

This one-time purchase is made under the Allied States Cooperative Region 19 Contract #24-7474

The total cost of goods purchased from Everway will not exceed \$267,620.05.

Budget Code: SSU-O-A-IF6-DW-ESUP (IDEA-Supplies, Consumable)\$ 267,620.05.

HUB and Student Engagement information may be found in the attachments to your Committee’s meeting.

Report on Change Orders in Excess of \$25,000

In compliance with Administrative Policy 3.09(10)(e)1, the Administration is reporting change orders to existing contracts whose collective net value exceed \$25,000.

Contract: B0001556 - Collaborative Student Transportation of Minnesota

On September 1, 2023, the Milwaukee Board of School Directors and Collaborative Student Transportation of Minnesota entered into Professional Services Contract number B0001556 (“Contract”), with a term of September 1, 2023 through July 31, 2026, to provide human service vehicles (HSV) or van transportation for students throughout the metro-Milwaukee area, to and from school. Students may require transportation to MPS schools and/or schools in the surrounding suburban districts. On March 13, 2025, a Request to Change Contract (RCC) was approved to add additional funds to cover the increased demand for services. On July 7, 2025, an RCC was approved to add funds of \$182,009.03.

Original Contract Amount:	\$1,200,000.00
RCC 3/13/2025	500,000.00
RCC 7/7/2025	182,009.03
Ending Amount.....	\$1,882,009.03

Contract: C030797 - ADROIT Advanced Technologies, Inc.

On September 1, 2022, the Milwaukee Board of School Directors and ADROIT Advanced Technologies, Inc. entered into Professional Services Contract number C030797 (“Contract”), with a term of September 1, 2022 through July 31, 2025, for taxi services for students throughout the metro-Milwaukee area, to and from school. Students may require transportation to MPS schools and/or schools in the surrounding suburban districts. On June 30, 2023, a Request to Change Contract (RCC) was approved to add \$300,000 for increased demand for services. On August 14, 2023, an RCC was approved to add \$155,073.25 for increased demand for services. On January 26, 2024, an RCC was approved to add \$1,500,000 for increased demand. On April 23, 2024, an RCC was approved to add \$1,100,000 for increased demand for services. On January 7, 2025, an RCC was approved to add \$1,194,926.75 for services. On July 7, 2025, an RCC was approved to add \$591,622 for services.

Original Contract Amount:	\$ 750,000.00
RCC 6/23/2023	300,000.00
RCC 8/14/2023	155,073.25
RCC 1/26/2024	1,500,000.00
RCC 4/23/2024	1,100,000.00
RCC 1/7/2025	1,194,926.75
RCC 7/7/2025	591,622.00
Ending Amount.....	\$5,591,622.00

Contract: C030773- First Student, Inc.

On August 1, 2022, the Milwaukee Board of School Directors and First Student, Inc. Transportation of Minnesota entered into Professional Services Contract number C030773 (“Contract”), with a term of August 1, 2022 through July 31, 2025, to provide taxi service for students throughout the metro-Milwaukee area, to and from school. Students may require transportation to MPS schools and/or schools in the surrounding

suburban districts. On June 24, 2024, a Request to Change Contract (RCC) was approved to add \$850,000 to cover the increased demand for services. On July 7, 2025, an RCC was approved to add funds of \$804,372.80 to cover the increased demand for services.

Original Contract Amount:.....	\$ 450,000.00
RCC 6/24/2024.....	850,000.00
RCC 7/7/2025.....	804,372.80
Ending Amount	\$2,104,272.80

Contract: C031864 - Gallagher Bassett Services Inc.

On September 28, 2023, the Milwaukee Board of School Directors and Gallagher Bassett Services Inc entered into Blanket Professional Services Contract number C031864(“Contract”), with a term of October 1, 2023 through September 30, 2024, for the administration of the Workers’ Compensation Program. On August 15, 2024, a Request to Change Contract (RCC) was approved to add \$29,762.08 due to an increase in services. On September 26, 2024, the Board approved a contract extension for October 1, 2024 – September 30, 2025, with funds of \$248,529.00. On July 7, 2025, an RCC was approved to add \$67,133 due to increased demand for services.

Original Contract Amount:.....	\$248,529.00
RCC 8/15/2024.....	29,762.08
Extension 9/26/2024.....	248,529.00
RCC 7/7/2025.....	67,133.00
Ending Amount	\$595,953.08

Contract: C032536 - Durham School Services, L.P.

On July 1, 2024, the Milwaukee Board of School Directors and Durham School Services, L.P. entered into Professional Services Contract number C032536 (“Contract”), with a term of July 1, 2024 through June 30, 2027, for yellow school bus transportation. On July 15, 2025, a Request to Change Contract (RCC) was approved to add funds of \$468,794.97 for increased demand for services.

Original Contract Amount:.....	\$5,411,261.67
RCC 7/15/2025.....	468,794.97
Ending Amount	\$5,880,056.64

Contract: C033024 - Forward Service Corporation

On September 1, 2024, the Milwaukee Board of School Directors and Forward Service Corporation entered into Professional Services Contract number C033024 (“Contract”), with a term of September 1, 2024 through August 31, 2025, for two full-time individuals to fulfill the Jobs for America's Graduates (JAG) Specialists' responsibilities and fully implement the JAG program at South Division High School, MacDowell Montessori School, and Milwaukee High School of the Arts. On July 15, 2025, a Request to Change Contract (RCC) was approved to extend the contract through August 31, 2026 and to add funds of \$25,000.

Original Contract Amount:.....	\$ 25,000.00
RCC 7/15/2025.....	25,000.00
Ending Amount	\$ 50,000.00

Contract: C032457 - Lakeside Buses of Wisconsin Inc

On October 9, 2023, the Milwaukee Board of School Directors and Lakeside Buses of Wisconsin Inc entered into Professional Services Contract number C032457 (“Contract”), with a term of July 1,2024 through June 30, 2027 to provide yellow school bus transportation. On July 15, 2025, a Request to Change Contract (RCC) was approved to add funds of \$500,000 due to increased demand for services.

Original Contract Amount:	\$15,289,445.59
RCC 7/15/2025	500,000.00
Ending Amount.....	\$15,789,445.59

Contract: C032623 - Stepping Stones Group LLC

On August 1, 2024, the Milwaukee Board of School Directors and Stepping Stones Group LLC Inc entered into Professional Services Contract number C032623 (“Contract”), with a term of August 1,2024 through July 30, 2027 to provide licensed occupational therapists (“Ots”), occupational therapist assistants (“OTAs”), physical therapists (“PTs”) and physical therapist assistants (“PTAs”) on an as needed basis to provide student specific therapy services as identified in Individual Education Programs (“IEPs”) or Section 504 plans. The therapy services to be provided include evaluation, development of an IEP with meaningful and measurable goals, development of an intervention plan, direct and indirect therapeutic interventions, attendance at IEP-team meetings, consultation with staff members, and all related documentation. On July 15, 2025, a Request to Change Contract (RCC) was approved to add funds of \$85,132.50 due to increased demand for services.

Original Contract Amount:\$	450,000.00
RCC 7/15/2025	85,132.50
Ending Amount\$.....	535,132.50

Contract: C033022 District C

On September 1, 2024, the Milwaukee Board of School Directors and District C entered into Professional Services Contract number C033022 (“Contract”), with a term of September 1, 2024 through August 30, 2025, for coach (MPS teacher) training, coach certification, and program implementation support for the MPS continuation and expansion of Contractor’s Teamship program across multiple schools for the purpose of increasing student access to work-based learning (WBL) opportunities that satisfy the Wisconsin Department of Public Instruction’s criteria for WBL, including the 90-hour requirement. On July 17, 2025, a Request to Change Contract (RCC) was approved to extend the contract through August 30, 2026 and to add funds of \$42,000.

Original Contract Amount:	\$ 47,500.00
RCC 7/17/2025	42,000.00
Ending Amount.....	\$ 89,500.00

Contract: C032947 - Children’s Hospital of WI Community Services

On October 1, 2024, the Milwaukee Board of School Directors and Children’s Hospital of WI Community Services entered into Professional Services Contract number C032947(“Contract”), with a term of October 1, 2024 through September 30, 2026, for School Community Partnership for Mental Heal (SCPMH) activities as outlined in the SCPMH manual at the following schools: Auer Avenue, James Madison High School, MLK Jr. Elementary, Milwaukee High School of the Arts, Milwaukee School of Languages, Reagan High School, Riverwest, and Rufus King High School. On July 22, 2025, a Request to Change Contract (RCC) was approved to add funds of

\$50,000 for additional services at Lincoln Center for the Arts and School-Based Therapy services at Bradley Tech High School.

Original Contract Amount:	\$ 400,000.00
RCC 7/22/2025	50,000.00
Ending Amount.....	\$ 450,000.00

Contract: C032951 - Lutheran Social Services of WI and Upper MI

On October 1, 2024, the Milwaukee Board of School Directors and Lutheran Social Services of WI and Upper MI entered into Professional Services Contract number C032951 (“Contract”), with a term of October 1, 2024 through September 30, 2026, for School Community Partnership for Mental Heal (SCPMH) activities

as outlined in the SCPMH manual at the following schools: Andrew Douglas, Lafollette, Metcalf, North Division High School, and Marvin Pratt Elementary School. On July 22, 2025, a Request to Change Contract (RCC) was approved to add funds of

\$75,000 for additional services at Kagel and Lincoln Avenue as well as School-Based Therapy services at Morse Middle.

Original Contract Amount:.....	\$ 250,000.00 3
RCC 7/22/2025.....	75,000.00
Ending Amount	\$ 325,000.00

Contract: C032949 - Sebastian Family Psychology Practice LLC

On October 1, 2024, the Milwaukee Board of School Directors and Sebastian Family Psychology Practice LLC entered into Professional Services Contract number C032949 (“Contract”), with a term of October 1, 2024 through September 30, 2026, for School Community Partnership for Mental Heal (SCPMH) activities as outlined in the SCPMH manual at the following schools: Audubon, Bethune, Engleburg, Fifty-Third Street, Franklin, Hopkins-Lloyd, Humboldt Park, International Newcomer Center (located at the Milwaukee Academy of Chinese language), Keefe Ave, OW Holmes, Pulaski, Riverside, Shalom, Sherman, Thoreau, Westside Academy, and Zablocki. On July 22, 2025, a Request to Change Contract (RCC) was approved to add funds of \$45,000 for School-Based Therapy services at South Division High School.

Original Contract Amount:.....	\$ 850,000.00
RCC 7/22/2025.....	45,000.00
Ending Amount	\$ 895,000.00

Contract: C032970 - Critical Response Group, Inc.

On November 1, 2024, the Milwaukee Board of School Directors and Critical Response Group, Inc. entered into Professional Services Contract number C032970 (“Contract”), with a term of November 1, 2024 through June 30, 2026, for digital mapping of MPS school buildings. On July 22, 2025, a Request to Change Contract (RCC) was approved to add funds of \$465,000 for Phase 2 of the digital mapping.

Original Contract Amount:.....	\$230,577.09
RCC 7/22/2025.....	465,000.00
Ending Amount	\$695,577.09

Monthly Financial Reports

The report on contracts awarded with a value under \$50,000 and cumulative total report; and the report on monthly grant awards are attached and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Bay View High School	Gerald W Hollander	200.00	GSA Donation
Bay View High School	Versiti Blood Center	250.00	General School Supplies
Clement Avenue School	Clement Avenue School PTO	340.00	Student Green Team
Clement Avenue School	Natural Resources Foundation of Wisconsin	500.00	Go Outside Fund Award
Engleburg School	Ganesh Ponnambalam	375.00	General School Supplies
Fernwood School	Jill Makarovich	100.00	General School Supplies
French Immersion School	Milwaukee French Immersion Foundation	155.96	Sky Zone Family Event Printing
French Immersion School	John Swissler & Diana Penkiunas	600.00	5th Grade Concordia Language Village Field Trip

Location	Donor	Amount	Gift or Purpose
French Immersion School	Milwaukee French Immersion PTA	750.00	5th Grade Completion Gift
German Immersion School	Elizabeth Shickles	1,700.00	General School Supplies
Hamilton High School	American Transmission CO LLC	250.00	Baseball Supplies
Hamilton High School	* Debra J Jupka	600.00	Staff Events
Hampton School	Wayne Bystrzycki	500.00	Mad Hot Rhythm Dance Program
Humboldt Park School	Bernie Skoch	599.00	Lego League Club
Humboldt Park School	Ray Philippson	1,000.00	Green Health School Field Trip
King High School	Kristi Kokes	50.00	In Memory of Mother Carol Broman
King High School	Jennifer Ketz	1,000.00	Boys Baseball
King High School	Milwaukee Public Schools Foundation, Inc.	1,000.00	10 Graduate Fees
Maryland Avenue Montessori School	Thor A Stolen	100.00	NCI Natures Classroom Field Trip
Meir School	Resource Central	500.00	Renew for STEM
Meir School	Charities Aid Foundation America	500.00	STEM NW Cybergrant
Morgandale School	Box Tops for Education	44.50	General School Supplies
North Division High School	Natural Resources Foundation Of Wisconsin Inc	295.00	Student Outdoor Activities
Office of Academics - Specialized Services	Milwaukee Public Market	2,000.00	School-to-Work Transition Program
Ralph Metcalfe School	Milwaukee Public Schools Foundation, Inc	3,000.00	Eating on a Dime & Food Insecurities Programs
Riley School	Xiaofei Shan	6.00	Art Club Supplies
Riley School	Carey Kammel	10.00	Art Club Supplies
Riley School	Nayely Munoz	10.00	Art Club Supplies
Riley School	Estrella Vega	10.00	Art Club Supplies
Riley School	Eric Poulsen	10.00	Art Club Supplies
Riley School	Amelia Dejesus Cruz	10.00	Art Club Supplies
Riley School	Valeria Paola Arroyo	10.00	Art Club Supplies
Riley School	Evelyn Cuevas Lerosé	10.00	Art Club Supplies
Riley School	Stephen Borchardt	10.00	Art Club Supplies
Riley School	Crystal Lemmer	10.00	Art Club Supplies
Riley School	Nick Miramontes	10.00	Art Club Supplies
Riley School	Azucena Calderon	10.00	Art Club Supplies
Riley School	Adele Loria	10.00	Art Club Supplies
Riley School	Monica Fuentes	10.00	Art Club Supplies
Riley School	Mary Rinnert	20.00	Art Club Supplies
Riley School	Laura Ehr	20.00	Art Club Supplies
Riley School	Vanessa Sanchez	20.00	Art Club Supplies
Riverwest Elementary	Greenbay Packers	100.00	Literacy Donation
Ronald Reagan High School	Greater Milwaukee Foundation	500.00	BSU Donation
Thurston Woods	Box Tops for Education	23.10	General School Supplies
Vieau School	Center For Dairy Excellence	500.00	Dairy Farm Field Trip
Vieau School	Milwaukee Tool	725.00	FTC Team
Total Monetary Donations	18,453.56		

Location	Donor	Amount	Gift or Purpose
Non-Monetary Donations			
Clara Barton School	EAA Aviation Museum	1,665.36	3 Buses to EAA Aviation Museum
Clara Barton School	Experimental Aircraft Association, Inc.	1,329.90	110 Discounted Admissions for EAA Museum
Doerfler School	DonorsChoose	161.93	Pencil Me In, Please!
Doerfler School	DonorsChoose	243.14	Literacy & Language
Gaenslen School	DonorsChoose	387.30	Life Skills, Students with Disabilities
Gaenslen School	DonorsChoose	425.82	Folders and Resources
Gaenslen School	DonorsChoose	535.62	Communication and Supplies
Gaenslen School	DonorsChoose	789.79	Little Authors, Big Stories!
Gilbert Stuart School	DonorsChoose	135.09	Students with Disabilities
Gilbert Stuart School	DonorsChoose	611.07	Life Skills, Literacy & Language
Goodrich School	DonorsChoose	535.76	STEAM On!
King High School	DonorsChoose	507.23	STEM
Kluge School	DonorsChoose	383.28	Literacy & Language, Students with Disabilities
Lancaster School	DonorsChoose	698.33	Classroom Project Supplies
Lancaster School	DonorsChoose	1,363.51	Were Only Just Beginning
Lincoln Middle School	DonorsChoose	486.66	Literacy & Language
Lloyd Barbee Montessori	* International Arts and Media/Jazz Evans	1,350.00	Video Editing
MacDowell Montessori	DonorsChoose	176.61	Crayola Crayons and Pencils
MacDowell Montessori	DonorsChoose	178.55	Learning to Read
MacDowell Montessori	DonorsChoose	284.51	Light Table Materials
MacDowell Montessori	DonorsChoose	348.43	Math Instant Learning Center
Mitchell School	DonorsChoose	734.95	Health Sports & Wellness, STEM
Morgandale School	DonorsChoose	9.49	Classroom Essentials
Ninety-Fifth Street School	DonorsChoose	205.43	New Materials for Fall!
Ninety-Fifth Street School	DonorsChoose	526.49	Art Supplies Galore!
Riverside High School	DonorsChoose	501.52	Health Sports & Wellness, Warmth Care & Hunger
Ronald Reagan High School	DonorsChoose	629.59	Public Speaking Pump Up
Roosevelt Middle School	DonorsChoose	208.85	Health Sports & Wellness
Roosevelt Middle School	DonorsChoose	420.11	Life Skills, Literacy & Language
Spanish Immersion School	DonorsChoose	324.46	Little Readers, Big Dreams
Story School	DonorsChoose	287.18	Lets Play Uno!
Story School	DonorsChoose	538.45	Who Was...?
Trowbridge School	DonorsChoose	131.50	Students with Disabilities
Trowbridge School	DonorsChoose	190.85	A Million Different Colors!
Victory School	DonorsChoose	451.20	Books Bring Us Together!
Walt Whitman School	DonorsChoose	488.17	Life Skills, Students with Disabilities
Wisconsin Conservatory	Target Community Giving	50.00	Family Literacy Events & Math Science Showcase

Location	Donor	Amount	Gift or Purpose
Zablocki School	DonorsChoose	462.70	Health Sports & Wellness, Life Skills
<i>Total Non-Monetary Donations</i>		<i>18,758.83</i>	
<i>Total Value of Donations</i>		<i>37,212.39</i>	
<i>* Donations from MPS Alumni</i>		<i>1,950.00</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

Your Committee recommends that the Board (1) authorize the purchases and (2) accept the donations as listed in the attachments, with appropriate acknowledgement to be made on behalf of the Board.

Approved with the roll call vote to approve the balance of the Committees’ reports.

* * * * *

(Item 5) Action on the Award of Exception-to-Bid Contracts

Background

The following contracts are recommended for approval. The prime contractor information may be found in the attachments to your Committee’s meeting.

Exception Authorization to Issue a Purchase Order to American Reading Company, Inc. for Spanish Language Reading Assessment and Intervention (ENIL)

The Administration is requesting authorization to issue a purchase order to American Reading Company, Inc. (ARC) for the use of Evaluación del Nivel Independiente de Lectura (ENIL) Version 11.

ENIL is a Spanish-language formative assessment for reading designed for bilingual learners. ENIL will be used as a diagnostic assessment, and intervention tool, to identify students’ independent reading levels in Spanish, grades 7-12, and provide teachers with actionable data to guide differentiated small-group instruction. Integrated with SchoolPace, the online data system allows real-time progress monitoring to drive data- informed instruction. The ENIL toolkit includes both developmental and foundational skill materials, supporting readers at multiple levels which will be used to support bilingual program students on their path towards biliteracy. Ongoing professional learning and support will be provided for educators using the ENIL tools.

The Exception to Bid has been granted on the basis of continuity (Administrative Policy 3.09 (7)(e)(1)(b)(iv)).

This contract will run from September 1, 2025 through August 31, 2026 and the total cost will not exceed \$79,620.00.

Budget Code: SYS-0-0-AMT-RH-ECTS\$79,620.00

Exception Authorization to Issue a Contract with Association of Wisconsin School Administrators, Inc. for Professional Development

The Administration is requesting authorization to enter into a contract with Association of Wisconsin School Administrators, Inc., (AWSA) to provide two programs that will support current assistant principals and deans of students as well as teachers looking to become administrators in the future. The assistant principal professional development will focus on the development of a 100-day plan that will improve student engagement and improve climate and culture in school buildings. AWSA will work with three cohorts for the Assistant principal and Deans of students supporting no more than 120 and no less than 60 total. The teacher pathway development will support a cohort of no more than 25.

The exception to bid has been approved on the basis of continuity, services must be provided by this contractor for continuity for MPS staff currently using ongoing programs. (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from September 1, 2025, through June 30, 2026, and the total cost of the contract will not exceed \$60,400.00.

Budget Code: DTI-0-S-KO6-LS-ECTS (Title I) \$60,400.00

Exception Authorization to Enter into a Contract with City Year Inc for Support Staff Services

The Administration is requesting authorization to enter into a contract with City Year Inc for school support staff services. Contractor will provide up to 60 FTE staff to support selected MPS schools.

Contractor will provide MPS with scalable, centrally managed models that deliver a holistic set of whole-school and focused support to ensure students stay engaged in learning and on-track to graduate. Selected schools are:

- Alcott/Rogers (Shared Team)
- Kluge
- Mitchell
- Bay View HS
- South Division
- Bradley Tech
- Teaching Fellow Schools
- MKE School of Languages
- Rogers Street Academy
- South Division

The Exception to Bid has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(v)).

The contract will run from September 1, 2025 through June 30, 2026, (the “Initial Term”), with two additional one-year options to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed \$1,400,000.

Budget Code: DTI-0-S-KO-6LS-ECTS (Leadership...Contracted Services) \$1,400,000.00

Exception Authorization to Issue a Contract with Forward Scholars LLC for Tutoring Services

The Administration is requesting authorization to enter into a contract with Forward Scholars LLC for tutoring services in 9 MPS schools for the FY26 school year. Forward Scholars will provide one-on-one tutoring services to at least 20 students twice per week at each site. Assessment data will be shared with students, families, classroom teacher and school leadership. Support will align with district literacy initiatives. Site coordinators will participate in parent/teacher conferences as well as provide professional development to all tutors supporting schools.

The exception to bid has been approved on the basis of continuity. (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from September 2, 2025, through June 30, 2026, and will not exceed \$200,000.

Budget Code: DTI-0-S-KO6-LS-ECTS Title I \$200,000.00

Exception Authorization to Issue a Contract to Global Montessori Educators Institute for Teacher Credentialing Services

The Administration is requesting authorization to enter into a contract with Global Montessori Educators Institute for teacher credentialing services. Contractor shall deliver American Montessori Society Elementary I and II teacher credentialing for up to 6 MPS employees in a blended 24-month diploma course.

Milwaukee Public Schools (MPS) is home to the largest network of public Montessori programs in the U.S. However, there is a national shortage of Montessori-trained public- school teachers. Sponsoring current or committed MPS educators helps build a workforce that reflects the student population, supports culturally responsive classrooms, and fosters long-term community investment. To ensure these programs thrive, MPS must develop a sustainable pipeline of qualified educators—sponsorship is a proactive way to grow and retain that pipeline. Establishing this relationship with GMEI allows MPS to address the Montessori teacher shortage.

The Exception to Bid has been granted on the basis of Unique Design: There are no available competitive alternative contractors that can provide the service (Administrative Policy 3.09(7)(E)(1)(b)(i)).

The contract will run from September 1, 2025, through June 30, 2027, and will not exceed \$66,750.00.

Budget Code: SPC-0-0-MSI-NC-ETRB (Curriculum & Instruction)\$66,750.00

Exception Authorization to Enter into a Contract with GPS Education Partners, Inc., to Provide Career Awareness and Work-Based Learning Experiences

The Administration requests authorization to extend the contract with GPS Education Partners, Inc. (“GPS”) for continued delivery of career awareness workshop services during the 2025–2026 school year at Barack Obama School of Career and Technical Education, Bay View High School, Harold S. Vincent High School, and Washington High School of Information Technology (WHS).

GPS will support approximately 162 high school students at each school (648 total). Services will include the facilitation of in-person career conversations with local employer partners to raise awareness of local work-based learning and career opportunities and help students align their skills and interests with those careers. Career conversations will align to the career pathways offered at each high school.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The original contract had an initial term of September 1, 2024 through June 30, 2025. The extension will be in effect from September 1, 2025, through June 30, 2026 (Year 2) and shall not exceed \$60,000.00 for Year 2.

Budget Code: GOE-0-S-CA6-EO-ECTV.....\$60,000.00

Exception Authorization to Issue a Purchase Order to Lamar Advertising, Airport & Transit Division for Advertisement for MKE Rec

The Administration is requesting authorization to issue a purchase order to Lamar Advertising, Airport & Transit Division for advertising services for the 2025–2026 school year. This high-visibility platform is a vital tool in elevating awareness of Milwaukee Recreation’s programs, events, and community offerings.

Under this agreement, the vendor will produce and install 20 “Kong + Headliner” bus ads on Milwaukee County Transit System (MCTS) buses, featuring artwork provided by Milwaukee Recreation. The ads will remain in place for 52 weeks. Because MCTS buses rotate routes, the ads will appear systemwide—reaching diverse audiences across all Milwaukee County neighborhoods throughout the year.

An exception to the competitive procurement process has been granted under Administrative Policy 3.09(7)(E)(1)(b)(i), as this is considered a one-of-a-kind purchase. Effective February 1, 2024, Lamar Advertising became the sole-source provider for this category of advertising services.

The advertisement campaign will run from September 15, 2025, through September 13, 2026, at a cost not to exceed \$67,496.00.

Budget Code: RMK-0-0-PRC-RC-EADV \$67,496.00

Exception Authorization to Issue a Contract to Stryv365, Inc. for Youth Programming Services Focused on Trauma-Informed Skill and Relationship Building

The Administration is requesting authorization to enter into a contract with Stryv365, Inc. for continued work with students in a mentoring capacity while teaching social emotional learning in the classroom environment at Washington High School. The Stryv365, Inc. team monitors our students to ensure they are completing work and attend school more frequently. This year Washington High School would like Stryv365, Inc. to again focus on our at-risk students as well as our student athletes. They will work in small groups on lessons with students and work with teachers to ensure students are meeting proficiency. Having Stryv365, Inc. in our school has helped to reduce chronic fighting and violence by teaching student's alternatives to getting physical with one another.

Stryv365 members are all fully trained in Restorative Practice and are going to help train all of our teachers and staff in having a more Restorative mindset. This will eventually help lead to our school becoming fully restorative.

The exception to bid has been approved on the basis of continuity, services must be provided by this contractor for continuity for Washington High School students who previously worked with Stryv365, Inc. in the Spring semester. (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from September 1, 2025, through June 15, 2026. The total cost of the contract will not exceed \$88,902.

Budget Code: GEN-H-I-BDH-IT-ECTS (CONTRACT SERVICES) \$88,902.00

Exception Authorization to Extend a Contract with the Board of Regents of the University of Wisconsin System to Evaluate Milwaukee Early Literacy League

The Administration is requesting authorization to extend a contract with Board of Regents of the University of Wisconsin System to evaluate the Milwaukee Early Literacy League.

The contractor will analyze the results from the Milwaukee Early Literacy League and produce an evaluation report by September 1, 2026. Contractor will also summarize fidelity of implementation and student progress data for key stakeholders in the form of reports, and participate in meetings to discuss data collection, fidelity of implementation, and student progress as specified under the Milwaukee Early Literacy League project logic model.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The original contract ran from October 1, 2024 through September 30, 2025. The Year 2 contract extension will run from October 1, 2025 through September 30, 2026.

The total cost of the contract in Year 2 shall not exceed \$225,000.

Budget Code:

SDV-H-S-M46-CI-ECTS (Milwaukee Partnership Schools Grant – Contract Services) \$225,000.00

Exception Authorization to Extend a Contract with the Board of Regents of the University of Wisconsin System to Evaluate the Milwaukee Early Literacy League Project

The Administration is requesting authorization to extend a contract with Board of Regents of the University of Wisconsin System to evaluate the first year of the Milwaukee Early Literacy League Project.

Contractor shall provide formative data regarding the implementation of the activities from the Milwaukee Early Literacy League Learning to the project team members. The evaluation will focus on the metrics of early reading within the Milwaukee Early Literacy League. The evaluator will provide user-friendly data for continuous improvement. The evaluator will focus on sustainability of collaborative practices and systems developed throughout the Milwaukee Early Literacy League project period.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis of continuity. (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The original contract ran from October 1, 2024 through September 30, 2025. The first extension of the contract (Year 2) shall run from October 1, 2025 through September 30, 2026. Year 2 compensation shall not exceed \$172,000.

Budget Code:

SDV-H-S-M46-CI-ECTS . (Milwaukee Partnership Schools Grant – Contract Services).....\$172,000.00

Exception Authorization to Extend a Contract to the University of Wisconsin-Board of Regents to Provide College Courses for MPS High School Students through Dual Enrollment & Concurrent Enrollment and M3 College Connections

The Administration seeks authorization to continue services with the University of Wisconsin-Board of Regents, on behalf of the University of Wisconsin-Milwaukee (UWM), allowing MPS high school students to earn transferable college credits through Dual Enrollment (at UWM), Concurrent Enrollment (at MPS schools), and the M3 College Connections program. These courses enable students to earn both high school and college credit simultaneously.

College courses will be delivered in one of three ways:

UWM-employed instructor teaching at the UWM campus (all M3 College Connections courses use this method).

UWM-employed instructor teaching at one or more MPS high schools.

MPS high school teacher(s), approved by UWM, teaching at MPS sites in subjects such as English, Math, Science, and World Language. Courses begin in UWM’s Fall semester, with additional offerings in Summer.

M3 College Connections—an MPS, Milwaukee Area Technical College (MATC), and UWM partnership—offers students three academic pathways (General, Nursing, and Education) while completing high school graduation requirements. Up to 100 MPS students will attend UWM once a week, with up to six sections per class. Ethnic Studies is offered in Fall and Educational Psychology in Spring. Transportation and M-Passes will be provided as needed.

An exception to the competitive procurement process has been granted in accordance with Administrative Policy 3.09(7)(E)(1)(b)(iv), as the services being provided are granted on the basis of continuity.

The initial contract term was September 1, 2024, through July 30, 2025, with two one- year extension options. The Administration now seeks approval to exercise the first extension, covering September 1, 2025, through August 31, 2026.

Budget Code: APY-0-0SBD-EO-EUWT\$550,000.00

Exception Authorization to Issue a Contract to Wisconsin Montessori Association Inc for Montessori Consulting and Technical Assistance Services

The Administration is requesting authorization to enter into a contract with Wisconsin Montessori Association Inc to provide consulting, coaching and technical assistance for six (Milwaukee Public Montessori Schools. The Wisconsin Montessori Association is an organization that supports teachers, parents and Montessori schools in Wisconsin by advocating and informing stakeholders through professional development, schoolwide support services, conferences, and parent education.

Schools impacted:

Barbee Montessori; Craig Montessori; Fernwood Montessori; MacDowell Montessori; Maryland Ave. Montessori; Riley Dual Language Montessori

The trained Montessori coaches from the Wisconsin Montessori Association will provide Montessori schools with a review of the essential Montessori Public Policy Essential Elements. As such, the coaches will observe within classrooms and provide coaching on environment set up, lesson planning, teaming with paraprofessionals, and record keeping. Wisconsin Montessori Association will be used to deliver services to primary, elementary,

and secondary Montessori staff for the 2025-26 school year. Contractor will offer services at least two days per week for up to three to four hours based on a schedule arranged and managed by each individual school site.

The exception to bid has been approved on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

The contract will run from September 1, 2025, through June 1, 2026, and will not exceed \$63,000.

Budget Code: SPC-0-0-MSI-NC-ECTS \$63,000.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Committee's Recommendation

Your Committee recommends that the contract for City Year be set aside and that the remainder of the exception-to-bid contracts be authorized as set forth in the attachments to this item.

Director Siemsen moved to consider this item in closed session, pursuant to Wisconsin Statute 19.85(1)(e). The motion passed, the vote being as follows:

- Ayes — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Siemsen, Vannoy, and President Zombor — 8.
- Noes — None.

The Board was in closed session from 7:50 p.m. to 8:51 p.m. Upon returning to open session, Director Zombor moved to divide the question for separate consideration of the contract with City Year. The motion passed, the vote being as follows:

- Ayes — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Siemsen, Vannoy, and President Zombor — 8.
- Noes — None.

Director Zombor moved to approve the balance of the contracts. The motion passed, the vote being as follows:

- Ayes — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Siemsen, Vannoy, and President Zombor — 8.
- Noes — None.

Director O'Halloran moved to approve the contract with City Year. The motion failed on a tie, the vote being as follows:

Ayes — Directors Ferguson, Herndon, O'Halloran, and Siemsen — 4.
Noes — Directors Fons, Jackson, Vannoy, and President Zombor – 4.

* * * * *

(Item 6) Action on the Award of Professional Services Contracts

Background

The following contracts are recommended for approval. The prime contractor information may be found in the attachments to your Committee's meeting.

Cooperative Authorization to Issue a Contract to Imagine Learning LLC for Instructional Services

The Administration is requesting authorization to enter into a contract with Imagine Learning LLC for instructional services and related technology and other services. Contractor will provide instructional services that includes synchronous instruction in English Language Arts and Mathematics, small group targeted instruction for social emotional learning, and a variety of asynchronous course offerings as well as on-demand tutoring support, teacher support, professional learning, and relate online courseware. This platform will support students who have been reassigned due to significant behavior that violated the discipline code of conduct.

This purchase is made under The Interlocal Purchasing System (TIPS) Contract #230105 plus MPS Volume Discount Quote# Q-128122

The contract shall be in effect from September 1, 2025 through August 31, 2026 with the option to extend for up to two additional one-year terms upon mutual consent of the parties and will not exceed \$568,000.

Budget Code: ARC-0-I-AGN-1S-ECTV (Office of Innovation Contracted Services)
\$568,000.00

TIPS Authorization to Issue a Blanket Contract to Procom Enterprises LTD for Purchase and Installation of Video Surveillance System and Related Components

The Administration is requesting authorization to enter into a blanket contract with Procom Enterprises LTD for purchase and installation of video surveillance system and related components.

The contractor will assist MPS in the support, installation, and configuration of our current enterprise IP-based video-surveillance system and associated components, including video recording devices, cameras, video monitors, door intercom systems and video-management software. Contractor will also provide MPS with ongoing support and maintenance of equipment installed pursuant to this blanket contract

This contract is made under the TIPS Cooperative Agreement 240203.

The contract will run from September 1, 2025 through August 31st 2028, and will not exceed \$9,000,000.

Budget Code: Blanket Contract (Varies by location)..... \$ 9,000,000.00

RFB 5814 Authorization to Issue a Blanket Contract with Adroit Advanced Technologies, Inc. for Human Service Vehicles or Van Type Transportation for Schools

The Administration is requesting authorization to enter into a blanket contract with Adroit Advanced Technologies, Inc. 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 vendors were chosen pursuant to RFB 5814 which closed on June 30, 2023. The blanket contract will run from September 1, 2025 through July 31, 2026, and the total cost of these contracts will not exceed \$1,200,000.

Ambulatory	\$850,000.00
Orthopedically Impaired (OI)	\$350,000.00
Budget Code: 000-0-0-000-BL-ECTS.(Contracted Services – Blanket Contract)	\$1,200,000.00
RFB 5824 Authorization to Enter into Contracts with First Student, Inc., Lamers Bus Lines, MC Transportation Bus Company LLC, and North America Central School Bus Intermediate Holding Company, LLC dba Illinois Central School Bus, LLC for Busing Services for Mid-Day Transportation Services for Early Childhood/Head Start and CATP	

The Administration is requesting authorization to enter into contracts with First Student, Inc., Lamers Bus Lines, MC Transportation Bus Company LLC, and North America Central School Bus Intermediate Holding Company, LLC dba Illinois Central School Bus, LLC to provide mid-day transportation services for Early Childhood/Head Start and Community Assessment and Training Program (CATP).

These contractors were all chosen pursuant to RFB 5824 which closed on June 25, 2025. The contracts will run for a three (3) year term from September 1, 2025 through July 31, 2028.

The Administration is requesting the approval of the contracts and is seeking authorization of an amount not to exceed \$6,119,500.00 to be distributed across the contractors over the three (3) year term. Total amount not to exceed \$2,039,833.00 per year.

The following table provides information on the amount not to exceed for each contract:

Contractor	Three (3) Year Total
First Student, Inc.	\$1,545,330.00
Lamers Bus Lines	\$803,570.00
MC Transportation	\$309,065.00
North America Central School Bus Intermediate Holding Company, LLC dba Illinois Central School Bus, LLC	\$3,461,535.00

Budget Codes (Three (3) Year Total)

RST-0-0-TRS-DW-EPPT	\$3,715,489.00
MDK-0-0-TRS-DW-EPPT	\$2,404,011.00

RFB 5825 Authorization to Enter into Contracts with Durham School Services, LP., First Student, Inc., North America Central School Bus Intermediate Holding Company, LLC dba Illinois Central School Bus, LLC, and Lakeside Buses of Wisconsin, Inc. for Busing Services for Athletics, Academic Competitions & After-School Activities

The Administration is requesting authorization to enter into contracts with Durham School Services, LP., First Student, Inc., North America Central School Bus Intermediate Holding Company, LLC dba Illinois Central School Bus, LLC, and Lakeside Buses of Wisconsin, Inc. to provide transportation services for Busing Services for Athletics, Academic Competitions & After-School Activities.

These contractors were all chosen pursuant to RFB 5825 which closed on July 2, 2025. The contracts will run for a three (3) year term from September 1, 2025 through July 31, 2028.

The Administration is requesting the approval of the contracts and is seeking authorization of an amount not to exceed \$3,900,000.00 to be distributed across the contractors over the three (3) year term. Total amount not to exceed \$1,300,000.00 per year.

The following table provides information on the amount not to exceed for each contract:

Contractor	Three (3) Year Total
Durham School Services, LP	\$795,000.00

First Student, Inc.	\$1,575,000.00
North America Central School Bus Intermediate Holding Company, LLC dba Illinois Central School Bus, LLC	\$1,050,000.00
Lakeside Buses of Wisconsin, Inc.	\$480,000.00

Budget Code: TSP-0-0-TRS-DW-EPPT (Pupil Transportation Contract Services).....\$3,900,000.00

RFB 5826 Authorization to Enter into Contracts with Brew City Taxi Cab Company, HopSkipDrive, Inc., Just Shuttle LLC., United Medic Transportation, LLC, and River North Transit, LLC for Taxi Services for Schools

The Administration is requesting authorization to enter into contracts with Brew City Taxi Cab Company, HopSkipDrive, Inc., Just Shuttle LLC, United Medic Transportation, LLC, and River North Transit, LLC for taxi services for students throughout the metro-Milwaukee area, to and from school. This service will primarily be utilized for MPS students living in temporary situations such as shelters or emergency housing.

The vendors were chosen pursuant to RFB 5826 which closed on July 2, 2025. The contracts will run for a three (3) year term from September 1, 2025 through July 31, 2028.

The total cost of the blanket contracts to be distributed across the contractors over the three (3) year term is not to exceed \$9,000,000.00 or \$3,000,000.00 per year:

Contractors and the total for three years are:

Brew City Taxi Cab Company	\$1,200,000.00
HopSkipDrive, Inc.	\$3,000,000.00
Just Shuttle LLC	\$ 975,000.00
United Medic Transportation, LLC	\$ 975,000.00
River North Transit, LLC	\$2,850,000.00

Budget Code: HLT-0-0-TRS-DW-ECTS.....9,000,000.00

RFB 5827 Authorization to Enter into Contracts with Five Contractors for Field Trip Transportation Services

The Administration is requesting authorization to enter into contracts with the following vendors to provide transportation services for field trips throughout the school year: First Student, Inc, Lakeside Buses of Wisconsin, Inc., Durham School Services, L.P., North America Central School Bus Intermediate Holding Company, LLC dba Illinois Central School Bus, LLC, and Safeway Transportation Services Corporation.

These contractors were chosen pursuant to RFB 5827 which closed on August 6, 2025. Each contractor was awarded specific field trip locations, pursuant to its low bid for those locations, as the “primary contractor”. Schools and departments are directed to use the primary contractor first for those locations. Each contractor awarded a contract for field trip services may also be solicited to provide services to other field trip locations in cases where the primary contractor is unable to service that particular date and time.

These contracts will run for a three (3) year term from September 1, 2025 through June 30, 2028.

The total cost of these contracts depends on the usage by schools and departments. The

Administration’s best estimate is that the total cost of these contracts will not exceed \$3,000,000 over the three (3) year term and will not exceed \$1,000,000.00 per year.

The following are the contractors and the amount not to exceed for each contract

First Student, Inc.	\$900,000
Lakeside Buses of Wisconsin, Inc.	\$350,000
Durham School Services, L.P.	\$500,000

North America Central School Bus	
Intermediate Holding Company, LLC d/b/a Illinois Central School Bus, LLC	\$900,000
Safeway Transportation Wisconsin LLC	\$350,000
Budget Code: 000-0-0-000-BL-ECTS varies by location for services	3,000,000
RFP 1153 Authorization to Enter into Contracts with Five Community-Based Organizations to Operate Thirty-Nine Community Learning Centers Locations during the 2025-26 School Year	

The Administration is requesting authorization to enter into contracts with five community based organizations (CBOs) to operate thirty-nine (39) Community Learning Centers (CLCs) during the 2025-26 school year.

The CBOs provide fiscal administration for its respective CLC sites, hires and evaluates CLC staff and assists day school in developing extended-day academic, recreational and parent/family programming.

This year, the start of the 21st Century Community Learning Centers (21CCLC) program was compromised by an unexpected delay in the release of federal funds. Although Congress appropriated \$1.33 billion for 21CCLC in the FY 2025 budget, the Office of Management and Budget withheld the funds on July 1, 2025 for a programmatic review of several Title IV programs, with no clear timeline for release. This freeze disrupted planning for more than 10,000 sites nationwide, including over 150 Wisconsin programs serving more than 18,000 students.

For Milwaukee Public Schools (MPS), the delay has created significant challenges in hiring staff, finalizing contracts, and ensuring that afterschool programs open during the first weeks of school, services critical to student learning and family support. Compounding these challenges are; ongoing efforts by the Wisconsin Department of

Public Instruction (DPI) to review and align program standards with newly provided federal requirements; and the release of new program award allocations reflecting a \$2 million statewide reduction in 21CCLC funding. Last year’s allocation was \$4,289,250.00.

To ensure programs remain open and accessible to approximately 5,000 student participants, the Administration requests approval to enter into agreements for gap funding support for five (5) community-based organizations (CBOs) to operate thirty-nine (39) Community Learning Centers (CLCs) during the 2025–26 school year.

These community-based organizations were chosen pursuant to RFP 1153: Before and After School Recreational Providers which closed on May 13, 2025. Each CBO will; provide fiscal administration for their respective CLC sites; hire, supervise, and evaluate CLC staff; and assist day schools in developing extended-day academic, recreational, and parent/family programming.

Due to the unusual circumstances with respect to Federal and State funding, the Administration recommends contracts run from August 1, 2025 through June 30, 2026. The total of all contracts will not exceed \$4,739,250.00, which was last year’s total expenditure.

Boys & Girls Clubs of Greater Milwaukee	\$1,275,000.00
Stryv365	\$330,000.00
Silver Spring Neighborhood Center, Inc.	\$55,000.00
America Scores Milwaukee dba Milwaukee Kickers Soccer Club, Inc.	\$130,000.00
Journey House, Inc.	\$30,000.00

Budget Code:

DTI-X-X-XXX-XX-ECTS (DPI Grant Funds)	TBD
CSV-0-0-CNR-XX-ECTS (Extension Funds)	1,820,000.00

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contracts will begin as indicated in the attachments.

Committee’s Recommendation

Your Committee recommends that the Board authorize the 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.

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(Item 7) Action on the Request to Waive Administrative Policy 3.09(9)(e) and Issue the Contracts for ePS US, LLC, EdTech Strategies LLC, and CDW Government LLC

Background

Exception Authorization to Waive Administrative Policy 3.09(9)(e) and Enter into a Lease with ePS US, LLC for MarketDirect StoreFront Essential Platform and Quick Print Suite PrintSmith Term Subscription Licenses

The Administration is requesting authorization to enter into a lease with EPS US, LLC for the purchase of ePS eCommerce Web to print hosting of its MarketDirect StoreFront Essential Platform and Quick Print Suite PrintSmith Term subscription licenses.

This is a continuation of services purchased initially in 2017 and renewed in 2022. MPS piggybacked off that master agreement as a member of the Wisconsin NASPO cooperative government purchasing alliance with Ricoh. For continuity the Department of School Business and Transportation Services made the determination that this equipment is best suited and most economical, to continue providing quality services and products needed for district stakeholders and enter into a direct customer agreement with ePS to continue to provide the eCommerce platform for the district’s Duplicating Services Division.

The Exception to Bid has been granted on the basis of continuity (Administrative Policy 3.09 (7)(e)(1)(b)(iv)).

The Administration is requesting to waive Administrative Policy 3.09(9)(e) three-year term and authorize the lease for a five (5) year period which would allow the district to ensure price levels for five years.

The lease term would run from September 1, 2025, through August 31, 2030, and the cost of the agreement will not exceed \$24,488.00 annually, with a (5) year total not to exceed \$122,440.00.

Budget Codes: DUP-0-0-DUP-DW-EMTC (COPIERS)\$122,440.00

RFP 1150 Authorization to Enter into a Contract with EdTech Strategies LLC for E-Rate Advisement and Consulting Services

The Administration is requesting authorization to enter into a contract with EdTech Strategies LLC for E-Rate Advisement and Consulting Services. This contractor will provide comprehensive advisement and consulting services on all aspects of MPS’s application for E-rate funding from the FCC, including pre-application, application period, and post-commitment services.

The E-Rate program is a Federal program administered by the Universal Service Administrative Company under the direction of the FCC to provide funding to schools and libraries to obtain broadband and related services. Given the stringent rules and regulations governing the E-Rate program, the District engages a consultant to advise on all aspects of the application process for E-Rate funding and the continuing obligations faced after funding is received. This consultation and advisement is needed to continue the District’s successful participation in this program from 2003 through 2025, MPS has received funding commitments of over \$115 million dollars from this program.

This vendor was chosen pursuant to RFP 1150, which closed on May 29, 2025.

The Administration is requesting to waive Administrative Policy 3.09(9)(e) three-year term and authorize the contract for three years with the option of two additional one- year terms to maintain the price.

This contract will run from October 1, 2025 through September 30, 2028 and will not exceed \$793,500 with the option of two additional one-year terms .

Budget Code: PIN-0-0-TLN-DW-ETEL Purchased Services – Contract Services)..... \$793,500.00

RFP 1152 Authorization to Issue a Contract to CDW Government LLC for Security Information and Event Management (SIEM) software and support

The Administration is requesting authorization to issue a contract to CDW Government LLC for a Security Information and Event Management tool (SIEM) that will help monitor, analyze and manage security data for use by the MPS Cybersecurity Team.

The majority of this purchase is being funded by the Schools and Libraries Cybersecurity Pilot Program (“CBR”), a competitive program which MPS applied to and was selected to participate in. The CBR program was authorized by the Federal Communications Commission (“FCC”) and is administered by the FCC’s contractor, the Universal Service Administrative Company (“USAC”). The program is a three-year pilot to fund various cybersecurity goods and. The district must strictly adhere to the FCC’s rules and Orders, and sufficient funding must be available for CBR 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) the resulting contract(s) must be fully executed before submitting applications for funding requests to the SLD.

This vendor was chosen pursuant to RFP 1152, which closed on May 27, 2025. The deadline for submitting applications for funding is September 15, 2025.

This contract will run from January 1, 2026 through December 30, 2028, with the possibility of a one-year extension and will not exceed \$2,169,819.00. It is anticipated that CBR will pay 90% of the amount deemed eligible.

Budget Code: PIN-0-0TLN-DW-ETEL (Purchased Services – Contract Services) \$2,169,819.00

RFP 1152 Security Information and Event Management and Support (SIEM) Software

TOTAL CONTRACT AMOUNT:.....\$ 2,169,819.00

ANTICIPATED CBR REIMBURSEMENT:\$ 1,985,837.10

ANTICIPATED MPS SHARE:\$216,981.90

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures as indicated in the attachments.

Implementation and Assessment Plan

Upon approval by the Board, the contract will begin as indicated in the attachments.

Committee’s Recommendation

Your Committee recommends that the Board waive Administrative Policy 3.09 and authorize the professional services contracts as set forth in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees’ reports.

* * * * *

(Item 8) Update on FY25 Financial Statements and Audit Plan

Your Committee reports receiving a report. Although this item was noticed for possible action, no action is required.

Background

For fiscal year 2025 financial reporting and deadlines, the Office of Finance is returning to timely reporting for all reports due to DPI (Department of Public Instruction) and the ultimate issuance of the 2025 ACFR (Annual Comprehensive Financial Report). An oral update was provided to discuss team capacity, surge support, plans, and timelines to achieve these due dates.

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

n/a

Implementation and Assessment Plan

n/a

(Item 9) Action on Monthly Facilities Matters: FMS Award of Construction and Professional Services Contracts, Equipment Purchase, Report of Emergency Material Purchase, and Report of Exception to Bid Purchase Recommendation

Construction Contracts

Mass Demolition - Milwaukee Recreation Community Center

Contractor: HM Brandt LLC 20151 W. Main Street PO Box 376, Lannon WI, 53046

Low Bidder, Base Bid of..... \$368,804.00

The prime contractor for the Milwaukee Recreation Community Center Project, CG Schmidt, will fulfill the Contract Compliance Services requirements.

Funds are available for the Mass Demolition project from account code CSV 00 RFI RC ECNC (Project No 8476). The project contract start date is scheduled for September 12, 2025, and completion date is May 5, 2027.

Selective Demolition - Milwaukee Recreation Community Center

Low Bidder, Base Bid of..... \$144,402.00

The prime contractor for the Milwaukee Recreation Community Center Project, CG Schmidt, will fulfill the Contract Compliance Services requirements.

Funds are available for the Mass Demolition project from account code CSV 00 RFI RC ECNC (Project No 8476). The project contract start date is scheduled for September 12, 2025, and completion date is May 5, 2027.

Air & Vapor Barriers - Milwaukee Recreation Community Center

Contractor: Zander Solutions, W228N2792 Duplainville Road, Unit A, Waukesha, WI 53186

Low Bidder, Base Bid of.....\$220,600.00

The prime contractor for the Milwaukee Recreation Community Center Project, CG Schmidt, will fulfill the Contract Compliance Services requirements.

Funds are available for the Mass Demolition project from account code CSV 00 RFI RC ECNC (Project No 8476). The project contract start date is scheduled for September 12, 2025, and completion date is May 5, 2027.

Landscaping - Milwaukee Recreation Community Center

Contractor: Stano Landscaping 6565 N Industrial Rd, Milwaukee, WI 53223

Low Bidder, Base Bid of.....\$318,380.00

The prime contractor for the Milwaukee Recreation Community Center Project, CG Schmidt, will fulfill the Contract Compliance Services requirements.

Funds are available for the Mass Demolition project from account code CSV 00 RFI RC ECNC (Project No 8476). The project contract start date is scheduled for September 12, 2025, and completion date is May 5, 2027.

Pump Track - Milwaukee Recreation Community Center

Contractor: Artisan Concrete Services, Inc. 8 Juniper Trail Suite A, Kitty Hawk, NC 27949

Low Bidder, Base Bid of.....\$899,839.00

The prime contractor for the Milwaukee Recreation Community Center Project, CG Schmidt, will fulfill the Contract Compliance Services requirements.

Funds are available for the Mass Demolition project from account code CSV 00 RFI RC ECNC (Project No 8476). The project contract start date is scheduled for September 12, 2025, and completion date is May 5, 2027.

Professional Services Contracts

The Administration requests that the Board approve the following professional services contracts:

RFP #25-022 Continuous Cloth Towel Service – Various MPS Locations

A Request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain a firm to provide Continuous Cloth Towel Services at Various MPS Sites.

Selected firm: Vestis Uniforms and Workplace Supplies Spending Authority: \$2,500,000.00

Contract Period: August 29, 2025 – August 28, 2028 Budget Code: BLD 00 BOP DW ESUP

Equipment Purchase

Chiller Replacement

Clement Avenue School

Prime Contractor Johnson Controls Inc.

5757 North Green Bay Avenue Milwaukee, WI 53209

Base Bid of.....\$136,425.00

Funds are available for the Chiller Replacement project under account code MBM 0A CCT FM ECNC (Project 9709).

Pricing is in accordance with the JCI Sourcewell contract #070121-JHN.

Report of Emergency Material Purchase

Snap Frames

Various MPS Schools
Prime Contractor VFK Renzel
1311 Merrillville Road Crown Point, IN 46307

Base Bid of.....\$70,950.00

Funds are available for the Snap Frames (School Readiness) under account code OGA 00 SST DW ECTS.

Report of Exception-to-Bid Purchase

This exception to bid purchase is being reported as required by Administrative Policy 3.09 Purchasing and Bidding Requirements.

An exception to bid purchase for the removal and replacement of three (3) dump body's from dump trucks in fleet from Casper's Truck Equipment for a total amount of \$106,348.00.

The removal and replacement of the dump trucks will be purchased with funds from account code CB1 00 FMI FM EOSV FEDM (Project 9440).

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:

Construction Contracts:

Total Construction Contracts Requested = \$1,952,025.00

Professional Services Contract:

Total Professional Services Contract Requested = \$2,500,000.00

Equipment Purchase:

Total Equipment Purchase Requested = \$136,425.00

Report of Emergency Material Purchase:

Total Emergency Purchase Requested = \$70,950.00

Report of Exception to Bid Purchase:

Total Exception to Bid Purchase Requested = \$106,348.00

Implementation and Assessment Plan

Upon Board approval, the attached construction contracts, professional services contract, equipment purchase, report of emergency material purchase, and exception to bid purchase will be executed.

Committee's Recommendation

Your Committee recommends that the Board approve the attached construction contracts, professional services contract, equipment purchase, emergency material purchase, and exception to bid purchase.

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 Amendments to Board Rules 2.05 and 2.10 Relative to the Charges of Certain Committees of the Board

Background

At its meeting of June 24, 2025, the Board approved amendments to the charges of the Committees on Parent and Community Engagement and on Student Achievement and School Innovation. These changes now need to be codified in the Board's Rules.

Specifically, the Board previously directed that:

- Consideration of all items concerning Special Education and Title I matters be moved under the charge of the Committee on Student Achievement and School Innovation (SASI).
- The name Committee on Parent and Community Engagement be changed to the Committee on Family and Community Engagement (FACE).
- The focus of PACE (FACE) be changed. Informational reports and action items under the charge of the committee would be considered bi-monthly. In the alternate months the Committee will hold community engagement activities.

The charges of the Board's committees are codified in the Board's Rules. Proposed policy revisions were considered by the Board at its July 31, 2025, meeting, at which time, the Board directed that this item be held to the next meeting of the Committee on Legislation, Rules and Policies.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

Upon Board approval, the Office of Board Governance will make and publish the revisions to Board Rule 2.05, Committee on Family and Community Engagement, and to Board Rule 2.10, Committee on Student Achievement and School Innovation - Powers and Duties.

Committee's Recommendation

Your Committee recommends adoption of the proposed modifications to the Board's Rules.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 2) Report on Policy Review Project

Background

In August 2023, the Board directed the Office of Board Governance, with the Administration and the Office of Accountability and Efficiency, to bring to the Board a comprehensive plan for policy review. This review work is ongoing, in partnership with NEOLA. Policies recommended for adoption, modification, or rescission will be brought to the Committee on Legislation, Rules and Policies for its consideration.

A report of the Committee's recommendations, to date, is attached to the minutes of your Committee's meeting. Project work for the month of August is as follows:

August 19, 2025

Section 4000 Health and Safety

Your Committee reports having conducted a work session on Section 4000, Health and Safety. After setting aside the below policies for separate consideration, your Committee makes the following recommendations:

Policy				Recommendation
4310.01	Emergency Services/Plan	Nursing		To adopt as presented
4340	Student Concussion and Sudden Cardiac Arrest	Accident/Illness/		To adopt as presented
4350	Suicide Prevention, Intervention and Postvention			To adopt as presented
4407	School Resource Program	Officer		To hold the policy in Committee for two cycles to allow for public input
4410	Crisis Intervention			To rethink use of "persistently dangerous schools" language
4431	Preparedness for Toxic Hazards			To adopt as presented
4431.01	Preparedness for Toxic Hazards			To adopt as presented

All other policies in Section 4000 are recommended for approval, as presented.

Policy 0142.2 Qualifications for Election to the Board

Your Committee received follow-up information on this policy and recommends adopting the policy with language modified as follows:

A person elected to represent a numbered election district to become a member of the Board shall be a qualified elector of the School District and must reside within the numbered election district no later than when the Board member-elect is sworn into office.

The at-large member of the Board must reside within the City and shall be elected by the electors of the City.

A person elected to represent a numbered election district shall reside within the boundaries of that district. If, however, a person ceases to reside within the election district because the boundaries of the election district are changed during the person's term of office, the person may continue to serve for the balance of the term for which the Board member was elected for so long as the person resides in the School District.

The District shall abide by the rules for elections, qualifications for candidates, etc. promulgated by the City of Milwaukee Election Commission.

Any individual who believes a Board member is not a resident of their district may file a complaint with the Attorney General.

Policy 9110 Parent Empowerment

Having reconsidered this policy, your Committee recommends reversal of its previous recommendation and further recommends adopting the policy as presented.

Policy 9501 Charter Schools

Your Committee received follow-up information on this policy and recommends holding it to the call of the Chair.

Strategic Plan Compatibility Statement

- Goal 1, Academic Achievement
- Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

1.11 - Amendments to the Rules

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

The recommendations of the Committee on Legislation, Rules and Policies will advance to the Board where they will be held to the call of the Chair. Upon completion of the review, the entire policy manual will be brought to the Board for final adoption and enactment.

Committee’s Recommendation

Your Committee has presented the attached summary report of its activities related to this project to-date. Your Committee recommends holding its recommendations to the call of the Chair.

Director Jackson moved to hold this item to the call of the Chair. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Siemsen, Vannoy, and President Zombor — 8.
Noes — None.

* * * * *

COMMITTEE ON FAMILY AND COMMUNITY ENGAGEMENT

Director Ferguson presented the following report for the Committee on Parent and Community Engagement:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Family and Community Engagement presents the following report:

(Item 1) Report of the Committee on Family and Community Engagement

Background

Your Committee reports having held a community engagement session to discuss "What would family and community engagement look like if we truly valued families and community as co-creators of an excellent education experience?"

The session was for information gathering purposes only.

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REGULAR ITEMS OF BUSINESS

(Item 1) Reports of the Board's Delegates

The Board received the reports of its delegate to CESA #1.

* * * * *

(Item 2) Monthly Report of the President of the Milwaukee Board of School Directors

The Board President gave an oral report.

* * * * *

UNFINISHED BUSINESS

(Item 1) Action on a Request to Revise the Audit Advisory Committee Charter

Background

In response to the Corrective Action Plan approved by the Department of Public Instruction and the Milwaukee Board of School Directors, the Office of Accountability and Efficiency is recommending the Board approve the revised Audit Advisory Committee Charter per additional Best Practices recommendations.

This item was set aside for separate consideration at the June 2025 Regular Meeting where it was held to allow time to confirm the information in the attachments. Below is the final proposed wording of the Charter:

Milwaukee Public Schools Audit Advisory Committee Charter

1. Establishment:

Pursuant to action by the Milwaukee Board of School Directors (Board) on January 30, 2025, there is hereby created an Audit Advisory Committee (Committee), established for the purpose of providing the Board with an objective, independent, unbiased, and knowledgeable audit advisory body. The Audit Advisory Committee supports Internal Audit operations and advises the Board through the Accountability, Finance and Personnel (AFP) Committee on both external and internal audit matters.

- A. The Committee shall make recommendations to the Board through the AFP Committee and the Administration based on the results of internal and external audit reports received.
- B. The Committee upholds the independence of the Office of Accountability and Efficiency – Audit Services function, via the Chief Auditor reporting functionally to the Audit Committee, thus ensuring full compliance with Government Accountability Office (GAO) Yellow Book Auditing Standards.
- C. The Board delegates to the Committee the powers and duties specified herein.

2. Membership:

- A. The committee shall consist of five voting members and may include one non-voting member
 - 1) The Board of School Directors shall have one Board member, appointed by the Board President, who shall serve as Chairperson
 - 2) The Mayor of the City of Milwaukee shall nominate one member confirmed by the Board of School Directors and the Comptroller of the City of Milwaukee shall nominate one member confirmed by the Board of School Directors
 - 3) One non-staff member shall be nominated by the Board of School Directors; and one non-staff member shall be nominated by the Office of Accountability and Efficiency (OAE), both subject to confirmation by the Board of School Directors. They shall be residents of Milwaukee County with expertise in auditing or finance and at least one shall be a certified public accountant or certified internal auditor
- B. The Committee members shall designate the Vice Chairperson
- C. There may be one non-voting member from another outside agency nominated by the Office of Accountability and Efficiency (OAE) and confirmed by the Board of School Directors
- D. As a function of their role, the Chief Auditor shall be an advisory, non-voting member of the Committee

- E. Each member shall serve on the Committee until the earlier of the date that:
 - 1) his or her successor is appointed;
 - 2) the member resigns from the Committee
- F. The Committee may invite individuals to provide subject matter expertise or factual knowledge of a matter under consideration

3. Responsibilities of the Chair

The Chairperson has the following authority and duties with respect to the operation of the Committee.

- call meetings of the Committee
- set the agenda of each Committee meeting
- preside over Committee meetings; and
- circulate resolutions, if any, to the voting members of the Committee

4. Terms of office: Vacancies

- A. The term of the School Board Committee member shall be for one year, subject to reappointment by the Board President.
- B. The term of the Mayor of the City of Milwaukee's members shall be for three years
- C. The term of the Comptroller of the City of Milwaukee's members shall be for three years
- D. The term of the remaining members shall be for four years and those remaining members who serve for two consecutive terms may not be reappointed for four years after completion of those terms
- E. Members shall continue to serve until a successor is appointed and confirmed. A vacancy on the Committee shall be filled in the same manner as the original appointment

5. Conflicts of Interest

Committee members shall follow MPS policy regarding conflicts of interest. No Committee member shall vote or participate in any determination of any matter from which the Committee member shall receive a special private gain or benefit. Committee members have a duty of loyalty that precludes them from being influenced by motives other than the accomplishment of the purposes of the Committee and shall act pursuant to the Committee's power, duties and responsibilities of this Charter.

6. Meetings: quorum; absences

- A. The Committee shall meet at least four times per year; additional meetings may be called by the Chair of the Committee or a majority of the members of the Committee
- B. Three members of the Committee shall constitute a quorum
- C. Each member of the Committee shall serve without compensation
- D. A member of the Committee may be removed only for cause by the Board of School Directors, President, subject to the approval by the Board of School Directors
- E. Any member missing three consecutive meetings shall be deemed to have resigned their membership on the Committee unless the Committee shall, by majority vote, excuse the absence
- F. Meetings of this Committee are subject to the requirements of Wisconsin Open Meetings laws. Proper notice of meetings shall be served.

7. Amendments

This Charter may be amended at any time, subject to approval by the Board. Copies of this document, and any amendments thereto, will be distributed to each member of the Committee. The provisions set forth in this Charter are not intended to alter any applicable legal standards.

8. Power, duties and responsibilities

The Committee shall have the following powers and duties in carrying out its responsibilities under this Charter. These functions shall serve as a guide with the understanding that the Committee may carry out additional functions and make recommendations to the Board relative to district policy and procedure as may be appropriate in light of changing fiduciary, legislative, regulatory, business or other conditions.

- A. To review and make recommendations on the Chief Auditor's annual plan of audits before submission to the Board of School Directors through the AFP Committee

- B. To monitor follow-up on reported audit findings to ensure corrective action is taken by the Administration, including the results of the external auditor’s reports
- C. To report to the Board through the AFP Committee, on an as-needed basis, its insight into the district’s financial reporting, school, district, and program audit processes, internal controls, and assurances, helping the Board make informed financial decisions and making them aware of potential risks
- D. To evaluate the findings and recommendations of the peer review of the Audit Services function as required by recognized government auditing standards
- E. To address and make recommendations regarding any other auditing issue (including, but not limited to, proposing modifications to district policy and procedure, and reviewing any proposed future modifications to Board Governance 2.12, and Administrative Policy and Procedure 6.38)
- F. To review the results of the Annual Audit Plan activities and ensure that an Annual Performance Evaluation of the Chief Auditor was conducted by the Senior Director of the OAE.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

2.10 - Board Advisory Committees

Fiscal Impact Statement

There are no expenditures associated with this item.

Implementation and Assessment Plan

Upon approval by the Board, the Office of Accountability and Efficiency will work to implement the Audit Advisory Committee as indicated in the attachment.

Committee’s Recommendation

The Committee on Accountability, Finance and Personnel previously recommended approval of the changes to the Audit Advisory Committee Charter.

Director Siemsen moved to approve the changes to the Audit Advisory Committee charter, as attached. The motion passed, the vote being as follows:

- Ayes — Directors Ferguson, Fons, Herndon, Jackson, O’Halloran, Siemsen, Vannoy, and President Zombor — 8.
- Noes — None.

* * * * *

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 Performance Goals Relative to the Employment of the Board Clerk/Chief Officer, Office of Board Governance
- Action on a Request to Retire to Closed Session to Consider Employment of an Employee Over Which the Board Has Jurisdiction and Exercises Responsibility

- Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation and Pending or Probable Negotiations

Director Ferguson moved to consider the items in closed session, pursuant to Wisconsin Statutes 19.85(1)(c)(g) and (f). The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Siemsen, Vannoy, and President Zombor — 8.
Noes — None.

The Board retired to closed session at 9:04 p.m. and adjourned from the closed session at 12:26 a.m.

TINA OWEN-MOORE, Ed. L.D.
Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
AUGUST 29, YEAR**

Special meeting of the Board of School Directors called to order by President Zombor at 5:04 p.m.

Present — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and
President Zombor — 9.
Absent and Excused— None.

The Board Clerk read the following call of the meeting:

August 29, 2025

To the Members of the Board of School Directors:
At the request of President Missy Zombor, a Special Meeting of the Milwaukee Board of School
Directors is scheduled to take place virtually.

**SPECIAL BOARD MEETING
5:00 P.M., FRIDAY, AUGUST 29, 2025**

The purpose of this meeting is to consider and possibly take action on a proposed contract with City
Year.

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 maybe found on the Boardcast page of the MPS website.

EXECUTIVE SESSION

The Board may retire to closed session on this item, pursuant to the provisions of Wisconsin Statutes,
Chapter 19.85(1)(e), for the purpose of deliberating or negotiating the business specified in this item, for
competitive or collective bargaining purposes.

This notice is being served on less than 24-hours' notice, due to the urgency of coming to terms on
this contract which is for student-facing services that would begin on the first day of school, September 2,
2025. No business days remain between today and that date.

TINA OWEN-MOORE, ED. L.D.
Board Clerk

(Item 1) Consideration of, and Possible Action on, a Contract with City Year

Background

The purpose of this meeting is to consider and possibly take action on a proposed contract with City
Year. The proposed contract was distributed under separate cover.

The Board may retire to closed session on this item, pursuant to the provisions of Wisconsin Statutes,
Chapter 19.85(1)(e), for the purpose of deliberating or negotiating the business specified in this item, for
competitive or collective bargaining purposes.

Recommendation

That the Board determine how it wishes to proceed.

Director O'Halloran moved to approve the contract with City Year as attached to the minutes of the
August 28, 2025, meeting agenda. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and
President Zombor — 9.
Noes — None.

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The Board adjourned at 5:18 p.m.

TINA OWEN-MOORE, Ed. L.D.
Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 9, 2025**

Special meeting of the Board of School Directors called to order by President Zombor at 7:13 p.m.

Present — Directors Ferguson, Fons, Herndon, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.
Absent and Excused— Director Jackson – 1.

The Board Clerk read the following call of the meeting:

September 5, 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, for consideration of the items listed herein.

SPECIAL BOARD MEETING

6:00 P.M., TUESDAY, SEPTEMBER 9, 2025

(Or immediately following the adjournment of the Committee on Family and Community Engagement Meeting)

1. Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation Matters
2. Action on a Request to Retire to Closed Session to Consider Employment of an Employee Over Which the Board Has Jurisdiction and Exercises Responsibility

PUBLIC HEARING AND PUBLIC ACCESS

As is customary at Special meetings of the Board, public testimony will not be taken at this meeting.

EXECUTIVE SESSION

Relative to Item 1: 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.

Relative to Item 2: Pursuant to Wisconsin Statutes 19.85(1)(c)(f), 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) Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation Matters

Background

The Board may retire to closed session, pursuant to Wis. Stat. 19.85(1)(g) to confer with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Recommendation

That the Board retire to closed session to consider this item.

* * * * *

(Item 2) Action on a Request to Retire to Closed Session to Consider Employment of an Employee Over Which the Board Has Jurisdiction and Exercises Responsibility**Background**

Pursuant to Wisconsin Statutes 19.85(1)(c)(f), the Board may retire to closed session to consider the employment of an employee.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.02 - Role of the Superintendent

Recommendation

That the Board consider this item in closed session.

Director Ferguson moved to retire to closed session, pursuant to Wisconsin Statutes 19.85 (1)(g)(c) and (f). The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.
Noes — None — 0.

The Board retired to closed session at 7:17 p.m. and adjourned from the closed session at 8:25 p.m.

TINA OWEN-MOORE, Ed. L.D.
Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 16, 2025**

Special meeting of the Board of School Directors called to order by President Zombor at 7:11 p.m.

Present — Directors O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 5.
Absent and Excused—Directors Ferguson, Fons, , Herndon, Jackson, -4.

The Board Clerk read the following call of the meeting:

September 12, 2025

To the Members of the Board of School Directors:

At the request of President Missy Zombor, a Special Meeting of the Milwaukee Board of School Directors is scheduled to take place in the Auditorium of the Central Services building, 5225 W. Vliet Street, Milwaukee, Wisconsin.

SPECIAL BOARD MEETING
6:30 P.M., TUESDAY, SEPTEMBER 16, 2025

(or upon the adjournment of the meeting of the Committee on Legislation, Rules and Policies)

The purpose of this meeting is to take Action on a Request to Retire to Closed Session to Consider Performance Goals Relative to the Employment of the Senior Director, Office of Accountability and Efficiency.

PUBLIC ACCESS AND PARTICIPATION

As is customary at Special meetings of the Board, public testimony will not be taken at this meeting.

EXECUTIVE SESSION

Relative to Wisconsin Statute 19.85(1)(c), the Board may retire to closed session for the purpose of considering employment, promotion, compensation, or performance-evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

TINA OWEN-MOORE, ED. L.D.
Board Clerk

(Item 1) Action on a Request to Retire to Closed Session to Consider Performance Goals Relative to the Employment of the Senior Director, Office of Accountability and Efficiency

Background

Pursuant to Wisconsin Statute 19.85(1)(c), the Board may retire to closed session to consider the employment, promotion, compensation or performance evaluation data of the Senior Director, Office of Accountability and Efficiency, relative to performance goals.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.02 - Role of the Superintendent

Recommendation

That the Board consider this item in closed session.

Director Siemsen moved to retire to closed session pursuant to Wisconsin Statutes 19.85(1)(c). The motion passed, the vote being as follows:

Ayes — Directors O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 5.
Noes — None — 0.

The Board retired to closed session at 7:13 p.m. and adjourned from closed session at 8:00 p.m.

TINA OWEN-MOORE, Ed. L.D.
Board Clerk

**BOARD OF SCHOOL DIRECTORS
MILWAUKEE, WISCONSIN
SEPTEMBER 25, 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, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and
President Zombor — 9.

Absent and Excused— None.

Before proceeding with the agenda items, the Chair asked for a moment of silence to commemorate the passing of the following members of the MPS community:

Peter Fortmann, a staff member Golda Meir

Patricia Kintop, a retired Teacher from Morse Middle School

Rosemary Kropp, a retired School Psychologist from Northwest Secondary

Luis Lopez, a retired Student Services employee

Willie Luster, a retired General Education Assistant from Custer High School

Frances Mazurek, a retired School Secretary

Susanne Mckenzie, a retired School Secretary from Engleburg School

Saul Reeves, a retired Principal from James Groppi High School

Patricia Rojas, a retired Teacher from Franklin School

Deon Sargent, a student from Douglas

John Stoller, a retired Electrician

Lula Tate, a retired Paraprofessional

Elizabeth Totsky, a retired School Kitchen Manager from Ronald Reagan High School

Tuwanda Wardlaw, a retired Building Services Helper Administration

Breanna Williams-Keys, a student from Hamilton

and

Karlah Kri Moo, a student from South Division, who passed in a tragic accident along with his mother and older brother

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APPROVAL OF MINUTES

The minutes of the special and regular board meetings of July 2025 were approved by consensus.

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REPORTS AND COMMUNICATIONS FROM THE SUPERINTENDENT OF SCHOOLS

(Item 1) Report, with Possible Action, from the Superintendent of Schools

Background

Each month, the Superintendent will share updates with the Milwaukee Public Schools (MPS) Board of Directors and the broader MPS community. These updates will serve as an overview of the month's developments, offering insight into various events, initiatives, and milestones achieved. It will highlight activities, academics, and various areas where gains and growth are noted, ensuring that both successes and challenges are communicated.

Finance Update

Annual Comprehensive Financial Report (ACFR) for 2023-24: Complete
Single / External Audit for 2023-24: Complete

Lead Update

Goal 1 - Complete

All buildings built before 1950 that serve elementary students have been cleared.
• 50/50

Goal 2 – In Progress

By December 31, 2025: To clear all buildings built before 1978 that serve elementary students.
• 49 schools
 o 16: Work starting
 o 14: Starting later in September
 o 19: Starting later this fall

Day One Success and School Visits

Gov. Evers, Secretary Underly, State Sen. Drake, Board Members, MTEA and additional partners joined us to celebrate Day One at Browning School!

- Coverage from Milwaukee Journal Sentinel, WTMJ radio, WUWM radio
- All 5 local TV stations in attendance 15 school visits thus far in September – goal to visit all 156 by school-year end

Community Engagement

Marquette University Law School Lubar Center

"Get to Know" With Judge Derek Mosley
Recruitment Connections with MU College of Education

Madison

Wisconsin Association of School District Administrators (WASDA) annual conference
Annual State of Education Address and the Teacher of the Year
Meeting with Assembly Education Chairperson Joel Kitchens

Milwaukee Press Club

Newsmakers Luncheon

- Panel discussion with reporters from Milwaukee Journal Sentinel, Wisconsin Public Radio, WDJT TV/CBS 58
- Other journalists in attendance

We Can Save Lives Tour

Milwaukee High School of the Arts
Marking World Suicide
Prevention Day

Listen and Learn Tour

- Hosting internal Listen and Learn sessions with offices, departments
- Virtual Listen and Learn set for October 1

Test Scores Preview: 2024-25

- State test results released today
- No universal change across subject areas
- Math scores increased slightly; English, science, social studies did not change significantly
- Scores below what our students and community deserve; reinforces need for literacy plan with 40 hours of dedicated professional learning

Employee Engagement

Honored 33 food service workers
Perfect attendance for 2024-25!

Wellness and Nutrition

Fresh Fruit and Vegetable Program - FFVP

- FFVP is a federally assisted grant providing free fresh fruits and vegetables to students at the elementary level during the school day
- FFVP introduces various types of fruits and vegetables to our students with a nutritional educational component
- MPS has 62 schools participating in the program for the 2025-2026 SY
- MPS was awarded \$1.4 million for the 2025-2026 school year

Reimbursement for Meals and Revenue

- National School Lunch Reimbursed at \$4.71 per Lunch
- Meeting USDA Menu Planning Requirements = \$0.08 per Lunch
- USDA Foods Reimbursed at \$0.305 per Lunch
- National School Breakfast Reimbursed at \$2.94 per Breakfast

Production Sites

- Currently: 83 sites producing their own meals
- Currently: 73 sites receiving pre-packaged meals
 - 36 schools are receiving pre-pack meals from Milwaukee Parkside
 - 37 schools are receiving pre-pack meals from Vincent High School
- Future: Moving 22 schools to producing their own meals as soon as we hire more managers; total: 105 production sites
- Future for smaller sites:
 - Prepare the food at another site and ship the food in a hot box and serve the food hot to the students.
 - Once manager staffing improves, we can work on this serving model.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
 Goal 2, Student, Family and Community Engagement
 Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 2.10 - Administrative Reports

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REPORTS AND COMMUNICATIONS FROM THE BOARD CLERK/CHIEF OFFICER, OFFICE OF BOARD GOVERNANCE

(Item 1) Monthly Report, with Possible Action, from the Board Clerk/Chief Officer, Office of Board Governance

Background

The Board Clerk/Chief Officer, Office of Board Governance has submitted the following report for the Board's information.

Wisconsin Association of School Boards (WASB) Collaborations

Our office has been leaning into our collaboration with WASB over the past few months. We have engaged them in the following efforts in September:

Supporting the evaluations of the three executive officers

Our office scheduled time for the Board to meet directly with the Senior Director of the Office of Accountability and Efficiency around performance goals for the 25-26 school year.

An October Board retreat

WASB experts will provide training for the Board in financial reporting, budget timelines, and the Board's role in fiscal oversight.

Representatives to the WASB Policy and Resolutions Committee

Director Fons, the Milwaukee School Board WASB Region 14 Interim Director, has identified Director Mimi Reza and Director Kate Vannoy who have stepped up to lead this important work.

Beyond the Boardroom

The Beyond the Boardroom initiative continues to connect the community and the Board in spaces where the community is gathering. This month, our Board Services Team hosted a booth at the Southside Organizing Committee's Centro Latino MKE Monthly Community Forum and Resource Fair. Director Reza participated by hosting a table with the OBG Board Services Team.

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 a message at governance@milwaukee.k12.wi.us.

First Day of School Celebrations

Our office was thrilled to attend the bell ringing ceremony with Board members on the First Day of School at Browing Elementary School. President Zombor shared remarks alongside Governor Evers, Dr. Cassellius, and Dr. Jill Underly.

Director Ferguson participated in the First Day of School Celebration at Siefert Elementary School. What has become a beloved tradition at Siefert is sponsored every year by Judge Derek Mosley. In honor of these community engagement efforts, Director Ferguson presented Judge Mosley with a special recognition of his service at the September Committee on Family and Community Engagement meeting.

Audit Services Meeting

On September 4th, 2025, we participated in an Opening Meeting with the Audit Services Teams. During this meeting, we reviewed the scope of the audit scheduled to take place over the next several months. This audit is a scheduled review of the Public Records Request processes.

Upcoming Board and Executive Team Introductions

To support the collaborative relationship between the Board and the Administration, our office is planning a gathering to bring the two groups together. We hope that this will enhance improved communication and understanding of the roles that each team plays in the work of leading MPS forward.

Board Member Engagements and Activities

The Office of Board Governance facilitates board member attendance at events and activities across the district, ensuring board members have the information they need and making sure that events are properly noticed when a quorum of board members may be in attendance.

Here are just a few of the events that were attended in September:

- Back to School Press Event at Marshall High School
- First Day of School Celebrations
- WISN Class Act School Supply Backpack Delivery at Clemens
- WASB Board of Directors Meeting
- Milwaukee Recreation Community Center Groundbreaking
- Voces De La Frontera Annual Gala
- Centro Latino MKE Ribbon Cutting Ceremony and Resource Fair

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
 Goal 2, Student, Family and Community Engagement
 Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

3.05 - Role of the Board Clerk/Chief Officer, Office of Board Governance

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(Item 2) Report, with Possible Action, on Legislative Matters Concerning Milwaukee Public Schools

Background

Updates regarding federal activity and state budget progress will be provided.

The provision of no additional state general aid for schools will have significant consequences in fall. So too will revenue limit per pupil levels that fail to keep pace with inflation.

As noted in the Wisconsin Supreme Court's decision in *Vincent v Voight*, "The legislature has articulated a standard for equal opportunity for a sound basic education in Wis. Stat. §§ 118.30(lg)(a) and 121.02(L) (1997-98) as the opportunity for students to be proficient in mathematics, science, reading and writing, geography, and history... So long as the legislature is providing sufficient resources so that school districts offer students the equal opportunity for a sound basic education as required by the constitution, the state school finance system will pass constitutional muster."

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.02 - Goals

Fiscal Impact Statement

This item does not authorize expenditures.

Implementation and Assessment Plan

The district will continue to pursue appropriate support for students as part of the MPS Legislative Agenda.

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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

The Board may retire to closed session, pursuant to Wis. Stat. 19.85(1)(g) to confer with legal counsel for the Board who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.18 - Legal Representation

Item deferred to the end of the meeting.

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(Item 4) Action on a Request to Retire to Closed Session to Consider an Agreement with the Federal Emergency Management Agency (FEMA) to Use the Property at 4950 N 24th Street for Emergency Purposes

Background

The Board may retire to closed session to consider a possible agreement with FEMA to use the property at 4950 N 24th Street for disaster response purposes.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 5.02 - Use of School Facilities

Item deferred to the end of the meeting.

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(Item 5) Action on the Appointment of the Board's Representative to CESA #1

Background

CESAs (Cooperative Educational Service Agencies) "...serve educational needs in all areas of Wisconsin by serving as a link between school districts and between school districts and the state. Cooperative Educational Service Agencies may facilitate communication and cooperation among all public and private schools, agencies, and organizations that provide services to pupils." (Wisconsin State Statutes, Chapter 116, 1983)

CESA #1 is a cooperative governed by an 11-member Board of Control representing 45 public school districts in southeastern Wisconsin. The Board of Control is elected by a delegate assembly at the CESA #1's annual convention. The delegate assembly consists of one school board member from each of the school districts in the CESA #1 region, with special provisions made for areas served by union high/K-8 districts.

The Board of Control sets policy, determines and assesses services to be delivered, and approves program costs. The Board of Control is also responsible for authorizing expenditures to operate CESA #1, including those for personnel, space, and equipment. It also appoints the executive director for CESA #1.

The Board's representative is also a member of the Board of Control for the current year. Director Vannoy has requested that a new representative be chosen, as CESA's meetings conflict with her committee assignments.

Strategic Plan Compatibility Statement

Untitled

Statute, Administrative Policy, or Board Rule Statement

1.28 - Board Memberships

Recommendation

That the Board select a representative to CESA #1 for the remainder of the current board Year.

Director Siemsen, having received the only nomination, was chosen as the Board's delegate to CESA #1, by consensus.

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REPORTS AND COMMUNICATIONS FROM THE OFFICE OF ACCOUNTABILITY AND EFFICIENCY

(Item 1) Monthly Report, with Possible Action, on Activities within the Office of Accountability and Efficiency

Background

The Office of Accountability and Efficiency's (OAE) Report provides the Milwaukee Board of School Directors and the public with an update on current activities in service areas headed by the Senior Director of the OAE.

Accountability and Efficiency Services

Between August 17, 2025, and September 13, 2025, Accountability and Efficiency Services completed five requests for information/research, one constituent support request, and satisfied two impartial hearing officer (IHO) 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)

CCS is excited to support MPS students in the 2025–2026 school year with a continued focus on expanding meaningful work-based learning opportunities for high school students. During the month, CCS onboarded 15 interns across high schools, providing valuable skills, exposure, and confidence for their future careers.

Additionally, CCS surveyed MPS departments to assess their interest in hosting student interns this school year. The response has been overwhelmingly positive, and we look forward to strengthening these partnerships.

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 August 19, 2025, through September 17, 2025, include:

Audit Completions and Activities:

- Issued one school audit
- Reviewed two charter school external auditor's reports
- Conducting several ongoing investigations resulting from Fraud Hotline Tips
- Held opening meeting for Public Records Request Review with OBG team
- Provided continued analysis and feedback to the Procurement Department on certain contract services matters
- Chief Auditor led ALGA Peer Review of City of Memphis Internal Audit Services operations and issued report
- Audit team attended a two-day joint audit training with Milwaukee County Audit team
- Audit staff met with new principals to review their most recent audits

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

**Statute, Administrative Policy, or Board Rule
Statement**

3.08 - Role of the Senior Director, Office of Accountability and Efficiency

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**(Item 2) Action on a Request to Retire to Closed Session to Consider Performance Goals
Relative to the Employment of the Senior Director, Office of Accountability and
Efficiency**

Background

Pursuant to Wisconsin Statute 19.85(1)(c), the Board may retire to closed session to consider the employment, promotion, compensation or performance evaluation data of the Senior Director, Office of Accountability and Efficiency, relative to performance goals.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement
Goal 2, Student, Family and Community Engagement
Goal 3, Effective and Efficient Operations

**Statute, Administrative Policy, or Board Rule
Statement**

3.02 - Role of the Superintendent

Recommendation

That the Board consider this item in closed session.

Item deferred to the end of the meeting.

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**REPORTS AND UPDATES FROM THE MILWAUKEE BOARD OF SCHOOL
DIRECTORS**

(Item 1) Report on Board Travel

Background

Director Jackson has submitted the attached report of his recent travel to the State of Black Learning Conference held August 6-8, 2025, in Pittsburgh, PA

Why I Attended

I chose to attend the State of Black Learning Conference because I wanted to learn how other districts and educators are advancing equity and directly supporting Black students that coincides with the resolution that passed with intentionality. My goal was to bring back knowledge, strategies, and inspiration that could help strengthen the work we are doing in Milwaukee Public Schools.

What Stood Out to Me

Opening Keynote

The keynote speaker Mr. Jeffery Canada challenged us to truly center Black students—not just in theory, but in daily practice. It reminded me how important it is for MPS to affirm students' identities and provide spaces where they can thrive.

Workshops & Breakouts

I attended sessions on culturally responsive teaching, family engagement, and equity in STEM and National Parents Union. Each gave me new insights. I was particularly struck by how other districts are creating stronger partnerships with parents and using those relationships to drive student success.

Conversations with Peers

One of the most valuable parts of the conference was connecting with board members and educators from across the country. Hearing their stories—many of which mirror the challenges we face in Milwaukee—made me feel encouraged that we are not working in isolation.

Black Excellence Gala

The Gala was a highlight. Celebrating the achievements of Black educators and students reinforced why our work matters so deeply. Representation and recognition are powerful, and I left feeling inspired to continue lifting up our own students and staff in Milwaukee to avoid both burnout and breakdown.

My Reflections for MPS

This experience reminded me that equity is not a single initiative but a daily responsibility. For MPS, this means:

Expanding culturally responsive practices in every classroom.

Building intentional and authentic partnerships with families who are our biggest stakeholders.

Continuing to recruit, support, and retain a diverse workforce that also includes safety.

Next Steps I Will Take

Share key conference takeaways with my fellow Board members and district leadership. Also create a pathway from cradle to career.

Explore opportunities to bring elements of the conference—such as speakers or workshop models—to Milwaukee. Such as author/speaker/social justice scholar Monique Mooris who published *Pushout - The Criminalization of Black Girls in Schools*.

Look for ways to highlight and celebrate Black excellence in our schools, just as I witnessed at the conference

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

1.17 - President's Duties and Powers: Exo Officio Membership

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REPORTS OF THE INDEPENDENT HEARING OFFICERS OF THE MILWAUKEE BOARD OF SCHOOL DIRECTORS

The Board Clerk presented three expulsion orders from the Independent Hearing Officers of the Milwaukee Board of School Directors.

Director O'Halloran moved to accept the reports of the Independent Hearing Officers of

September 9, 2025, @ 9:00 a.m., September 19, 2025, @ 9:00 a.m., and September 19, 2025, @ 10:00 a.m.

The motion to accept the reports prevailed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 9.
Noes — None.

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REPORTS OF STANDING COMMITTEES

Separate consideration was requested of the following items:

From the Committee on Accountability, Finance and Personnel, Item Five, Action on the Award of Exception-to-Bid Contracts, was set aside at the request of the Administration.

From the Committee on Legislation, Rules and Policies, the Report on Policy Review Project was set aside as a procedural matter.

From the Committee on Student Achievement and School Innovation, Item 3, Follow-up on Report with Possible Action on the MPS FY26 Academic Plan was set aside at the request of Director Siemsen.

On the motion of Director Ferguson, the balance of the Committees' Reports was approved, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 9.
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

In accordance with action taken by the Board on August 1, 1972, (Proc. pp. 82-83) concerning the approval of personnel transactions relating to classified employees, the Superintendent presents the attached report to the Board recommending the appointments and promotions to be effective as of the dates indicated.

Name	Position	Salary	Date
NEW HIRES			
2 Romona Bell	Building Service Helper I	\$18.41/hr	08/11/2025
2 Jayla Hewings	Building Service Helper I	\$18.41/hr	08/04/2025
2 Lexus Horn	Building Service Helper I	\$18.41/hr	08/18/2025
2 Lonnie King	Building Service Helper I	\$18.41/hr	08/11/2025

	Name	Position	Salary	Date
2	Kimani Lenon-Paris	Building Service Helper I	\$18.41/hr	08/04/2025
2	Michael Love	Building Service Helper I	\$18.41/hr	08/04/2025
2	Erica Meeks	Building Service Helper I	\$18.41/hr	08/25/2025
2	Kamyra Moore	Building Service Helper I	\$18.41/hr	08/04/2025
2	Rakylah Smith	Building Service Helper I	\$18.41/hr	08/18/2025
2	Alex Stallworth	Building Service Helper I	\$18.41/hr	08/04/2025
2	Anthony Steward	Building Service Helper I	\$18.41/hr	08/11/2025
4	Raquel Venegas	Building Service Helper I	\$18.41/hr	08/18/2025
2	Amani Ward	Building Service Helper I	\$18.41/hr	08/04/2025
4	Paulo Medina	Boiler Attendant Trainee	\$44,970.56	08/25/2025
4	Miguel Velez	Boiler Attendant Trainee	\$44,970.56	08/11/2025
5	Richard Brys	Carpenter	\$44.10/hr	08/25/2025
2	Tashauna Buford	Children's Health Assistant	\$22,755.00	08/25/2025
2	Krystal Clark	Children's Health Assistant	\$22,755.00	08/26/2025
2	Lashay Conn	Children's Health Assistant	\$27,886.32	08/25/2025
2	Shemekwa Day	Children's Health Assistant	\$22,755.00	08/25/2025
4	Loretta Delgado	Children's Health Assistant	\$22,755.00	08/25/2025
2	Princess Edwards	Children's Health Assistant	\$22,755.00	08/25/2025
2	Treana Eiland	Children's Health Assistant	\$22,755.00	08/25/2025
2	Shana Fennell	Children's Health Assistant	\$22,755.00	08/25/2025
2	Kisonnah Ferch	Children's Health Assistant	\$22,755.00	08/25/2025
2	Heaven-Lee Flannery	Children's Health Assistant	\$22,755.00	08/22/2025
2	Monica Jackson	Children's Health Assistant	\$30,085.46	08/25/2025
2	Samantha Johnson	Children's Health Assistant	\$22,755.00	08/25/2025
2	Deangela Jones	Children's Health Assistant	\$26,419.81	08/27/2025
2	Ja'Naysha Moorer	Children's Health Assistant	\$22,755.00	08/25/2025
2	Johndalyn Moorer	Children's Health Assistant	\$22,755.00	08/25/2025
4	Rosa Pimentel Corona	Children's Health Assistant	\$22,755.00	08/25/2025
2	Tamara Robinson	Children's Health Assistant	\$22,755.00	08/25/2025
2	Diamond Rosemond	Children's Health Assistant	\$22,755.00	08/25/2025
2	Desire Sconiers	Children's Health Assistant	\$22,755.00	08/25/2025
2	Barbara Smith	Children's Health Assistant	\$22,755.00	08/28/2025
2	Zhanea Strickland	Children's Health Assistant	\$24,220.67	08/25/2025
2	Christil Thorpe	Children's Health Assistant	\$22,755.00	08/25/2025
2	Ciara Young	Children's Health Assistant	\$22,755.00	08/25/2025
2	Breana Eason	Children's Health Assistant	\$22,755.00	08/26/2025
5	Ashley Hoch	Food Service Assistant	\$18.40/hr	08/25/2025
2	Daeshanel Humphries	Food Service Assistant	\$18.40/hr	08/25/2025
2	Jasmine Hunt	Food Service Assistant	\$18.40/hr	08/25/2025
2	Sheila Johnson	Food Service Assistant	\$18.40/hr	08/25/2025
2	Terica Love	Food Service Assistant	\$18.40/hr	08/25/2025
2	Celestine Perkins	Food Service Assistant	\$18.40/hr	08/25/2025
4	Elijah Rivera	Food Service Assistant	\$18.40/hr	08/25/2025
4	Olga Sanchez Perez	Food Service Assistant	\$18.40/hr	08/25/2025
4	Maria Sanchez-Rodriguez	Food Service Assistant	\$18.40/hr	08/25/2025

	Name	Position	Salary	Date
5	Sandra Singer	Food Service Assistant	\$18.40/hr	08/25/2025
2	Jonae Smith	Food Service Assistant	\$18.40/hr	08/25/2025
2	Tautiana Starks	Food Service Assistant	\$18.40/hr	08/25/2025
2	Arianna Terrell	Food Service Assistant	\$18.40/hr	08/25/2025
2	Remi Young	Food Service Assistant	\$19.51/hr	08/25/2025
4	Jonathan Mata	IT Service Technician	\$67,126.15	08/25/2025
5	Ahlam Alsawaleha	Paraprofessional	\$22,873.70	08/18/2025
5	Kimberly Bahena	Paraprofessional	\$25,952.11	08/25/2025
5	Theresa Barnes	Paraprofessional	\$31,849.13	08/25/2025
4	Elissa Berg	Paraprofessional	\$22,873.70	08/18/2025
2	Keyaira Burt	Paraprofessional	\$22,873.70	08/18/2025
5	Moria Carson	Paraprofessional	\$22,873.70	08/18/2025
5	Aaron Cleavland	Paraprofessional	\$22,873.70	08/18/2025
2	Alice Collins	Paraprofessional	\$31,849.13	08/25/2025
5	Alyssa Edwards	Paraprofessional	\$22,873.70	08/18/2025
2	Damion Evans	Paraprofessional	\$22,873.70	08/18/2025
2	Meghan Ferch	Paraprofessional	\$22,873.70	08/18/2025
2	Dyonna Ferguson	Paraprofessional	\$22,873.70	08/18/2025
5	Eliassah Larson	Paraprofessional	\$22,873.70	08/25/2025
2	Alexis Laster	Paraprofessional	\$23,432.23	08/25/2025
2	Kimmria Maxwell	Paraprofessional	\$22,873.70	08/18/2025
2	Ebony Mcfadden	Paraprofessional	\$22,873.70	08/19/2025
5	Victoria McNally	Paraprofessional	\$26,685.99	08/25/2025
4	Jessica Mendez	Paraprofessional	\$25,120.81	08/18/2025
5	Austen Niccolai	Paraprofessional	\$22,873.70	08/18/2025
4	Shadae Ortiz	Paraprofessional	\$22,873.70	08/18/2025
5	Haley Peterson	Paraprofessional	\$24,276.52	08/25/2025
4	Megan Puebla	Paraprofessional	\$33,494.41	08/18/2025
2	George Rimmer	Paraprofessional	\$26,796.39	08/18/2025
4	Adlin Sanchez Cordero	Paraprofessional	\$22,873.70	08/18/2025
4	Cassandra Sandoval Benitez	Paraprofessional	\$22,873.70	08/18/2025
5	John Sliga	Paraprofessional	\$22,873.70	08/18/2025
5	Katrina Stiebs	Paraprofessional	\$25,120.81	08/18/2025
5	Jennifer Torres	Paraprofessional	\$29,316.27	08/18/2025
5	Jason Yager	Paraprofessional	\$23,432.23	08/18/2025
2	Naamah Yarn	Paraprofessional	\$26,685.99	08/17/2025
2	Jean Coverson	Paraprofessional – Parent Involvement	\$37,979.96	08/18/2025
5	Audrey Belott	School Bookkeeper – 10 Month	\$52,974.92	08/14/2025
2	Tierney Leach	School Nursing Associate	\$46,062.74	08/25/2025
2	Hope Kirk	School Secretary I – 10 Month	\$30,480.15	08/25/2025
2	Danielle Taylor	School Secretary I – 10 Month	\$30,480.15	08/20/2025
2	Aurtrell Young	School Kitchen Manager I	\$29,997.74	08/25/2025
2	Lavial Jones	School Kitchen Manager II	\$42,390.07	08/25/2025
2	Sierra Parks	School Kitchen Manager Trainee	\$18.83/hr	08/25/2025

	Name	Position	Salary	Date
4	Rafael Santiago	School Kitchen Manager Trainee	\$18.83/hr	08/25/2025
2	Jordan Terry	School Kitchen Manager Trainee	\$18.83/hr	08/25/2025
PROMOTION				
2	Jordan Patterson	Building Service Helper I	\$18.41/hr	08/18/2025
2	Melvin Aldridge	Boiler Attendant Trainee	\$44,970.56	08/18/2025
5	Nemanja Celebicanin	Boiler Attendant Trainee	\$51,963.04	08/18/2025
2	Toni Grant	Boiler Attendant Trainee	\$56,158.05	08/18/2025
2	Antares Smith	Boiler Attendant Trainee	\$51,963.04	08/18/2025
2	Shalawn Tillis	Boiler Attendant Trainee	\$51,963.04	08/18/2025
5	Alisha Walker	Boiler Attendant Trainee	\$49,165.56	08/18/2025
5	Alexia Janusz	Paraprofessional	\$25,952.11	08/25/2025
4	Brandon Mendez-Ramirez	Paraprofessional	\$22,873.70	08/25/2025
2	Shontrice Cross	School Secretary I – 10 Month	\$30,480.15	08/14/2025
2	Symone Stephens-Hicks	School Secretary I – 11 Month	\$33,528.53	08/25/2025
4	Olisbeth Ascanio Vera	School Bookkeeper – 12 Month	\$63,593.98	08/14/2025
2	Matthew DeBow	School Engineer I	\$60,237.91	08/18/2025
2	Jessica Mathis	School Engineer I	\$71,334.49	08/18/2025
REHIRES				
5	Kenneth Reed	Auto Mechanic	\$75,502.83	08/25/2025
2	Johnny Brelove	Building Service Helper I	\$22.09/hr	08/18/2025
2	Deyonto Southern	Boiler Attendant Trainee	\$44,970.56	08/18/2025
2	Byreanna Holloway	Food Service Assistant	\$18.96/hr	08/25/2025
2	Shaomi Smith	Food Service Assistant	\$18.40/hr	08/25/2025
4	Beatriz Yasaitis	Food Service Assistant	\$18.40/hr	08/25/2025
2	Terisa Culberson	Paraprofessional	\$27,640.68	08/25/2025
4	Saimarie Gonzalez	Paraprofessional	\$22,873.70	08/18/2025
5	Holly Graves	Paraprofessional	\$24,276.52	08/18/2025
5	Amanda Greif	Paraprofessional	\$29,316.27	08/18/2025
2	Revell Leavy	Paraprofessional	\$22,873.70	08/18/2025
4	Daiana Matta-Castro	Paraprofessional	\$27,640.68	08/18/2025
3	Eh Kee Lar	Paraprofessional	\$22,873.70	08/18/2025
2	Virginia Perry	Paraprofessional	\$31,849.13	08/18/2025
2	Elisa Reaves	Paraprofessional	\$23,432.23	08/18/2025
2	Idella Shoemaker	Paraprofessional	\$31,849.13	08/18/2025
2	Michelle Thornton	Paraprofessional	\$24,276.52	08/18/2025
2	Candice Vales	Paraprofessional	\$29,316.27	08/18/2025
5	Kari Hanson	Paraprofessional – Parent Involvement	\$37,979.96	08/18/2025
2	Colonia Roberts	Paraprofessional – Parent Involvement	\$32,368.69	08/18/2025
2	Natesha Kelly	School Nursing Associate	\$40,745.91	08/25/2025
2	Vanessa Brown	School Secretary I – 10 Month	\$33,957.61	08/25/2025
4	Mary Crespo Ortiz	School Secretary I – 10 Month	\$32,798.86	08/18/2025
2	Louevinar Wells	School Kitchen Manager Trainee	\$18.83/hr	08/25/2025
5	Noel Pollen	Secretary II	\$49,321.92	08/25/2025

Name	Position	Salary	Date
2 Lashonda Williams	Social Work Aide II	\$25,952.11	08/25/2025

Certificated Appointments

The Superintendent recommends that the Board approve the attached appointments of certified staff, to be effective as of the dates indicated.

ACTION ON CERTIFICATED APPOINTMENTS -TEACHER

2,r	Adetiba,Oluwaseun REG (5 YR) KINDERGARTEN	01/MA	\$101,856.32	8/25/2025
2,r	Agyeman Ampaw,Dora KINDERGARTEN (4 YR OLDS)	01/BA	\$54,386.11	8/25/2025
2,r	Alvarez,Leana SAGE	01/BA	\$54,386.11	8/25/2025
5,nr	Ambrose,Anna ENGLISH AS SECOND LANGUAGE	01/BA	\$54,386.11	8/25/2025
5,r	Arneson,Emily GEN ELEM & K8 - ALL GRADES	01/BA	\$54,386.11	8/25/2025
4,r	Arzaga,Marisol KINDERGARTEN (4 YR OLDS)	01/BA	\$54,386.11	8/25/2025
5,nr	Asher,Kathryn SAGE	01/BA	\$54,386.11	8/25/2025
4,r	Bautista,Antonia GEN ELEM & K8 - ALL GRADES	01/BA	\$72,373.97	8/25/2025
5,r	Bedford,Raymond AMP MUSIC	01/BA	\$74,373.26	8/25/2025
5,r	Biever,Catherine A 3 YEAR OLD KINDER	01/BA	\$60,381.68	8/25/2025
2,nr	Bond Jr,Leon GEN ELEM & K8 - ALL GRADES	01/BA	\$54,386.11	8/25/2025
2,r	Bonds,Gregory MULTICATEG. COMP. SEN	01/MA	\$62,506.00	8/25/2025
2,r	Bowerman,Zenebech L WISCONSIN DPI GRANTS	01/BA	\$54,386.11	8/25/2025
5,r	Brown,Nicole A GEN ELEM & K8 - ALL GRADES	01/BA	\$54,386.11	8/25/2025
5,r	Brown,Olivia K ART	01/BA	\$54,386.11	8/25/2025
5,r	Bruhn,Janet ART	01/MA	\$66,877.36	8/25/2025
4,r	Buendia,Marianella R REG (5 YR) KINDERGARTEN	01/BA	\$86,365.48	8/25/2025
2,r	Burris,Sheila A EARLY CHILDHOOD- SPEC ED	01/BA	\$54,386.11	8/25/2025
5,nr	Butts,Laura MULTICATEG. COMP. SEN	01/MA	\$95,296.97	8/25/2025
7,nr	Calderón,Meraliz SOCIAL STUDIES	01/BA	\$68,376.54	8/25/2025
4,r	Castaneda,Rachel MUSIC	01/BA	\$56,384.25	8/25/2025
5,nr	Charles,Julie SAGE	01/MA	\$97,483.80	8/25/2025
5,r	Charon,DeLynn D MULTICATEG. COMP. SEN	01/MA	\$101,856.32	8/25/2025

2,r	Cobb,Khiana L READING	01/MA	\$77,808.07	8/25/2025
5,r	Cody,Abigail GEN ELEM & K8 - ALL GRADES	01/BA	\$56,384.25	8/25/2025
5,r	Cornale,Mia R SOCIAL STUDIES	01/BA	\$54,386.11	8/25/2025
4,r	Cournia,Yazaret REG (5 YR) KINDERGARTEN	01/BA	\$60,381.68	8/25/2025
4,r	Cuevas Gonzalez,Juan HEALTH & PHY ED	01/BA	\$54,386.11	8/25/2025
2,r	Cunningham,Robert GEN ELEM & K8 - ALL GRADES	01/BA	\$86,365.48	8/25/2025
5,r	Dedering,Riley SOCIAL STUDIES	01/BA	\$56,384.25	8/25/2025
5,r	Deml,Michael T ENGLISH	01/MA	\$84,366.26	8/25/2025
5,r	Dill-Volk,Terra A MULTICATEG. COMP. SEN	01/BA	\$74,373.26	8/25/2025
5,r	Dillow,Hayley SPECIALTY PRGM IMPLEMENTOR	01/BA	\$54,386.11	8/25/2025
5,r	Domask,Samantha SPEC ED MULTICATEG.	01/BA	\$56,384.25	7/1/2025
3,r	Dombrowsky,Sarah E MUSIC	01/MA	\$58,133.49	8/25/2025
2,r	Ekenma,Joyce MULTICATEG. COMP. SEN	01/BA	\$56,384.25	7/1/2025
5,r	Ernest,Emily A GEN ELEM & K8 - ALL GRADES	01/BA	\$54,386.11	8/25/2025
5,r	Facinger,Melanie SPEC ED MULTICATEG.	01/MA	\$73,436.71	8/25/2025
4,nr	Fernandez Tamez,Ingrid K BILINGUAL EDUCATION	01/BA	\$56,384.25	7/1/2025
5,r	FitzGerald,William A SPEC ED MULTICATEG.	01/BA	\$56,384.25	8/25/2025
5,r	Flikkema,Raegan GEN ELEM & K8 - ALL GRADES	01/BA	\$72,373.97	8/25/2025
2,r	Gosseck-McNeal,Rosemary ENGLISH	01/BA	\$56,384.25	8/25/2025
5,r	Gould,Emma EARLY CHILDHOOD- SPEC ED	01/BA	\$54,386.11	8/25/2025
5,nr	Greenup,Amy SPEC ED MULTICATEG.	01/BA	\$68,376.54	8/25/2025
7,r	Hackbarth,Kirstin Catherine Anne SAGE	01/BA	\$54,386.11	8/25/2025
5,r	Haim Jr,William L GEN ELEM & K8 - ALL GRADES	01/BA	\$54,386.11	8/25/2025
5,r	Hammernik,Anna J TITLE I COORDINATION	01/MA	\$77,808.07	8/25/2025
5,r	Hanel,Eli CAT ENG MID	01/BA	\$54,386.11	8/25/2025
5,r	Hansen,Jacquelyn M BILINGUAL EDUCATION	01/MA	\$101,856.32	8/14/2025
5,r	Hegler,Julia SCIENCE	01/BA	\$78,370.69	8/25/2025
5,r	Helt,Sydney L HEALTH & PHY ED	01/BA	\$54,386.11	8/25/2025

2,r	Hughes,Cheresse N MULTICATEG. COMP. SEN	01/BA	\$52,827.70	7/1/2025
5,r	Jensen,Sarah MATHEMATICS	01/MA	\$82,181.74	8/25/2025
3,r	Kim,Sun SPEC ED MULTICATEG.	01/MA	\$88,738.77	8/25/2025
5,nr	Klawitter,Nolan HEALTH - PHY ED	01/BA	\$54,386.11	8/25/2025
2,nr	Knox,Sarah M EEN MULTICATEGORICAL	01/MA	\$58,133.49	8/25/2025
5,nr	Knue,Brooke SPEC ED MULTICATEG.	01/MA	\$93,112.45	8/25/2025
5,r	Konieczny,Melissa Lynn KINDERGARTEN (4 YR OLDS)	01/BA	\$88,363.62	8/25/2025
5,nr	Krings,Nora ENGLISH	01/MA	\$97,483.80	8/25/2025
5,nr	Kroenke,Seth HEALTH - PHY ED	01/MA	\$101,856.32	8/25/2025
5,nr	Krusely,Kate GEN ELEM & K8 - ALL GRADES	01/BA	\$54,386.11	8/25/2025
5,r	Kuchar,Sarah GEN ELEM & K8 - ALL GRADES	01/BA	\$52,827.70	7/1/2025
5,r	LaMothe,Clark J GEN ELEM & K8 - ALL GRADES	01/BA	\$54,386.11	8/25/2025
5,nr	Langewisch,Matthew SCIENCE	01/BA	\$54,386.11	8/25/2025
5,r	Ledvina,Emily J ENGLISH	01/BA	\$56,384.25	8/25/2025
4,r	Lekhtman,Alexander DAY TO DAY TEACHER	01/BA	\$54,386.11	8/8/2025
5,r	Leppien,Harper GENERAL OPERATIONS	01/BA	\$54,386.11	8/25/2025
5,nr	Lindner,Scott B MATH	01/MA	\$97,483.80	8/25/2025
4,nr	Lopez,Jason ENGLISH	01/BA	\$72,373.97	8/25/2025
5,nr	Lynch,Maggy K GEN ELEM & K8 - ALL GRADES	01/BA	\$68,376.54	8/25/2025
5,r	MacCallum,Christian M HEALTH & PHY ED	01/BA	\$54,386.11	8/25/2025
3,r	Maldonado,Nancy FOREIGN LANGUAGE	01/BA	\$54,386.11	8/25/2025
5,nr	Matsen,Brian GEN ELEM & K8 - ALL GRADES	01/MA	\$97,483.80	8/25/2025
5,nr	McKim,Alayna AMP ART	01/BA	\$54,386.11	8/25/2025
2,r	Mcbride,Travis C GEN ELEM & K8 - ALL GRADES	01/BA	\$70,375.83	8/25/2025
5,nr	Meissner,Jason S MUSIC	01/BA	\$88,363.62	8/25/2025
5,r	Merritt,Astrid I AMP ART	01/BA	\$54,386.11	8/25/2025
5,nr	Meyers,Cody FOREIGN LANGUAGE	01/MA	\$79,994.90	8/25/2025
5,r	Mitchell,Caitlin GEN ELEM & K8 - ALL GRADES	01/BA	\$58,383.54	8/25/2025

5,nr	Moore, Angeline ENGLISH	01/BA	\$54,386.11	8/25/2025
3,r	Moua, Mao ENGLISH AS SECOND LANGUAGE	01/MA	\$60,320.32	7/1/2025
5,nr	Mueller, Jack AMP HPE	01/BA	\$54,386.11	8/25/2025
5,nr	Mullen, Katie E. GEN ELEM & K8 - ALL GRADES	01/BA	\$54,386.11	8/25/2025
5,r	Murphy, Maureen MULTICATEG. COMP. SEN	01/MA	\$101,856.32	8/25/2025
2,r	Myers, LaKeshia N CAT ENG MID	01/MA	\$77,808.07	8/25/2025
5,nr	Myhre, Ashley E REG (5 YR) KINDERGARTEN	01/BA	\$86,365.48	8/25/2025
4,r	Najera, Cassandra EDUCATIONAL OPERATIONS	01/BA	\$54,386.11	8/25/2025
5,nr	Newbury, Anne Renee EDUCATIONAL OPERATIONS	01/BA	\$84,366.26	8/25/2025
2,nr	Nsiah, Kwame K GEN ELEM & K8 - ALL GRADES	01/BA	\$54,386.11	8/25/2025
2,r	Okumu, Harrison W MATH	01/BA	\$54,768.58	7/1/2024
4,r	Pabon, Tiffany FOREIGN LANGUAGE	01/BA	\$82,368.12	7/1/2025
5,r	Paek, Kelly A EARLY CHILDHOOD- SPEC ED	01/BA	\$54,386.11	8/25/2025
2,r	Peterson, Kimberly R GEN ELEM & K8 - ALL GRADES	01/MA	\$88,738.77	8/25/2025
5,nr	Petrovich, Joshua ENGLISH AS SECOND LANGUAGE	01/MA	\$60,320.32	8/25/2025
5,r	Pfeifer, John DAY TO DAY TEACHER	01/BA	\$54,386.11	8/25/2025
3,r	Pillai, Sarita ART	01/BA	\$54,386.11	8/25/2025
5,nr	Pineur, Jill HEALTH - PHY ED	01/MA	\$101,856.32	8/25/2025
4,r	Quezada, Daisy GEN ELEM & K8 - ALL GRADES	01/BA	\$62,380.97	8/25/2025
5,r	Quirk, Justin P SCIENCE	01/BA	\$78,370.69	7/1/2025
4,nr	Ramos, Maribel BILINGUAL EDUCATION	01/MA	\$101,856.32	8/25/2025
2,r	Ray, Antoine E AMP HPE	01/BA	\$64,379.11	8/25/2025
5,r	Reilly, Teresa TITLE I SCHOOLWIDE	01/BA	\$76,371.40	8/25/2025
4,r	Rendon Marquez, Irma FOREIGN LANGUAGE	01/BA	\$88,363.62	8/25/2025
4,r	Rocha, Angelica Y SPEC ED MULTICATEG.	01/BA	\$54,386.11	8/25/2025
4,nr	Rode, McKenzie KINDERGARTEN (4 YR OLDS)	01/BA	\$54,386.11	8/25/2025
2,r	Rogers, Lakaya S SAGE	01/MA	\$58,133.49	8/25/2025
4,nr	Salas, Cassandra SCIENCE	01/BA	\$54,386.11	8/25/2025

3,r	Saldana,Catherine Kate TITLE I SCHOOLWIDE	01/BA	\$54,386.11	8/25/2025
7,r	Schlehlein,Elizabeth REG (5 YR) KINDERGARTEN	01/BA	\$54,386.11	8/25/2025
5,nr	Schreiber,Amanda SCIENCE	01/MA	\$69,064.20	8/25/2025
5,r	Schumacher,Carrie GEN ELEM & K8 - ALL GRADES	01/MA	\$62,506.00	8/25/2025
5,r	Shotton,Sydney FOREIGN LANGUAGE	01/BA	\$54,386.11	8/25/2025
2,r	Sisk,Sherell N REG (5 YR) KINDERGARTEN	01/BA	\$54,386.11	8/25/2025
4,r	Soto,Yazmin BILINGUAL ED	01/BA	\$54,386.11	8/25/2025
5,r	Stearns,Anne GEN ELEM & K8 - ALL GRADES	01/BA	\$54,386.11	8/25/2025
2,r	Tate,Debbie MATHEMATICS	01/MA	\$97,483.80	8/25/2025
3,r	Tempel,Melissa J BILINGUAL ED	01/MA	\$95,296.97	8/25/2025
3,r	Turner,Alissa AMP MUSIC	01/MA	\$95,296.97	8/25/2025
4,r	Velazquez Regalado,Antonio GEN ELEM & K8 - ALL GRADES	01/BA	\$54,386.11	8/25/2025
3,r	Wallace,Micayla GEN ELEM & K8 - ALL GRADES	01/BA	\$60,381.68	8/25/2025
5,r	Wanserski,Aaron M SPEC ED MULTICATEG.	01/MA	\$79,994.90	8/25/2025
5,r	Whalen,Katarina MULTICATEG. COMP. SEN	01/BA	\$56,384.25	7/1/2025
5,r	Whitty,Ashlee Gene SPEC ED MULTICATEG.	01/BA	\$76,371.40	8/25/2025
4,nr	Wiberg,Elisa GEN ELEM & K8 - ALL GRADES	01/BA	\$54,386.11	8/25/2025
5,r	Wierzbinski,Bethany Marie SPEC ED MULTICATEG.	01/BA	\$54,386.11	8/25/2025
2,r	Williams,Kizzy Y GEN ELEM & K8 - ALL GRADES	01/BA	\$54,386.11	8/25/2025
5,r	Willoughby,Gabriel AMP MUSIC	01/BA	\$54,386.11	8/25/2025
3,nr	Xiong,Jou GEN ELEM & K8 - ALL GRADES	01/BA	\$88,363.62	8/25/2025
3,nr	Yazdani,Zeba K ENGLISH AS SECOND LANGUAGE	01/MA	\$66,877.36	8/25/2025
1,r	McGee,Patrick DAY TO DAY TEACHER	1D/MA	\$87,303.26	8/14/2025

ACTION ON CERTIFICATED APPOINMENTS-PERMIT TEACHER - W / LICENSE

5,r	Costello,Megan M EARLY CHILDHOOD- SPEC ED	01/MA	\$84,366.26	8/25/2025
4,r	Munguia,Stephanie MULTICATEG. COMP. SEN	01/BA	\$54,386.11	8/25/2025

ACTION ON CERTIFICATED APPOINTMENTS-LIBRARY MEDIA SPECIALIST

5,nr	Horejs,Rebecca LIBRARY	01/2FM	\$74,608.27	8/14/2025
5,r	Schmidt,Anne LIBRARY	01/2FB	\$56,949.19	8/15/2025

ACTION ON CERTIFICATED APPOINTMENTS-SCHOOL COUNSELOR

2,nr	Blackburn,Raven GUIDANCE	01/MA	\$58,133.49	8/25/2025
2,r	Jackson,Aiesha GUIDANCE	01/MA	\$64,692.84	8/25/2025
5,nr	Litzsey,Lisa P GUIDANCE- VARIOUS	01/MA	\$101,856.32	8/25/2025
5,nr	Nolan,Amy GUIDANCE	01/MA	\$101,856.32	8/25/2025
2,r	Stowers,Amari GUIDANCE	01/BA	\$54,386.11	8/25/2025

ACTION ON CERTIFICATED APPOINTMENTS-SPEECH PATHOLOGIST

5,nr	Crandall,Brianna SPEECH PATHOLOGY	01/SLP	\$61,211.73	8/25/2025
5,r	Cullen,Katherine SPEECH PATHOLOGY	01/SLP	\$61,211.73	8/25/2025
5,r	Dolmanet,Kimberly SPEECH PATHOLOGY	01/SLP	\$104,932.24	8/25/2025
5,r	Huebler,Angelica SPEECH PATHOLOGY	01/SLP	\$61,211.73	8/25/2025
5,r	Lee,Erin SPEECH PATHOLOGY	01/SLP	\$61,211.73	8/25/2025
4,r	Magana,Jacqueline SPEECH PATHOLOGY	01/SLP	\$61,211.73	8/25/2025
5,r	Malnory,Kristin SPEECH PATHOLOGY	01/SLP	\$85,257.66	8/25/2025
5,r	Moker,Kylie SPEECH PATHOLOGY	01/SLP	\$61,211.73	8/25/2025
4,r	Moran,Angela SPEECH PATHOLOGY	01/SLP	\$61,211.73	8/25/2025
5,nr	Murphy,Maggie SPEECH PATHOLOGY	01/SLP	\$61,211.73	8/25/2025
5,nr	Olenchek,Julia SPEECH PATHOLOGY	01/SLP	\$65,583.09	8/25/2025
5,nr	Simmons,Joy M SPEECH PATHOLOGY	01/SLP	\$100,559.73	8/25/2025
5,r	Woods,Magdalena SPEECH PATHOLOGY	01/SLP	\$63,396.25	8/25/2025
4,r	Zepeda,Vanessa SPEECH PATHOLOGY	01/SLP	\$61,211.73	8/25/2025

ACTION ON CERTIFICATED APPOINTMENTS-PERMITW/LIC - SCHOOL COUNSELOR

5,r	Bowden,Darci B GUIDANCE	01/MA	\$82,181.74	8/25/2025
5,r	Novara,Jan M GUIDANCE	01/BA	\$88,363.62	8/25/2025

5,r	Szopinski,Rita M GUIDANCE	01/MA	\$64,692.84	8/25/2025
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ACTION ON CERTIFICATED APPOINTMENTS-LIBRARY MEDIA SPECIALIST PERMIT
W/LICENSE

5,r	Christensen,Ann M LIBRARY	01/2FM	\$102,076.27	8/14/2025
5,nr	Loosen,Suzanne A LIBRARY	01/2FM	\$106,656.01	8/14/2025

ACTION ON CERTIFICATED APPOINTMENTS-SCHOOL SOCIAL WORKER

5,r	Finnel,Jill SCHOOL SOCIAL WORK	01/2A	\$70,454.56	8/14/2025
5,r	Grogan,Emma SOCIAL WORK	01/2A	\$68,268.88	8/14/2025
5,r	Michaels,Kaylee SCHOOL SOCIAL WORK	01/2A	\$68,268.88	8/14/2025
5,r	Mikell,Lauren SCHOOL SOCIAL WORK	01/2A	\$68,268.88	8/14/2025
2,r	Mohamed,Fardowsa SCHOOL SOCIAL WORK	01/2A	\$68,268.88	8/14/2025

ACTION ON CERTIFICATED APPOINTMENTS-OCCUPATIONAL THERAPIST

4,nr	Ornelas,Isamar THERAPIST-OCCUPATIONAL	01/OTM	\$71,417.74	8/25/2025
5,nr	Smith,Melodee THERAPIST-OCCUPATIONAL	01/OTM	\$80,162.76	8/25/2025
5,nr	Steinbrecher,Shawna P THERAPIST-OCCUPATIONAL	01/OTM	\$91,093.47	8/25/2025

ACTION ON CERTIFICATED APPOINTMENTS-LITERACY LEADER

2,nr	Lacking,Monifa B GEN ELEM & K8 - ALL GRADES	1D/MA	\$117,586.72	8/14/2025
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ACTION ON CERTIFICATED APPOINTMENTS-TEACHER - RESTORATIVE PRACTICE

2,nr	Colvin,Janet D. TITLE I SCHOOLWIDE	1D/MA	\$117,586.72	8/14/2025
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ACTION ON CERTIFICATED APPOINTMENTS-TEACHER (PBIS COACH)

5,nr	Hofmann,Mauria GENERAL OPERATIONS	1D/MA	\$94,873.26	8/14/2025
2,r	Manriquez,Yuliana G GENERAL OPERATIONS	1D/MA	\$87,303.26	8/14/2025

ACTION ON CERTIFICATED APPOINTMENTS-TEACHER LEADER

5,nr	Brezonick,Michael HEALTH & PHY ED	ID/MA	\$115,064.16	8/14/2025
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ACTION ON CERTIFICATED APPOINTMENTS-SCHOOL PSYCHOLOGISTS-10 MO

5,r	Buzzini,Esther IEP TEAMS	FLT/51C	\$70,111.89	8/14/2025
5,nr	Cornell,Carly C.S.- PSYCHOLOGICAL SERVICES	FLT/51C	\$75,941.90	8/14/2025
5,nr	Kressin,Stephanie SCHOOL PSYCH SERVICES	FLT/51C	\$70,111.89	8/14/2025
4,r	Melendrez,Stephanie SCHOOL PSYCH SERVICES	FLT/51C	\$70,111.89	8/14/2025
5,nr	Micol,Jessica A IDEA- CENTRAL SERVICE	FLT/51C	\$108,004.70	8/14/2025
3,r	Nall,Mei Lin HS/MS PSYCH SERVICES	FLT/51C	\$70,111.89	8/14/2025
5,nr	O'Brien,Bridget SCHOOL PSYCH SERVICES	FLT/51C	\$73,026.89	8/14/2025
5,r	Pellegrini,Carolyne SCHOOL PSYCH SERVICES	FLT/51C	\$70,111.89	8/14/2025
3,nr	Scholten,Haley SCHOOL PSYCH SERVICES	FLT/51C	\$70,111.89	8/14/2025
5,nr	Serwe,Dena GEN ELEM & K8 - ALL GRADES	FLT/51C	\$113,832.40	8/14/2025
5,r	Shroll,Abigail SCHOOL PSYCH SERVICES	FLT/51C	\$78,855.76	8/14/2025
5,r	Swearengin,Piper SCHOOL PSYCH SERVICES	FLT/51C	\$70,111.89	8/14/2025
2,r	Terry,Amy GEN ELEM & K8 - ALL GRADES	FLT/51C	\$73,026.89	8/14/2025

ACTION ON CERTIFICATED APPOINTMENTS-PHYSICAL THERAPIST-04

5,nr	Poehler,Cassandra THERAPIST-PHYSICAL	FLT/4V	\$62,587.04	8/25/2025
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ACTION ON CERTIFICATED APPOINTMENTS-PERMIT TEACHER

5,nr	Abunaaj,Nuha SCIENCE	XX/4W2	\$54,386.11	8/25/2025
4,r	Alfaro,Christian DAY TO DAY TEACHER	XX/4W2	\$54,386.11	8/25/2025
4,r	Alfaro,Melanie ENGLISH	XX/4W2	\$54,386.11	8/25/2025
4,r	Arteaga Moran,Maria REG (5 YR) KINDERGARTEN	XX/4W2	\$54,386.11	8/25/2025
4,r	Benitez Del Angel,Jazmin A SPEC ED MULTICATEG.	XX/4W2	\$54,386.11	8/25/2025
4,np	Chaparro,Luz BILINGUAL EDUCATION	XX/4W2	\$54,386.11	8/25/2025
5,r	Chatterley,Gregory GEN ELEM & K8 - ALL GRADES	XX/4W2	\$54,386.11	8/25/2025

2,r	Diamante,Dominique SPECIALTY PRGM IMPLEMENTOR	XX/4W2	\$54,386.11	8/25/2025
5,r	Dickson,Celeste MATHEMATICS	XX/4W2	\$54,386.11	8/25/2025
5,nr	Dorney-Riffle,Ian SCIENCE	XX/4W2	\$54,386.11	8/25/2025
5,r	Edens,Wesley MULTICATEG. COMP. SEN	XX/4W2	\$54,386.11	8/25/2025
2,r	Evans,Fiona SOCIAL STUDIES	XX/4W2	\$54,386.11	8/25/2025
5,r	Fell,Olivia SPEC ED MULTICATEG.	XX/4W2	\$54,386.11	8/25/2025
5,r	Fink,Catherine GEN ELEM & K8 - ALL GRADES	XX/4W2	\$54,386.11	8/25/2025
4,r	Fritz,Anabelle EARLY CHILDHOOD- SPEC ED	XX/4W2	\$54,386.11	8/25/2025
4,r	Galindo Vargas,Miguel Angel SPEC ED MULTICATEG.	XX/4W2	\$54,386.11	8/25/2025
4,r	Garcia,Amara M GEN ELEM & K8 - ALL GRADES	XX/4W2	\$54,386.11	8/25/2025
2,r	Gray,Tia Njeri SPEC ED MULTICATEG.	XX/4W2	\$54,386.11	8/25/2025
3,r	Jacobs-Ebia,Anthoni ENGLISH	XX/4W2	\$54,386.11	8/25/2025
2,r	James,Damon BUSINESS ED	XX/4W2	\$54,386.11	8/25/2025
2,r	Jones,Aletha S MULTICATEG. COMP. SEN	XX/4W2	\$54,386.11	8/25/2025
2,r	Kendrick,Brianna R EARLY CHILDHOOD- SPEC ED	XX/4W2	\$54,386.11	8/25/2025
5,nr	Kirschner,Dawn M MULTICATEG. COMP. SEN	XX/4W2	\$54,386.11	8/25/2025
2,nr	Lee,Joyce EARLY CHILDHOOD- SPEC ED	XX/4W2	\$54,386.11	8/25/2025
5,r	Leithem,Jessica KINDERGARTEN (4 YR OLDS)	XX/4W2	\$54,386.11	8/25/2025
5,nr	Lind,Sarah K MULTICATEG EEN	XX/4W2	\$54,386.11	8/25/2025
5,r	Livermore,Angela MULTICATEG. COMP. SEN	XX/4W2	\$54,386.11	8/25/2025
5,nr	Maier,Tracy MULTICATEG. COMP. SEN	XX/4W2	\$54,386.11	8/25/2025
5,r	Mathson,Kristen EDUCATIONAL OPERATIONS	XX/4W2	\$54,386.11	8/25/2025
2,r	Mc Vey,Dashia J SPEC ED MULTICATEG.	XX/4W2	\$54,386.11	8/25/2025
5,r	McGair,Sarah Kristen EARLY CHILDHOOD- SPEC ED	XX/4W2	\$54,386.11	8/25/2025
2,r	Mercer,Destiny D MULTICATEG. COMP. SEN	XX/4W2	\$54,386.11	8/25/2025
4,r	Morales Fuentes,Ashley GEN ELEM & K8 - ALL GRADES	XX/4W2	\$54,386.11	8/25/2025
4,nr	Nieves-Garcia,Nicole SPEC ED MULTICATEG.	XX/4W2	\$54,386.11	8/25/2025
4,nr	Ortiz,Debora SPEC ED MULTICATEG.	XX/4W2	\$54,386.11	8/25/2025

2,r	Oyemaja,Ayomide SCIENCE	XX/4W2	\$54,386.11	8/25/2025
2,r	Parks,Antoine D MULTICATEG. COMP. SEN	XX/4W2	\$54,386.11	8/25/2025
2,r	Porter,Jasmine SPEC ED MULTICATEG.	XX/4W2	\$54,386.11	8/25/2025
4,r	Sanger,John SPEC ED MULTICATEG.	XX/4W2	\$54,386.11	8/25/2025
2,r	Simmons,Sequoyah D MULTICATEG. COMP. SEN	XX/4W2	\$54,386.11	8/25/2025
2,nr	Tillman jr,Shundal SPEC ED MULTICATEG.	XX/4W2	\$54,386.11	8/25/2025
2,r	Walton,Kristen D SPEC ED MULTICATEG.	XX/4W2	\$54,386.11	8/25/2025
5,r	Wenzel,Kimberly B REG (5 YR) KINDERGARTEN	XX/4W2	\$54,386.11	8/25/2025
2,r	Williams,Shannon GEN ELEM & K8 - ALL GRADES	XX/4W2	\$54,386.11	8/25/2025
5,nr	Woods,Taylor REG (5 YR) KINDERGARTEN	XX/4W2	\$54,386.11	8/25/2025

Counts	Male	Female	Native	African	Asian/ Pacific	Hispanic	White	Other	Two or More Ethnic Codes (8)
			American (1)	American (2)	Islander (3)	(4)	(5)	(6)	
Teachers	45	155	2	42	12	36	106	0	2
SSW's	0	5	0	1	0	0	4	0	0
Psychologists	0	13	0	1	2	1	9	0	0
Other	0	12	0	3	0	1	8	0	0
TOTAL	45	185	2	47	14	38	127	0	2

B - (BA) Bachelor's Level (Teacher's)

C - (MA) Master's Level (Teacher's)

Leaves of Absence

	Present Assignment	Effective From
Illness Leave June 2025 Michelle Taylor	Carver Academy	June 9, 2025
Military Leave September 2025 Samora Johnson	Present Assignment Starms	Effective From September 3, 2025
Personal Leave September 2025 Cayley McKowen	Present Assignment Itinerant	Effective From September 8, 2025

Certificated Resignations and Classified Retirements

Certificated Resignation

Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	8.0	5	Chloe Croke	Teacher	French Imm	07/29/2025
Retire	29.0	5	Jefferey Farren	Teacher	Central Svcs	09/26/2025
Retire	33.4	3	Paramjit Grewal	Teacher	Hamilton	10/08/2025
Other Dist	10.0	4	Eduardo Hernandez	Teacher	Lincoln Ave	08/19/2025

Other Dist	6.0	5	Lane Holschbach	Teacher	81st Street	08/21/2025
Personal	0.1	5	Cassandra Najers	Teacher	MSL	09/08/2025
Personal	10.0	6	Bethany Peterson	Teacher	81st Street	08/29/2025

Classified Resignation

Other Work	16.4	3	Mohammed Abdullah	Manager II	Finance	08/24/2025
Retire	32.5	2	Mary Adams	CHA	Brown St	08/20/2025
Retire	34.0	2	Tracy Adams	Safety Asst	School Safety	08/04/2025
Personal	3.9	4	Loida Alonso	Secretary I	ALBA	08/14/2025
Personal	0.8	2	Myiesha Binion	FSA	Parkview	09/19/2025
Personal	4.0	5	Emily Bodilly	Para	Story	08/24/2025
Personal	10.0	2	Monica Claypool	Para	Jackson	09/02/2025
Personal	1.0	2	Drakeylia Cook	CHA	Bay View HS	08/27/2025
Personal	1.0	2	Danielle Eastern	Para	MSL	09/02/2025
Personal	9.6	2	Cayla Exum	Safety Asst	School Safety	08/25/2025
Personal	1.6	4	Usnije Fonseca	Para	Hamilton	08/20/2025
Retire	25.7	4	Nancy Fontanez	CHA	Audubon MS	08/05/2025
Personal	2.5	4	Ana Gonzalez	Secretary I	Allen Field	08/07/2025
Retire	6.0	2	Renee Hoover Hicks	Para	Green Tree Prep	11/07/2025
Other Work	6.0	4	Manuel Irias Puerto	Para	ALBA	08/26/2025
Retire	20.8	5	Nancy Jandron	SNA	Spanish Imm	10/01/2025
Personal	22.5	2	Latanya Kimmons	FSA	Riverside	09/02/2025
Retire	33.0	2	Dion Laurence	Suprvisor II	School Safety	09/30/2025
Retire	17.9	6	Malcolm Liston	Safety Asst	School Safety	08/06/2025
Retire	3.0	6	Carl Love	Para	Parkview	08/27/2025
Retire	3.6	2	Faye Madison	Para	Bruce	06/14/2025
Other Work	2.0	5	Sara Martinez	Para	Lincoln MS	09/04/2025
Personal	1.3	2	Karen McKenzie	FSA	River Trail	08/26/2025
Personal	6.0	2	LaToya Neal	Para	Pulaski	08/06/2025
Other Work	0.1	2	Sierra Parks	FSMT	German Imm	08/25/2025
Personal	1.7	6	Brandon Scott	Safety Asst	School Safety	09/04/2025
Retire	28.0	5	Lyn Smith	Secretary II	Ronald Reagan	12/12/2025
Personal	17.8	5	Lisa Spangler	Para	Engleburg	08/04/2025
Personal	2.5	3	Shashi Tej Chinta	Para	Cooper	09/19/2025
Personal	0.7	2	Azailiah Thurmond	Para	Maryland	08/19/2025
Other Work	2.4	5	Maria Tonellato	Groundskeeper	Recreation	08/28/2025
Personal	0.4	2	Dalisha Walker	Para	North Division	08/25/2025
Retire	30.0	2	Dwayne Ward	BSH I	Morse	10/03/2025
Other Work	2.9	5	Rebecca Weith	Para	Ronald Reagan	09/05/2025
Personal	0.4	2	Zaniya Wesley Carter	CHA	Hamilton	08/21/2025

Other District – 2 (Classified 0 – Certificated – 2) Other Work – 6 (Classified 6 – Certificated – 0)

Personal – 21 (Classified – 18 Certificated – 3)

Retirement – 13 (Classified 11 – Certificated – 2)

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY25 budget.

Implementation and Assessment Plan

Upon approval by the Board, the personnel transactions will be implemented.

Committee's Recommendation

By consent, 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)(nr)	Andrew Rossa	Interim Sr. Director, School & Community Recreation Office of the Chief of Family, Community & Partnerships	Sch 03, Range 16A \$159,453
(5)(r)	Charles Tollefsen	Manager I, Professional Development	Sch 03, Range 11A \$141,277
(2)(r)	Tonja Whittle	Office of the Chief of Academics Assistant Principal III, Milwaukee Virtual	Sch 03, Range 12A \$138,721
(2)(nr)	Darrell Strong	Office of the Chief of Schools Manager III, Building Operations	Sch 03, Range 13A \$131,936
(5)(r)	Jennifer Roberts	Office of the Chief of Schools Talent Management Specialist I	Sch 03, Range 08A \$110,500
(5)(nr)	Stephanie Wilson	Office of the Chief of Human Resources Specialist III, Procurement	Sch 03, Range 10A \$109,500
(2)(r)	Malik Cupid	Office of the Chief of Family, Community & Partnerships Assistant Principal, III – WCLL Office of the Chief of Schools	Sch 03, Range 12C \$108,000

(5)(r)	Erin Fonseca	Coordinator II, Recreation (Arts & Humanities) Office of the Chief of Family, Community & Partnerships	Sch 03, Range 07A \$83,136
(2)(r)	Ashley Veasley	Benefits Associate I Office of the Chief of Human Resources	Sch 03, Range 03A \$74,686
(5)(r)	Mackenzie Franz	Associate II, Recreation – Outdoor Conservation Office of the Chief of Family, Community & Partnerships	Sch 03, Range 04A \$65,830

Recommended Reassignment

The Superintendent has reassigned the following individual(s) to the classifications indicated for the purpose of implementing the Corrective Action Plan set forth by the Department of Public Instruction in June 2024.

(5)(nr)	Denise Christiaansen	Planning Assistant II, State & Federal Programs Office of the Chief of Finance (effective 8/21/2025)	Sch 03, Range 02A \$80,138
	<i>Previous position</i>	<i>Teacher</i>	<i>\$72,242</i>

Recommended LTE Contracts (To be effective upon the Boards approval)

(4)(r)	Brenda Martinez	Office Support Office of the Chief of Schools 09/02/2025 – 02/03/2026	\$23.75
(5)(r)	Dawn Butler	School Kitchen Manager Mentor Office of the Chief of Operations 08//25/2025 – 02/25/2026	\$25.00
(2)(r)	Celeste Gonzalez	Accounting Assistant I Office of the Chief of Finance 8/04/2025 – 2/04/2026	\$27.00
(5)(nr)	Tyson Kellman	Accounting Assistant I Office of the Chief of Finance 08/11/2025 – 2/11/2026	\$27.00
(2)(nr)	Lawrence Ambrose	Youth Mentor Office of the Chief of Schools 09/01/2025 – 12/31/2025	\$30.00
(4)(r)	Awilda Acevedo	Transportation Associate Office of Chief of Operations 09/02/2025 – 11/21/2025	\$30.00
(2)(r)	Marie Carter	Project 384: Early Literacy Mentor Office of the Chief of Academics 09/02/2025 – 3/02/2026	\$30.00
(6)(r)	Antuane Coleman	School & Climate Specialist Office of the Chief of Schools 08/25/2025 – 01/25/2026	\$30.00
(2)(nr)	Cassu Green	Youth Mentor Office of the Chief of Schools 09/02/2025 – 12/31/2025	\$30.00
(2)(r)	Danny Hamilton	Youth Mentor Office of the Chief of Schools 09/02/2025 – 12/31/2025	\$30.00

(2)(r)	Latusha Malone	Youth Mentor Office of the Chief of Schools 09/01/2025 – 12/31/2025	\$30.00
(2)(r)	Steve Oglen	Youth Mentor Office of the Chief of Schools 09/02/2025 – 1/23/2026	\$30.00
(5)(r)	Lee Ann Pruske	Project 384: Literacy League Mentor Office of the Chief of Academics 08/11/2025 – 2/10/2026	\$30.00
(4)(r)	Mary Saldana	Induction Specialist Office of the Chief of Academics 08/25/2025 – 12/19/2025	\$30.00
(5)(r)	Ann Tillmann Schwarten	IB Visual Arts Coach Office of the Chief of Schools 09/02/2025 – 3/01/2026	\$30.00
(5)(nr)	Michelle Wielebski	TEALS Support Staff Office of the Chief of Schools 09/02/2025 – 12/31/2025	\$30.00
(5)(r)	Joe Conti	Tier 3 Interventionist Office of the Chief of Schools 09/14/2025 – 3/14/2026	\$33.00
(2)(r)	Morgan Coleman	Title IX Investigator Office of the Chief of Schools 08/01/2025 – 2/01/2026	\$40.00
(5)(r)	Gary DePerry	Mentor Office of the Chief of Schools 08/04/2025 – 12/31/2025	\$40.00
(2)(r)	Sharon Green	Mentor Office of the Chief of Schools 08/04/2025 – 12/31/2025	\$40.00
(2)(r)	Beverly Harrell Huff	Mentor Office of the Chief of Schools 08/04/2025 – 12/31/2025	\$40.00
(2)(r)	Delores Jones	Mentor Office of the Chief of Schools 08/04/2025 – 12/31/2025	\$40.00
(2)(r)	Elizabeth Lama	Mentor Office of the Chief of Schools 08/04/2025 – 12/31/2025	\$40.00
(2)(r)	Valerie Merriwether	Mentor Office of the Chief of Schools 08/04/2025 – 12/31/2025	\$40.00
(2)(r)	Lena Patton	Title IX Investigator Office of the Chief of Schools 08/01/2025 – 2/01/2026	\$40.00
(2)(r)	Cynthia Peppers	Mentor Office of the Chief of Schools 08/04/2025 – 12/31/2025	\$40.00
(2)(r)	Eric Coleman	Title IX Investigator/Complaint Coordinator 09/01/2025 – 2/01/2026 Office of the Chief of Schools	\$50.00

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

Resignations and Retirements

Certificated Resignation						
Reason	Yrs Svc	Eth Code	Name	Position	Location	Effective Date
Personal	8.0	5	Chloe Croke	Teacher	French Imm	07/29/2025
Retire	29.0	5	Jefferey Farren	Teacher	Central Svcs	09/26/2025
Retire	33.4	3	Paramjit Grewal	Teacher	Hamilton	10/08/2025
Other Dist	10.0	4	Eduardo Hernandez	Teacher	Lincoln Ave	08/19/2025
Other Dist	6.0	5	Lane Holschbach	Teacher	81st Street	08/21/2025
Personal	0.1	5	Cassandra Najers	Teacher	MSL	09/08/2025
Personal	10.0	6	Bethany Peterson	Teacher	81st Street	08/29/2025
Classified Resignation						
Other Work	16.4	3	Mohammed Abdullah	Manager II	Finance	08/24/2025
Retire	32.5	2	Mary Adams	CHA	Brown St	08/20/2025
Retire	34.0	2	Tracy Adams	Safety Asst	School Safety	08/04/2025
Personal	3.9	4	Loida Alonso	Secretary I	ALBA	08/14/2025
Personal	0.8	2	Myiesha Binion	FSA	Parkview	09/19/2025
Personal	4.0	5	Emily Bodilly	Para	Story	08/24/2025
Personal	10.0	2	Monica Claypool	Para	Jackson	09/02/2025
Personal	1.0	2	Drakeylia Cook	CHA	Bay View HS	08/27/2025
Personal	1.0	2	Danielle Eastern	Para	MSL	09/02/2025
Personal	9.6	2	Cayla Exum	Safety Asst	School Safety	08/25/2025
Personal	1.6	4	Usnije Fonseca	Para	Hamilton	08/20/2025
Retire	25.7	4	Nancy Fontanez	CHA	Audubon MS	08/05/2025
Personal	2.5	4	Ana Gonzalez	Secretary I	Allen Field	08/07/2025
Retire	6.0	2	Renee Hoover Hicks	Para	Green Tree Prep	11/07/2025
Other Work	6.0	4	Manuel Irias Puerto	Para	ALBA	08/26/2025
Retire	20.8	5	Nancy Jandron	SNA	Spanish Imm	10/01/2025
Personal	22.5	2	Latanya Kimmons	FSA	Riverside	09/02/2025
Retire	33.0	2	Dion Laurence	Supervisor II	School Safety	09/30/2025
Retire	17.9	6	Malcolm Liston	Safety Asst	School Safety	08/06/2025
Retire	3.0	6	Carl Love	Para	Parkview	08/27/2025
Retire	3.6	2	Faye Madison	Para	Bruce	06/14/2025
Other Work	2.0	5	Sara Martinez	Para	Lincoln MS	09/04/2025
Personal	1.3	2	Karen McKenzie	FSA	River Trail	08/26/2025
Personal	6.0	2	LaToya Neal	Para	Pulaski	08/06/2025
Other Work	0.1	2	Sierra Parks	FSMT	German Imm	08/25/2025
Personal	1.7	6	Brandon Scott	Safety Asst	School Safety	09/04/2025

Retire	28.0	5	Lyn Smith	Secretary II	Ronald Reagan	12/12/2025
Personal	17.8	5	Lisa Spangler	Para	Engleburg	08/04/2025
Personal	2.5	3	Shashi Tej Chinta	Para	Cooper	09/19/2025
Personal	0.7	2	Azailiah Thurmond	Para	Maryland	08/19/2025
Other Work	2.4	5	Maria Tonellato	Groundskeeper	Recreation	08/28/2025
Personal	0.4	2	Dalisha Walker	Para	North Division	08/25/2025
Retire	30.0	2	Dwayne Ward	BSH I	Morse	10/03/2025
Other Work	2.9	5	Rebecca Weith	Para	Ronald Reagan	09/05/2025
Personal	0.4	2	Zaniya Wesley Carter	CHA	Hamilton	08/21/2025
Other District – 2 (Classified 0 – Certificated – 2) Other Work – 6 (Classified 6 – Certificated –0)						
Personal – 21 (Classified – 18 Certificated – 3)						
Retirement – 13 (Classified 11 – Certificated –2)						

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 6.19 - Positions: Staff

Fiscal Impact Statement

Authorized expenditures were previously approved in the FY26 budget

Committee’s Recommendation

By consent, your Committee recommends that the Board approve the promotions, appointments, leaves, and Limited-Term Employment contracts as listed in the attachments to the item, to be effective upon approval by the board.

Approved with the roll call vote to approve the balance of the Committees’ reports.

* * * * *

(Item 3) Action on Monthly Finance Matters: Authorization to make Purchases; Report on Change Orders in Excess Of \$25,000; Report on Contracts under \$50,000 and Cumulative Total Report; Report on Monthly Grant Awards; Acceptance of Donations

Purchase

RFB 5832 Authorization to Enter into a Blanket Agreement with Virtucom Inc for Interactive Touch Flat Panels and Stands

The Administration is requesting authorization to enter into a blanket agreement with Virtucom Inc for interactive touch flat panels and stands. This vendor will be used to provide interactive flat panels (“IFPs”) and stands to schools for use in classrooms.

Interactive Flat Panels (IFPs) are large, touch-enabled displays designed for teaching and learning. They replace outdated projectors and smartboards, offering teachers and students a more reliable, interactive, and engaging tool for instruction.

IFPs are a standard in our classrooms across the district. They are used by teachers as well as students in the daily instructional processes. The use of this equipment allows teachers to increase student engagement and collaboration by solving problems, drawing or manipulating digital objects directly on the screen. Built-in accessibility tools such as screen magnification, text-to-speech, and annotation features help support diverse learners.

This vendor was chosen pursuant to RFB 5832, which closed on July 10, 2025. Virtucom Inc was the lowest-complying bidder.

This blanket agreement will run from October 1, 2025 through September 30, 2026 (the “Initial Term”), with the option of two additional one-year extensions. The total cost of the goods purchased will not exceed \$1,200,000.00 during the Initial Term of the blanket agreement.

Budget Code: Varies by location ordering goods.....\$1,200,000.00

Report on Change Orders in Excess of \$25,000

In compliance with Administrative Policy 3.09(10)(e)1, the Administration is reporting change orders to existing contracts whose collective net value exceed \$25,000.

Contract: C031956

National Academy Foundation

On September 1, 2023, the Milwaukee Board of School Directors and National Academy Foundation (NAF) entered into Professional Services Contract number CO31956 (“Contract”), with a term of September 1, 2023 through August 31, 2024, to support eighteen NAF academies- small learning communities within existing high schools identified herein. The schools and their respective academies are:

- Audubon High School Academy of Information Technology
- Bay View High School Academy of Engineering
- Bay View High School Academy of Hospitality and Tourism
- James Madison Academic Campus Academy of Finance
- James Madison Academic Campus Academy of Health Sciences
- James Madison Academic Campus Academy of Hospitality and Tourism
- Marshall High School Academy of Audio/Video, Technology and Communication
- Marshall High School Academy of Engineering
- Marshall High School Academy of Health Science
- Marshall High School Academy of Information Technology
- North Division High School Academy of Health Sciences
- North Division High School Academy of Information Technology
- Ronald Reagan High School Academy of Health Sciences
- Ronald Reagan High School of Information Technology
- South Division High School Academy of Education
- South Division High School Academy of Health Sciences
- Washington High School of Information Technology Academy of Hospitality and Tourism
- Washington High School of Information Technology Academy of Information Technology

On July 20, 2024, a Request to Change Contract (RCC) was approved to extend the contract for an additional year and to add \$31,500. On January 10, 2025, an RCC was approved to add \$3,500 for the addition of Academy of Agriculture for Vincent High School to the scope. On August 5, 2025 an RCC was approved to extend the contract through August 31, 2026 and to add funds of \$33,250.

Original Contract Amount:	\$ 32,400.00
RCC 7/20/2024	31,500.00
RCC 1/10/2025	3,500.00
RCC 8/5/2025	33,250.00

Ending amount:\$100,650.00

Contract: C033028

Hazard, Young, Attea & Associates

On September 1, 2024, the Milwaukee Board of School Directors and Hazard, Young, Attea & Associates entered into Professional Services Contract number CO33028 (“Contract”), with a term of September 1, 2024 through August 31, 2026, for a national search for the position of Superintendent of Schools. On February 20, 2025, a Request to Change Contract (RCC) was approved to add \$15,000 for additional expenses related to the Superintendent search. On April 4, 2025, an RCC was approved to add a nationwide search for 4-6 cabinet positions to the scope of services and to add funds of \$150,000. On August 20, 2025, an RCC was approved to add \$39,415.65 for the search for the Senior Director of Facilities and Maintenance.

Original Contract Amount:.....\$75,000.00

RCC 2/20/2025.....\$15,000.00

RCC 4/4/2025.....150,000.00

RCC 8/20/2025.....39,415.65

Ending amount:\$279,415.65

Contract: B0001561 Foodright Inc

On August 1, 2023, the Milwaukee Board of School Directors and Foodright Inc entered into Professional Services Blanket Contract number B0001561 (“Contract”), with a term of August 1, 2023 through July 31, 2026, to provide virtual or in person culinary or garden-based nutrition education program in Milwaukee Public School classrooms in accordance with Exhibit A, of the contract. A Request to Change Contract (RCC) was approved on August 21, 2025, to add funds of \$50,000 for increased demand for services and to address the increase in costs due to the loss of federal funding.

Original Contract Amount.....\$49,999.00

RCC 8/21/2025.....\$50,000.00

Ending amount:\$99,999.00

Contract: C033458 CliftonLarsonAllen LLP

On July 1, 2025, the Milwaukee Board of School Directors and CliftonLarsonAllen LLP entered into Professional Services Blanket Contract number C033458 (“Contract”), with a term of July 1, 2025 through June 30, 2028, to provide audit services to audit MPS’s financial statements for fiscal years 2025, 2026, and 2027 in accordance with the scope of services of RFP 1132. A Request to Change Contract (RCC) was approved on August 26, 2025, to add funds of \$30,000 for non-audit services in relation to the audit and to prepare the MPS ACFR as well as pension reports.

Original Contract Amount:.....\$1,516,990.00

RCC 8/26/2025..... \$30,000.00

Ending amount:\$1,546,990.00

Contract: C032955 Imagine Learning LLC

On August 1, 2024, the Milwaukee Board of School Directors and Imagine Learning LLC entered into Professional Services Contract number C032955, with a term of August 1, 2024 through July 31, 2025, to provide an instructional services virtual program. A Request to Change Contract (RCC) was approved September 3, 2025 to add funds of \$95,625.

Original Contract Amount:.....\$2,500,000

RCC 9/3/25.....\$95,625

Ending Amount:\$2,595,625

Monthly Finance Reports

The report on contracts awarded with a value under \$50,000 and cumulative total report; and the report on monthly grant awards are attached and no action is required.

Donations

Location	Donor	Amount	Gift or Purpose
Monetary Donations			
Audubon High School	First Wisconsin Robotics	1,500.00	Robotics Donation
King High School	John Knetzer	600.00	Debate Team
King High School	MPS Foundation, Inc.	1,000.00	Student's Graduation Fees
Washington High School	Kathleen Schiemeister	500.00	Hannah Cumbajin Memorial Service Award
<i>Total Monetary Donations</i>		<i>3,600.00</i>	
Non-Monetary Donations			
Academy Of Accelerated Learning	DonorsChoose	537.50	Life Skills, Students with Disabilities
Browning School	DonorsChoose	248.94	Help Us Create Our Own Music!
Carver Academy	DonorsChoose	287.54	Literacy & Language
Carver Academy	DonorsChoose	555.30	Sweet Social Work Office
Cass Street School	DonorsChoose	252.88	New Backpacks For A New Year
Forest Home Avenue School	DonorsChoose	300.12	Health Sports & Wellness
Forest Home Avenue School	DonorsChoose	524.07	Literacy & Language, Students w Disabilities
Goodrich School	DonorsChoose	169.87	Help My Students Stay Hydrated
Goodrich School	DonorsChoose	247.17	Where the Fans At?!
Goodrich School	DonorsChoose	283.75	Back to School Bags
Goodrich School	DonorsChoose	492.30	Basic Supplies
Goodrich School	DonorsChoose	495.99	Life Skills
Hayes Bilingual School	DonorsChoose	387.67	Literacy & Language, Music & The Arts
Hopkins-Lloyd Community School	DonorsChoose	19.64	Classroom Essentials
King High School	DonorsChoose	143.60	The Basics
King High School	DonorsChoose	252.26	Literacy & Language
King High School	DonorsChoose	926.66	STEM
Lloyd Barbee Montessori	DonorsChoose	210.57	Storytelling at Its Finest
MacDowell Montessori	DonorsChoose	354.28	Life Skills, STEM
Manitoba School	DonorsChoose	13.58	Classroom Essentials
Manitoba School	DonorsChoose	513.94	Strong Bodies, Kind Hearts
Marshall High School	DonorsChoose	556.94	STEM
Milwaukee High School of the Arts	DonorsChoose	226.33	April Blues
Milwaukee High School of the Arts	DonorsChoose	1,008.13	Music & The Arts, Students with Disabilities
Mitchell School	DonorsChoose	697.47	Special Little Learners
Neeskara School	DonorsChoose	144.74	Starter Pack!
Ninety-Fifth Street School	DonorsChoose	183.96	Sand and Shirts

Location	Donor	Amount	Gift or Purpose
Ninety-Fifth Street School	DonorsChoose	212.84	Literacy & Language, Racial Justice & Representation
Ninety-Fifth Street School	DonorsChoose	333.03	Books and More Books
Ninety-Fifth Street School	DonorsChoose	408.48	Books Galore!
Trowbridge School	DonorsChoose	132.82	Classroom Basics Needed
Trowbridge School	DonorsChoose	237.21	Colors of the World!
Vieau School	DonorsChoose	344.01	Students with Disabilities
Vieau School	DonorsChoose	984.08	Hooray for Hoops!
<i>Total Non-Monetary Donations</i>		<i>12,687.67</i>	
<i>Total Value of Donations</i>		<i>16,287.67</i>	
<i>* Donations from MPS Alumni</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

By consent, 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 Professional Services Contracts

Background

Prime vendor information may be found in the attachments to your Committee’s meeting.

UW Madison 23-5665 Authorization to Enter into a Blanket Agreement with Office Furniture Resources, Inc. for Furniture and Furniture Disposal Services

The Administration requests authorization to enter into a blanket agreement with Office Furniture Resources, Inc., for delivery, installation, refurbishing, and disposal of furniture for schools and departments across the District.

This agreement is being issued under the cooperative purchasing agreement with the University of Wisconsin-Madison Contract 23-5665.

This blanket agreement shall run from October 1, 2025, through September 30, 2026 (the “Initial Term”) with the option to extend for up to two additional one-year terms upon mutual consent of the parties.

The total estimated cost of materials purchased under this agreement will not exceed \$1,000,000.

Budget Code: 000-0-0-000-BL-ECTS..... \$1,000,000.00

RFP 1151 Authorization to Contract with Procom Enterprises LTD for Low Voltage Cabling and Installation Services

The Administration is requesting authorization to enter into a blanket contract with Procom Enterprises LTD for low voltage cabling and installation services. This vendor will be used to deliver low voltage telecommunications cabling and electronics installation services for all MPS sites as needed.

Services will include installation, termination, and acceptance testing of low voltage cabling including category 3/5/6 UTP, coaxial, and fiber optic cables available on the market today. Services will also include assembly, installation, removal, and/or transport of electronics and low voltage equipment including, but not exclusive to, telephones, network devices, wireless access points, digital display monitors, classroom interactive flat panels, monitor stands, network switches, security cameras, intrusion systems, building safety equipment, door badging systems, hardware cabinets, mounting brackets, and data racks. These services are needed in our schools and departments to ensure district technology equipment is functioning properly and accessible for use by staff and students.

Contractor was chosen pursuant to RFP 1151, which closed on August 19, 2025. The contract will run from October 1, 2025 through September 30, 2026, (the "Initial Term"), with two additional one-year options to extend if certain performance metrics incorporated into the contract are met.

The total cost of the contract in the Initial Term will not exceed \$1,500,000.

Budget Code: 000-0-0-000-BL-ECTS (various departments).....\$1,500,000.00

Cooperative Authorization to Extend a Contract with Gallagher Bassett Services, Inc. for Third-Party Administration of the Workers' Compensation Program

The Administration is requesting authorization to extend a contract with Gallagher Bassett Services, Inc. for Third Party Workers Compensation services. Contractor will be used to deliver third-party administration of the district's self-insured workers' compensation program. Gallagher Bassett has been the third-party administrator for several years.

The contract is being extended under the State of Nebraska Cooperative Agreement 71618-O4.

The initial contract ran from October 1, 2023 through September 30, 2024. The first extension had a term of October 1, 2024 through September 30, 2025. The contract shall run from October 1, 2025, through September 30, 2026, and will not exceed \$325,911.00.

Budget Code: INJ-0-0-DIJ-DW-EWCM Contracted Services).....\$325,911.00

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 consent your Committee recommends that the Board authorize the professional services contracts as set forth in the attachments to this item.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 5) Action on the Award of Exception-to-Bid Contracts

Background

Prime Vendor information may be found in the attachments to your Committee’s meeting.

Exception Authorization to Enter into a Contract with CMT OPCO Holding LLC d/b/a Concept Machine Tool Wisconsin, LLC to Provide Maintenance Services on Eleven Computer Numerical Control Machines at Bradley Tech High School

The Administration requests authorization to enter into a contract with CMT OPCO Holding LLC d/b/a Concept Machine Tool Wisconsin, LLC for continued maintenance services on eleven Computer Numerical Control (CNC) machines at Bradley Tech High School.

Regular maintenance is required to keep the CNC machines in optimal operating condition to support instruction for two dual enrollment courses offered at Bradley Tech High School by a contracted instructor from Milwaukee Area Technical College. This contract covers maintenance services only; any parts required for repairs or upkeep will be purchased separately and are not included in this agreement.

The Exception to Bid has been granted on the basis of continuity (Administrative Policy 3.09 (7)(e)(1)(b)(iv)) as this vendor has successfully provided these maintenance services to the district for several years.

This Contract shall be in effect from October 1, 2025, through September 30, 2028. Total compensation shall not exceed \$75,000.00, with annual expenditures limited to \$25,000.00 per contract year. Funds will be encumbered on a yearly basis, with an initial term of October 1, 2025, through September 30, 2026.

Budget Code: TTC-0-I-CTE-DW-EMTC \$75,000.00

Exception Authorization to Enter into a Contract to Honest Game, LLC for an Academic Eligibility Software Program for MPS High School Students

The Administration requests authorization to enter into a contract with Honest Game, LLC to implement Honest Game, an academic eligibility software platform— including website development, program launch, and educational training—serving approximately 19,982 students across 22 MPS high schools: Audubon Technology and Communication, Bay View, Lynde and Harry Bradley Technology and Trade, Carmen Northwest, Carmen Southeast, Carmen South, Alexander Hamilton, Rufus King International, Wisconsin Conservatory of Lifelong Learning, Edward A. MacDowell Montessori, James Madison Academic Campus, Milwaukee Marshall, Golda Meir Upper Campus, Milwaukee High School of the Arts, Milwaukee School of Languages, North Division, Casimir Pulaski, Ronald Wilson Reagan College Preparatory, Riverside University, South Division, Harold S. Vincent School of Agricultural Science, and Washington High School of Information Technology.

Honest Game is an academic eligibility platform that provides a centralized system for tracking student progress and managing college readiness across MPS schools. The platform streamlines reporting, ensures compliance with NCAA/NAIA standards, and offers tools for families and staff to monitor student success.

Key Features:

- Individualized “pathways to play” based on transcripts
- Real-time tracking to ensure compliance
- College readiness tools (GPA, course progress, test score integration)
- Equal access to academic guidance
- District benefits:
 - Expands scholarship and postsecondary opportunities
 - Provides clarity for families and reduces confusion
 - Reduces counselor and coach workload through automation.

Delivers consistent training and website resources across all 22 schools
Advances the district’s mission of equity and college/career readiness

The Exception to Bid has been granted on the basis of one-of-a-kind service (Administrative Policy 3.09(7)(E)(1)(b)(i)). Honest Game is the only vendor offering this combination of real-time eligibility tracking, transcript-based reporting, training, and website development.

The contract shall be in effect from October 1, 2025, through September 30, 2028, at a total cost not to exceed \$135,000.00, billed annually at \$45,000.00.

Budget Code: ATH-0-0-IAT-DW-ECTS\$135,000.00

Exception Authorization to Enter into Blanket Contracts with Collaborative Student Transportation, LLC and EverDriven Technologies, LLC for Operation of Twenty (20) MPS Vehicles for the District’s Pilot Van Program

The Administration is requesting authorization to issue blanket contracts to Collaborative Student Transportation, LLC and EverDriven Technologies, LLC for the operation of twenty (20) MPS vehicles for the district’s pilot van program.

By establishing an in-house Human Service Vehicle operation of twenty (20) vehicles it will allow the district to further provide emergency transportation services for families experiencing homelessness – specifically tailoring operations on hard to procure arrangements such as high cost, cross district, and exceptionally high mobility student demographic.

This pilot van program stimulates a clean energy initiative in Milwaukee Public Schools. The leasing of these vehicles is intentionally designed to incorporate hybrid vehicles into the district fleet, thereby reducing emissions and the district’s carbon footprint for MPS and the City of Milwaukee.

The Exception to Bid has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(v)) as these vendors have provided similar services to the district in the past.

These contracts are anticipated to supplement existing contracts for Human Service Vehicles that have already been approved by the Board, as such, there will be no additional costs to the district.

The contracts will run from September 29, 2025 through September 28, 2026 with the possibility of two one-year extensions. Renewal will be based on attaining a minimum score of 90 points on the following performance metrics:

Performance Metrics	Points
On-time Performance of Services	40
Customer service/responsiveness to problem solving	35
Quality and timeliness of vehicle preventative maintenance	15
Invoicing and billing process followed	10
Total	100

The total cost of the contracts in the initial term will not exceed \$1,080,000.

Budget Code:

Collaborative HLT-0-0-TRS-DW-EPPT\$540,000.00

EverDriven HLT-0-0-TRS-DW-EPPT\$540,000.00

Exception Action on a Enter into a Contract with Baker Tilly Advisory Group Parent, LP dba Baker Tilly Advisory Group, LP for Accounting Assistance Services

The Administration is requesting authorization to enter into a contract with Baker Tilly Advisory Group Parent, LP dba Baker Tilly Advisory Group, LP (“Baker Tilly”) to perform accounting assistance services. This contractor will be used to provide accounting assistance for the fiscal year 2025 close in relation to all

divisions of Financial Services in order to aid in preparation of the 2025 financial statements and preparation of workpapers provided to the auditors for their testing and examination.

The Exception to Bid has been granted on the basis of continuity (Administrative Policy 3.09(7)(E)(1)(b)(iv)) as this vendor has provided similar services to the district in the past.

The contract will run from September 15, 2025 through December 7, 2025 and the total cost of the contract will not exceed \$200,000.

Budget Code: FSC-0-0-ACT-FN-ECTS..... \$200,000.00

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

Having set this item aside, your Committee recommends that the Board authorize the exception-to-bid contracts as set forth in the attachments to this item, including the two transportation contracts, but excluding the contract with Honest Game Corporation.

Director O’Halloran moved to approve the contracts, with the addition of a contract with Baker-Tilly and excluding the contract with Honest Game. The motion passed, the vote being as follows:

- Ayes — Directors Ferguson, Fons, Herndon, Jackson, O’Halloran, Reza, Siemsen, Vannoy, and President Zombor — 9.
- Noes — None.

* * * * *

(Item 6) Action on Monthly Facilities Matters: FMS Award of Professional Services Contracts, Equipment Purchase, and Report of Emergency Contract Recommendation

Professional Services Contract

The Administration requests that the Board approve the following professional services contracts:

RFP #25-027 2025 Job Order Contracting – Various Sites

A Request for Proposal (RFP) was issued by Facilities and Maintenance Services to obtain proposals from firms to provide Job Order Contracting Services in accordance with the terms and conditions of RFP #25-027, for the categories of General Construction, Mechanical, Electrical, Plumbing, Painting, Flooring and Landscaping. A Job Order Contract is an indefinite quantity construction contract pursuant to which the Contractor may perform an ongoing series of individual projects at different locations.

Proposals were received from all of the 7 categories, and were evaluated on the basis of cost, responsiveness to requirements, experience, references and abilities to meet the needs of MPS.

Contracts will be issued on an as-needed basis in alignment with the pre- approved Adjustment Factor to be applied to the Unit Prices as set forth in the Construction Task Catalog.

Funds to support the Job Order Contract Services are budgeted as part of individual projects or are funded by the individual school, department or program.

The Contractors recommended below have been reviewed and approved by Contract Compliance Services. Information relative to actual participation by the HUB firms will be included in the annual HUB report to the Board.

Requested Expenditure Authority for the Job Order Contracting program: Not to Exceed \$32,000,000 over the 3-year term:

Contract Period: September 26, 2025 – September 25, 2028

Budget Code: Various

Recommended Contractor.....	Trade/Technical Area
ALLCON LLC.....	Electrical
Vertex Electric	
Wil-Surge Electric	
BEAR Construction Company.....	Flooring
Nicholas & Associates	
Taza Construction DBA Tiles In Style, LLC	
ALLCON LLC.....	General Construction
BEAR Construction Company	
Bukacek Construction Group, Inc.	
Eddys Landscaping Services LLC	
F.H. Paschen, S.N. Nielsen & Associates LLC	
JCP Construction	
Nicholas & Associates	
Robe, Inc.	
Taza Construction DBA Tiles In Style, LLC	
BEAR Construction Company.....	Landscaping
Eddys Landscaping Services LLC	
Nicholas & Associates	
Belonger Corporation Inc.....	Mechanical
Butters-Fetting Co., Inc.	
Taza Construction DBA Tiles In Style, LLC	
BEAR Construction Company.....	Painting
Taza Construction DBA Tiles In Style, LLC	
Butters-Fetting Co., Inc.....	Plumbing
Taza Construction DBA Tiles In Style, LLC	

Equipment Purchase

WHEEL LOADER
Department of Facilities & Maintenance

Prime Contractor

Miller-Bradford & Risberg Inc. PO Box 904
Sussex, WI 53089
Base Bid of \$184,540.43

Funds are available for the Wheel Loader project under account code MTN 00 VRP 11 ERVH (Project 9440).
Pricing is in accordance with the Sourcewell contract #011723-CNH.

Report of Exception-to-Bid Contract

Recommended for the Board's approval at this meeting is the following emergency (exception to bid) contract for Performance Clean, LLC.

The Administration recommends that the Board authorize the emergency (exception to bid) contract, for Performance Clean, LLC to provide cleaning services for all MPS sites, \$5,000,000.00.

Term: August 30, 2025 – August 29, 2026

Funds are available for the cleaning services project account code via BLD 00 BLO DW
ECTS.

The exception from the requirement of a competitive procurement process for this contract has been granted on the basis that the services under this contract must be provided by this contractor for continuity and the quantifiable and qualitative savings can be demonstrated to benefit the District (Administrative Policy 3.09(7)(E)(1)(b)(iv)).

Strategic Plan Compatibility Statement

Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 3.09 - Purchasing and Bidding Requirements

Fiscal Impact Statement

This item authorizes expenditures for:
Professional Services Contracts:
Total Professional Services Contracts Requested = Not to Exceed \$32,000,000.00
Equipment Purchase:
Total Equipment Purchase Requested = \$184,540.43
Exception to Bid:
Total Exception to Bid Contract Reported = \$5,000,000.00

Committee's Recommendation

Having set this item aside for separate consideration, your Committee recommends that the Board approve the attached Professional Services Contracts, Equipment Purchase, and Emergency Contract.

Approved with the roll call vote to approve the balance of the Committees' reports.

* * * * *

(Item 7 Report on Code of Ethics Development and Next Steps by Rumph and Associates

Your Committee reports having received the following report.

Background

Over the past several months, the administration has been working intentionally to improve the organization's culture by building a more competent, caring, and accountable environment. As part of this

broader effort, the need for clear and consistent ethical guidelines has been identified as a critical next step in supporting a healthy, transparent workplace culture.

To support this work, the administration engaged Rumph and Associates, an external vendor, to assess our existing structures, gather input, and identify key areas of focus that should inform the development of a comprehensive Code of Ethics Plan.

This initial phase of work has been discussed with the Office of Board Governance (OBG), the Office of Accountability and Efficiency (OAE), and the Senior Cabinet. Rumph and Associates will now present this initial phase to the Board as part of the preparation for drafting a full Code of Ethics Plan, which will be brought back for Board review in October.

While the full plan is still being developed, it is anticipated that the Code of Ethics will include several key elements commonly found in such frameworks, including:

- Core Ethical Principles – Defining organizational values and expected behaviors
- Conflicts of Interest – Guidelines for identifying and managing potential conflicts
- Confidentiality and Privacy – Protecting sensitive information and data
- Professional Conduct – Setting expectations for respectful and equitable interactions
- Reporting and Accountability Mechanisms – Establishing clear channels for raising and addressing concerns

concerns

This work marks an important step forward in strengthening organizational integrity and ensuring that ethical standards are clearly understood and consistently upheld across all levels of the organization.

Key Findings and Recommendations

Current Situation

MPS has existing Code of Ethics and that are covered in four Administrative Procedures (APs) and a section of the Employee Handbook

Current APs focus only on prohibited behavior and investigations

Employee Handbook only covers Whistleblowers

Effects

Code of Ethics not in one sole procedure or policy

Current Code of Ethics does not enhance employee decision making on ethical behavior

No place for employees to get assistance and guidance when they have questions

Recommendations

Develop comprehensive Code of Ethics that covers, at minimum, Code administration, employee decision-making framework, who to call with questions, annual training and how often an employee should get the Code refresher training

Elements of Updated Code of Ethics

- Core Ethical Principles
- Implementation and Evaluation of Standards of Professional Conduct
- Addressing Misconduct and Disciplinary Actions
- Code Administration
- Tone at the Top
- Board and Senior Management Responsibilities

Core Ethical Principles

Trust as a Valuable Asset

Trust is a crucial organizational asset that must be maintained and grown like any financial resource.

Living Ethical Values

The MPS Code of Ethics guides associates in embodying organizational values through ethical behavior.

Recognizing Human Imperfection

Acknowledging human biases and imperfections helps address challenges in maintaining ethical standards.

Commitment to Community Service

Associates and stakeholders are encouraged to overcome challenges to serve the community effectively.

Allocation of Resources and Evaluation of Adherence

Setting Standards

Standards for behavior.

Adherence to Standards

Evaluating adherence to Standards of Conduct maintains ethical and professional practices.

Ethics Training

Providing initial ethics training establishes foundational knowledge for staff behavior. Every associate has to attend once every 2 years.

Continuous Evaluation and Improvement

Ongoing evaluation and improvement ensure standards continue to be followed and improves accountability.

Addressing Misconduct and Disciplinary Actions

Timely Response

Code issues are addressed promptly to prevent escalation and ensure control effectiveness.

Investigation Process

A thorough and adequate investigation process resolves alleged misconduct effectively.

Disciplinary Actions Importance

Consistent disciplinary actions strengthen the control environment and deter future violations.

Consistent Penalties

Penalties are applied consistently to maintain fairness and uphold organizational standards.

Code Administration

Ethics Committee

The Ethics Committee is responsible for administering the Code in an independent, objective and consistent manner. The Committee is made up of a group of MPS leaders who enforce the Code, and it is overseen by the Accountability, Finance and Personnel (AFP) Committee of the Board of Directors.

Local Ethics Officer

The LEO is the local enforcer of the Code of Ethics. A resource for employees when they have questions or want to raise a concern.

Online Tools

Local Ethics Officer Approval tools for reporting potential violations and asking questions. Also, a Local Ethics Officer hotline.

Tone at the Top

The Code is our Moral Compass

This is “Due North” for all senior management and associates. Our behavior in senior management should embody the Code.

Audio Matches the Video

Our words and actions should say the same thing.

Good Ethics are Good Business

Senior management stresses this point and models the behavior of doing what is right even if it is tough or not popular.

Will our Behavior Pass the Test

The test is how will it look if our behavior is on the front page of the Milwaukee Journal. Sentinel. Given MPS’ role, this extends past the workplace.

Accountability

Communicate and model accountability to the Code and each other.

Board and Senior Management Responsibilities – Know and Live the Code

Ethics and Behavior Expectations

Discuss clear ethics and behavior standards to guide personnel conduct in the workplace. These standards will be included as a part of performance management and a part of compensation.

Policy Inclusion

Incorporate ethics and behavior expectations into official written policies to ensure clarity and accountability. Also, a culture of continuous improvement is an expectation.

Personnel Notification

Notify new personnel about ethical expectations and obtain signatures confirming understanding.

Acting Ethically

Evaluate actions based on legality, public perception, and transparency to uphold ethical standards.

Establishing Standards of Conduct and Expectations

Board Responsibilities

The governing board sets clear expectations through a Code of Ethics to guide employee behavior.

Defining Right and Wrong

Standards establish what is considered right and wrong aligned with laws and organizational values.

Stakeholder Expectations

Standards reflect laws and stakeholder expectations to ensure compliance and trust.

Broad Understanding

Ethical standards must be understood by all employees, partners, and outsourced service providers.

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 1.01 - Vision, Mission, Core Beliefs, and Goals

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

* * * * *

COMMITTEE ON LEGISLATION, RULES AND POLICIES

Director Zombor presented the following report for the Committee on Legislation, Rules and Policies:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Legislation, Rules and Policies presents the following report:

(Item 1) Report on Policy Review Project

Background

In August 2023, the Board directed the Office of Board Governance, with the Administration and the Office of Accountability and Efficiency, to bring to the Board a comprehensive plan for policy review. This review work is ongoing, in partnership with NEOLA. Policies recommended for adoption, modification, or rescission will be brought to the Committee on Legislation, Rules and Policies for its consideration.

Section 1000 – Executive Officers

Your Committee reports having conducted a work session on Section 1000, Executive Officers. After setting aside the below policies for separate consideration, your Committee makes the following recommendations:

1101	Administration Organization Plan	Adopt the policy with the addition of the Chief Office of Family & Community Partnerships Officer and the Chief Operations Officer
1102	Board-Appointed Officials	Adopt as presented
1102.01- 03	Roles of the Executive Officers	Adopt policies but change reference to "feedback" to "performance evaluation;"

Your Committee further recommends that all other policies in Section 1000 be adopted, as presented.

Policies 0155.2 through 0155.6 Charges of the Board’s Committees

Having reconsidered these policies, your Committee recommends adopting the policies, as presented, with Section D(1)(b) of Policy 0155.6 being removed.

Policy 9800.01, Veterans as Classroom Volunteers

Having reconsidered this policy, your Committee recommends that the policy be adopted but that the title be changed to add clarity, as follows: 9800.01 – Recognition of Veterans as Classroom Volunteers

Policy 9121, Sports and Special Events News Coverage

Having reconsidered this policy, your Committee recommends that the policy be adopted with the following modification:

Athletic contests and other school activities may be broadcast by radio or television, or internet except that...

A report of the Committee's recommendations on the entire project, to-date, is attached to the minutes of your Committee's meeting.

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

1.11 - Amendments to the Rules

Fiscal Impact Statement

This item has no fiscal impact.

Implementation and Assessment Plan

The recommendations of the Committee on Legislation, Rules and Policies will advance to the Board where they will be held to the call of the Chair. Upon completion of the review, the entire policy manual will be brought to the Board for final adoption and enactment.

Committee's Recommendation

Your Committee has presented the attached summary report of its activities related to this project to-date. Your Committee recommends holding its recommendations to the call of the Chair.

* * * * *

COMMITTEE ON FAMILY AND COMMUNITY ENGAGEMENT

Director Ferguson presented the following report for the Committee on Parent and Community Engagement:

TO THE BOARD OF SCHOOL DIRECTORS:

Your Committee on Parent and Community Engagement presents the following report:

(Item 1) Family and Community Engagement Recognition

Your Committee reports that the following recognition was presented by Director Ferguson.

Background

Recognizing those who contribute to community engagement is an opportunity to celebrate going above and beyond to foster connection, collaboration, and positive change.

The Family and Community Engagement Committee will acknowledge those who dedicate their time, energy, and passion to bringing people together, addressing local needs, and building stronger, more inclusive communities. Their efforts not only inspire others but also create lasting impact that uplifts and unites those around them.

Presented by Director James Ferguson, District 4

Derek Mosley

In recognition of your distinguished service, leadership, and unwavering commitment to justice, equity, and community.

Whereas, your life's work has been a living example of integrity, compassion, and excellence - values that inspire both young people and adults alike.

Whereas for 12 years, you joyfully welcomed the staff and students of Siefert Elementary School on their very first day of school

Whereas, your presence sends a powerful message to our students: that education is a pathway to opportunity, that service is the highest calling, and that every child has the potential to lead and make a difference.

Whereas, your dedication has uplifted countless lives, strengthened our community, and left a lasting legacy of hope and inspiration.

With deepest appreciation and respect, this award is presented in your honor.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Director O'Halloran moved that this item be held to the call of the Chair. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 9.

Noes — None.

* * * * *

(Item 2) Report on the 2025-2026 Schools Opening

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

An update on the opening of the 2025–2026 school year will be shared, highlighting the overall readiness and smooth start across schools. The report will provide a general overview of key operational areas and reflect on the early days of the new school year. It will touch on essential components such as enrollment, attendance, and other areas supporting student learning and well-being. This update is intended to offer a snapshot of how schools are settling into the year and to identify any early successes or areas for continued focus.

First Literacy Plan Training

- Took place the week of 8/25
- Between this date, existing professional development days, and new "PD" dates:
 - o 40 hours of training to help teachers become experts at the science of reading

Day One Success

Gov. Evers, Secretary Underly, State Sen. Drake, Board Members, MTEA and additional partners joined us to celebrate Day One at Browning School!

- Coverage from Milwaukee Journal Sentinel, WTMJ radio, WUWM radio
- All 5 local TV stations in attendance

Enrollment

Enrollment Goal: 66,223

September 2 includes students who have not yet attended (no shows); work to connect to as many of these families as possible

62,775 students enrolled and in attendance as of Friday, September 5

95% of our enrollment goal of 66,223

Other First Day Goals

	Goal	September 2	September 3	September 4	September 5
Attendance	90%	97.8%	94%	93.3%	91.6%
School Staffing	100%	97%	97%	98%	98%
Safety Incidents	0	3	3	2	3
On-Time					
Transportation	95%	63%	75%	81%	84%

Meals Served	September 2	September 3	September 4	September 5	September 8
Lunch	33,409	35,226	34,241	38,198	38,550
Breakfast	16,037	16,197	19,526	21,454	18,453

Lead Clearance: All 50 Schools Cleared

Goal Achieved:

All 50 MPS schools that were built before 1950 and that serve elementary students have been cleared of lead risks

Thank you:

- Facilities and Maintenance Services team
- Our contractor partners
- Milwaukee Health Department

Fall Focus

Schools built 1950-1978 with elementary students

Strategic Plan Compatibility Statement

- Goal 1, Academic Achievement
- Goal 2, Student, Family and Community Engagement
- Goal 3, Effective and Efficient Operations

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 2.10 - Administrative Reports

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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(Item 3) Update, with Possible Action, on Feedback Received During Public Engagement Session of August 26, 2025

Your Committee reports having received a report. Although this item was noticed for possible action, no action is required.

Background

At its meeting of August 26, 2025, the FACE Committee held a public engagement session to discuss the question, "What would family and community engagement look like if we truly valued families and community as co-creators of an excellent education experience?"

This item will provide feedback from that engagement session for the Board's consideration.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

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(Item 4) Work Session on the Shared Vision Between the Family and Community Engagement Committee and the Office of Family, Community & Partnership

Your Committee reports having conducted a work session on this item.

Background

A discussion will be held to explore how the FACE Committee and the Office of Family, Community and Partnership can work more closely together to support families, communities, and school-based partnerships. The goal is to establish a more consistent flow of communication and alignment between the two, ensuring that the work of the Office of Family, Community and Partnership is clearly communicated to and supported by the FACE Committee’s awareness and advocacy. Under this approach, the Office will provide regular updates and relevant information to the Committee, helping to inform the Committee’s discussions, priorities, and recommendations. This collaboration will strengthen shared understanding and help align efforts and initiatives focused on community and family engagement.

Strategic Plan Compatibility Statement

Goal 2, Student, Family and Community Engagement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 9.04 - Community Involvement in Decision Making

Fiscal Impact Statement

N/A

Implementation and Assessment Plan

N/A

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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 Strategic Planning and Budget presents the following report:

(Item 1) Report with Possible Action on Student Restraint and Seclusion

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

Background

TO THE MEMBERS OF THE BOARD OF SCHOOL DIRECTORS:

In 2012, Wisconsin Act 125 created section 118.305 of the Wisconsin Statute which provided direction on the use of seclusion and restraint with students in public schools. Act 125 had several key components including:

- Conditions for the use of seclusion;

- Conditions for the use of physical restraint;
- Notification and reporting requirements following the use of seclusion or restraint;
- Training in the use of seclusion and physical restraint; and
- Requirements for the use of seclusion and restraint on students with disabilities.

In March 2020, Wisconsin Act 118 revised the state law. Some of the changes include requiring parents to be provided with a copy of the written incident report, clarifying that the notice and reporting requirements apply to incidents involving law enforcement officers, prohibiting the use of prone restraint, revising the required training components, requiring school staff to hold a meeting after each incident of seclusion or restraint to discuss topics specified in the Act, conducting an IEP team meeting within ten school days of the second time seclusion or restraint is used on a student with a disability within the same school year, and requiring each governing body to submit an annual report to the Department of Public Instruction by December 1.

Under current law, annually by October 1st, the superintendent or designee must submit to the governing body a report that includes data disaggregated as follows:

- The number of incidents of seclusion during the previous school year;
- The total number of students who were involved in incidents of seclusion during the previous school year;
- The number of students with disabilities who were involved in incidents of seclusion during the previous school year;
- The number of incidents of physical restraint during the previous school year;
- The total number of students who were involved in incidents of physical restraint during the previous school year; and
- The number of students with disabilities who were involved in incidents of physical restraint during the previous school year.

To ensure compliance with Wisconsin Statute 118.305, the Administration has taken the following steps:

Training has been provided to staff across the district in the use of seclusion and restraint. These trainings also focused on positive interventions and supports to address potentially dangerous behavior.

The district’s mechanism for recording incidents of seclusion and restraint has been significantly enhanced by the Infinite Campus Student Information System.

In the 2024-25 school year, there were a total of 28 students, including 18 students with disabilities, involved in 30 incidents of seclusion. There was a total of 199 students, including 118 students with disabilities, involved in 345 incidents of physical restraint.

In the 2023-24 school year, there were a total of 34 students, including 22 students with disabilities, involved in 47 incidents of seclusion. There was a total of 230 students, including 133 students with disabilities, involved in 345 incidents of physical restraint.

School Name	Total # of Seclusions Incidents	Total # of Students Secluded	Total # of SPED Students Secluded	Total # of Restraints Incidents	Total # of Students Restrained	Total # of SPED Students Restrained
ACAD OF ACCELERATED LEARNING	0	0	0	5	1	1
ALBA	0	0	0	0	0	0
ALCOTT SCHOOL	0	0	0	0	0	0
ALLEN-FIELD SCHOOL	0	0	0	0	0	0
ALLIANCE SCHOOL	0	0	0	0	0	0
ASSATA HS	0	0	0	0	0	0
AUDUBON HS	0	0	0	0	0	0
AUDUBON TECH & COMM CTR MS	0	0	0	0	0	0
AUER AVENUE SCHOOL	3	1	1	16	2	1

BANNER PREP SCHOOL OF MILW	0	0	0	0	0	0
BARBEE MONTESSORI SCHOOL	0	0	0	0	0	0
BARTON SCHOOL	0	0	0	0	0	0
BAY VIEW HS	0	0	0	0	0	0
BAY VIEW MONTESSORI SCHOOL	0	0	0	0	0	0
BETHUNE ACADEMY	0	0	0	0	0	0
BRADLEY TECHNOLOGY AND TRADE	0	0	0	0	0	0
BROWN STREET SCHOOL	1	1	0	0	0	0
BROWNING SCHOOL	1	1	1	3	3	2
BRUCE SCHOOL	0	0	0	0	0	0
BRYANT SCHOOL	0	0	0	0	0	0
BURBANK SCHOOL	0	0	0	0	0	0
BURDICK SCHOOL	0	0	0	1	1	1
CARMEN HS SOUTH CAMPUS	0	0	0	0	0	0
CARMEN NORTHWEST CAMPUS	3	3	1	15	15	3
CARMEN SOUTHEAST CAMPUS	0	0	0	2	2	1
CARSON ACADEMY	0	0	0	1	1	1
CARVER ACADEMY	0	0	0	0	0	0
CASS STREET SCHOOL	1	1	0	1	1	1
CHALLENGE ACADEMY	0	0	0	0	0	0
CLARKE STREET SCHOOL	0	0	0	0	0	0
CLEMENS SCHOOL	0	0	0	1	1	1
CLEMENT AVENUE SCHOOL	2	2	0	3	2	1
CONGRESS SCHOOL	1	1	1	3	3	3
COOPER SCHOOL	0	0	0	0	0	0
CRAIG MONTESSORI SCHOOL	0	0	0	0	0	0
CURTIN LEADERSHIP ACADEMY	0	0	0	0	0	0

DOERFLER SCHOOL	0	0	0	6	4	2
DOUGLAS MS	1	1	1	0	0	0
EIGHTY-FIRST STREET SCHOOL	0	0	0	2	1	1
ELM CREATIVE ARTS SCHOOL	0	0	0	0	0	0
EMERSON SCHOOL	0	0	0	2	2	0
ENGLEBURG SCHOOL	0	0	0	0	0	0
FAIRVIEW SCHOOL	0	0	0	0	0	0
FERNWOOD MONTESSORI SCHOOL	0	0	0	0	0	0
FIFTY-THIRD STREET SCHOOL	0	0	0	8	5	3
FOREST HOME AVENUE SCHOOL	0	0	0	9	5	5
FRANKLIN SCHOOL	0	0	0	0	0	0
FRATNEY SCHOOL	0	0	0	2	2	1
GAENSLEN SCHOOL	1	1	1	2	2	1
GARLAND SCHOOL	0	0	0	0	0	0
GOLDA MEIR SCHOOL	0	0	0	1	1	1
GOODRICH SCHOOL	0	0	0	1	1	0
GRANDVIEW HS	0	0	0	0	0	0
GRANT GORDON LEARNING CENTER	0	0	0	0	0	0
GRANT SCHOOL	0	0	0	3	2	2
GRANTOSA DRIVE SCHOOL	0	0	0	10	2	2
GREEN TREE PREPARATORY ACADEMY	0	0	0	0	0	0
GREENFIELD SCHOOL	0	0	0	3	1	0
GROPPI HS	0	0	0	0	0	0
HAMILTON HS	0	0	0	0	0	0
HAMPTON SCHOOL	0	0	0	14	5	4
HAROLD S. VINCENT HS	0	0	0	0	0	0
HARTFORD UNIVERSITY SCHOOL	0	0	0	3	3	2
HAWLEY ENVIRONMENTAL SCHOOL	0	0	0	6	3	1
HAWTHORNE SCHOOL	0	0	0	0	0	0

HAYES BILINGUAL SCHOOL	0	0	0	0	0	0
HI-MOUNT SCHOOL	0	0	0	0	0	0
HIGHLAND COMMUNITY SCHOOL	0	0	0	0	0	0
HMONG AMERICAN PEACE ACAD	0	0	0	0	0	0
HOLMES SCHOOL	0	0	0	0	0	0
HONEY CREEK SCHOOL	0	0	0	1	1	1
HOPKINS LLOYD SCHOOL	1	1	1	6	5	3
HUMBOLDT PARK SCHOOL	0	0	0	0	0	0
I.D.E.A.L	0	0	0	1	1	1
JACKSON SCHOOL	0	0	0	0	0	0
KAGEL SCHOOL	0	0	0	0	0	0
KEEFE AVENUE SCHOOL	0	0	0	1	1	0
KILBOURN SCHOOL	0	0	0	3	2	2
KING ES	0	0	0	0	0	0
KING IB HS	0	0	0	0	0	0
KING IB MS	1	1	1	0	0	0
KLUGE SCHOOL	0	0	0	2	2	0
LA CAUSA CHARTER SCHOOL	1	1	1	2	2	1
LAD LAKE SYNERGY	0	0	0	0	0	0
LAFOLLETTE SCHOOL	0	0	0	0	0	0
LANCASTER SCHOOL	0	0	0	0	0	0
LINCOLN AVENUE SCHOOL	0	0	0	0	0	0
LINCOLN CENTER OF THE ARTS	0	0	0	0	0	0
LONGFELLOW SCHOOL	0	0	0	3	3	1
LOWELL SCHOOL	0	0	0	4	2	2
MACDOWELL MONTESSORI SCHOOL	0	0	0	1	1	1
MADISON ACADEMIC HS	1	1	1	1	1	1
MANITOBA SCHOOL	0	0	0	4	1	1
MAPLE TREE SCHOOL	0	0	0	2	2	1
MARSHALL HS	1	1	0	6	6	4

MARYLAND MONTESSORI	0	0	0	1	1	1
MATC EMERGING SCHOLARS PROGRAM	0	0	0	0	0	0
METCALFE SCHOOL	0	0	0	0	0	0
MILW ACAD OF CHINESE LANG	4	4	1	5	5	1
MILW CO YOUTH EDUC CENTER	0	0	0	0	0	0
MILW COLLEGE PREP - 36 ST	1	1	1	1	1	1
MILW COLLEGE PREP - 38 ST	0	0	0	0	0	0
MILW COLLEGE PREP - LLOYD ST	0	0	0	0	0	0
MILW COLLEGE PREP - NORTH	0	0	0	0	0	0
MILW ENVIRONMENTAL SCIENCES	0	0	0	0	0	0
MILW EXCELLENCE CHARTER	0	0	0	0	0	0
MILW FRENCH IMMERSION SCHOOL	0	0	0	4	4	1
MILW GERMAN IMMERSION SCHOOL	0	0	0	3	3	1
MILW HS - ARTS	0	0	0	1	1	0
MILW PARKSIDE SCHOOL	0	0	0	32	4	4
MILW SCHOOL OF LANGUAGES	0	0	0	1	1	1
MILW SIGN LANGUAGE SCHOOL	0	0	0	22	13	7
MILW SPANISH IMMERSION SCHOOL	1	1	1	10	6	3
MILWAUKEE VIRTUAL EDUCATION PROGRAM	0	0	0	0	0	0
MITCHELL SCHOOL	1	1	1	4	4	4
MORGANDALE SCHOOL	0	0	0	1	1	0
MORSE MS	0	0	0	5	5	0
NEESKARA SCHOOL	0	0	0	0	0	0
NEXT DOOR FOUNDATION	0	0	0	0	0	0

NINETY-FIFTH STREET SCHOOL	0	0	0	26	7	5
NORTH HS	0	0	0	0	0	0
NOVA HS	0	0	0	3	2	2
OBAMA SCTE	0	0	0	1	1	1
PARKVIEW SCHOOL	0	0	0	2	1	1
PRATT SCHOOL	0	0	0	3	1	1
PROJECT STAY HS	0	0	0	0	0	0
PULASKI HS	1	1	1	7	4	3
REAGAN HS	0	0	0	5	2	2
RILEY DUAL LANGUAGE MONTESSORI SCHOOL	0	0	0	0	0	0
RIVER TRAIL SCHOOL OF AGRICULTURAL SCIENCE	1	1	1	1	1	1
RIVERSIDE UNIVERSITY HS	0	0	0	6	6	3
RIVERWEST SCHOOL	0	0	0	4	4	2
ROGERS STREET ACADEMY	0	0	0	1	1	1
ROOSEVELT MS	0	0	0	0	0	0
SHALOM HS	0	0	0	1	1	0
SHERMAN SCHOOL	0	0	0	0	0	0
SIEFERT SCHOOL	0	0	0	0	0	0
SOUTH ACCELERATED ACADEMY	0	0	0	0	0	0
SOUTH DIVISION HS	0	0	0	3	3	1
STARMS DISCOVERY SCHOOL	0	0	0	0	0	0
STARMS EARLY CHILDHOOD	0	0	0	0	0	0
STORY SCHOOL	0	0	0	1	1	1
STUART SCHOOL	0	0	0	0	0	0
THOREAU SCHOOL	0	0	0	0	0	0
THURSTON WOODS SCHOOL	2	2	2	2	2	1
TOWNSEND STREET SCHOOL	0	0	0	0	0	0
TRANSITION HS	0	0	0	0	0	0
TROWBRIDGE SCHOOL	0	0	0	1	1	1
VICTORY SCHOOL	0	0	0	0	0	0
VIEAU SCHOOL	0	0	0	24	7	6
VINCENT ACCELERATED ACADEMY	0	0	0	0	0	0

WASHINGTON - DTC	0	0	0	0	0	0
WEDGEWOOD PARK SCHOOL	0	0	0	2	2	1
WESTSIDE ACADEMY	0	0	0	0	0	0
WHITMAN SCHOOL	0	0	0	2	2	1
WHITTIER SCHOOL	0	0	0	0	0	0
WHS OF INFORMATION TECHNOLOGY	0	0	0	0	0	0
WIS CONSERVATORY LIFELONG LRNG	0	0	0	0	0	0
ZABLOCKI SCHOOL	0	0	0	0	0	0
TOTALS	30	28	18	345	199	118

Strategic Plan Compatibility Statement

Goal 1, Academic Achievement

Statute, Administrative Policy, or Board Rule Statement

Admin Policy 8.28 - Student Discipline

Fiscal Impact Statement

No fiscal impact

Committee’s Recommendation

Your Committee reports having received the following report. Although this item was noticed for possible action, no action is required.

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(Item 2) Update on the District's Long-Range Library Services Plan

Your Committee reports having received the following report.

Background

The Administration will update the Board on the long-range plan for library services, fulfilling the requirement of Wisconsin Administrative Code PI 8.01 (2)(h).

This update shares how Milwaukee Public Schools will be in compliance with state law, for library services development. The update will outline the goals for resource management, equitable access, and student literacy initiatives over the next five years.

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

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(Item 3) 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

On August 28, 2025, Administration presented the 2025-26 Academic Plan, which is referenced below. Tonight, Administration is offering an opportunity to receive feedback on the presentation and documents that were provided.

Milwaukee Public Schools (MPS) has been actively addressing low literacy proficiency through various initiatives and plans. Here's a breakdown of the district's journey:

In 2008, MPS developed the Comprehensive Literacy Plan (CLP) in response to literacy initiatives in Wisconsin and an external literacy review.

The CLP was implemented in the 2010-11 school year and aimed to improve pre-kindergarten through grade 12 reading and English language arts achievement by providing targeted professional development for staff, offering literacy sessions for families and by establishing community partnerships for additional resources.

In 2023, Wisconsin's Act 20 Mandate aimed to improve early literacy outcomes and mandated the use of science-based early literacy instruction in schools. MPS has adopted a science-based approach to early reading, aligned with Act 20, which includes phonics, and vocabulary building.

In 2025, an independent audit by MGT of America Consulting LLC identified areas for improvement in MPS's academic performance, including the need for a clearer vision, improved communication and collaboration, and better teacher training.

The MPS Academic Plan for FY26 is rooted in the Wisconsin State Standards for literacy in all subjects, signifying a comprehensive and integrated approach to preparing students for college and careers.

The district is focusing on systemic changes in curriculum and teacher training, MPS is aligning its Multi-Tiered System of Support (MTSS) framework, which includes Positive Behavioral Interventions and Supports (PBIS), to improve literacy outcomes and increase reading proficiency. This involves providing differentiated support and interventions based on student needs.

The district is expected to implement the recommendations from the MGT audit, which include establishing a focused vision for teaching and learning, restructuring central office roles, and improving communication and collaboration.

Collaboration with families and community partners is vital for creating a supportive learning environment.

Lever 1: Visionary & Student-Centered Leadership

Clear Vision and Goals - Advancing Instruction with A.I.M. (Align – Implement – Measure)" framework, aiming to establish a coherent, standards-aligned curriculum for rigorous, high-quality instruction.

Instructional Excellence - A strong focus on Tier 1 Universal Instruction within the Ambitious Instruction: Accelerated Learning Framework (2025) and the MGT Academic Audit (2025), a shift from the previous plan's focus on Tier 3.

High-Functioning Teams - Prioritizing Professional Learning Communities (PLCs) and Collaborative Planning Time (CPT) to deepen understanding and refine teaching practices.

Lever 2: Ambitious Instruction & Learning

Instructional Preparation and Support - Acquisition, training, and implementation of supplemental resources K-8, and high school literacy curricula during the 2025-2026 and 2026-2027 school years.

Delivery and Assessment of Learning - A robust assessment system, including universal screeners and diagnostics, as part of its commitment to early literacy

Evidence of Learning - Implementation and Monitoring via Learning Walks, regular check-ins, data analysis, and adjustments to ensure continuous progress towards stated goals

Lever 3: Culture of Support and High Expectations

Culture of High Expectations - Ambitious Instruction focuses on "grade-level, standards-aligned learning" and "rigorous, high-quality instruction".

Whole Child Development - The plan fosters "academic excellence, equity, and joy, preparing all students for college, career, and citizenship". The emphasis on literacy across all disciplines contributes to holistic student development.

Safe and Positive Environments - Commitment to Culture and Climate in classrooms and buildings

Lever 4: Authentic Partnerships with Family and Communities

Student-Centered Decision Making - Instructional guides for literacy will encourage teachers and staff to engage in genuine opportunities for student-centered decision making.

Clear Communication - Predictable communication cycles will be established through Act 20 requirements.

Community Collaboration and Family Advocacy - The plan includes creating a PLC structure for Parent Coordinators to monitor school goals, brainstorm solutions to challenges, and amplify successful strategies. This facilitates community collaboration and advocacy

Literacy Instruction 2025-26

Our strategy for 2025-26 is grounded in three beliefs:

Tier I, daily core instruction, is standards and aligned and delivered via high quality instructional materials.

All students have access to Tier I instruction. All means ALL.

Clarity – Grade level, specific, prioritized teacher actions and corresponding student outcomes are clear.

Integrated Literacy Block

The K-5 historical Reading Block is now an integrated Literacy Block that supports both reading and writing development. Grades 6-8 continue to have English Language Arts Blocks that integrate reading and writing development

Word Study/Word Recognition

The K-5 historical Writing Block is now secured for the explicit teaching of Word Recognition. K-3 via electronic access to HMH Structured Literacy Resources. Gr. 4-5 via electronic access to HMH V3 Word Study (pilot). The Gr. 6-12 Twelve to Fifteen Lessons on High-Utility Skills will be taught as part of the integrated ELA Block.

New Look!

Guidance for K-12 Literacy and Biliteracy is available to staff via the MPS K-12 Instructional Matrix. The resource is linked in the MPS teacher webpage

Next Steps

Early Release and Districtwide Professional Development

The academic team looks forward to partnering with K-12 staff during professional development to unpack our 2025-2026 SY literacy resources

Other Next Steps

LETRS Training - Engagement in LETRS as a way to ensure all of our staff is prepared to teach word recognition and language comprehension.

Supplemental Word Recognition - Acquisition, training, and implementation of Structured Literacy Word Recognition (K-3 HMH Resource, MPS is seeking vendor/partner for Gr. 4-12).

Supplemental Language Comprehension - Acquisition, training, and implementation of Structured Literacy Language Comprehension (K-8 HMH Resource, SAVVAS Gr. 9-12 Resource).

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

Additional consideration was given to this item. No action was taken.

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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 MPS Foundation and the Milwaukee Library Board of Trustees.

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(Item 2) Monthly Report of the President of the Milwaukee Board of School Directors

(Item 2) Monthly Report of the President of the Milwaukee Board of School Directors

To support the goals identified by MPS as essential to the accomplishment of the MPS Vision and Mission, the President’s activities during the months of September 2025 included the following:

Academic Achievement

- MICAH Education Task Force - Met with two members of the task force to discuss educational goals and priorities for the upcoming year.
- Charter Review Team Orientation - Participated in an orientation to review the charter review processes and criteria that will guide upcoming charter school evaluations.

Student, Family, and Community Engagement

- FEMA Disaster Response Announcement Event at McNair Elementary - Joined city and county leaders to announce the opening of a FEMA Disaster Recovery Center at the McNair site to support families impacted by flooding, highlighting how MPS facilities can serve the public good in times of crisis.
- Community Center Groundbreaking - Celebrated the groundbreaking of Milwaukee Recreation’s new community center and renovated playfield at 76th & Silver Spring. This special space will welcome neighbors of all ages and abilities to connect, learn, and play.
- Back-to-School Events - Joined back-to-school media events at Marshall High School and Browning Elementary, welcoming students and families back for the new school year.
- Lindsay Heights Neighborhood Tour around North Division - Joined a neighborhood tour lead by Mr. Wright in the Lindsay Heights area surrounding North Division High School. The tour highlighted the

challenges and strengths of the community and provided important insights into how MPS schools can strengthen partnerships.

- Valley Forge Neighborhood Block Party - Engaged with neighbors in conversations about MPS, and how we can support local community schools and helping to identify community priorities that can inform board discussions.
- Voces De La Frontera Gala - Gathered with community leaders and advocates to celebrate immigrant families and reaffirm MPS's commitment to safe schools for all. It was a memorable evening filled with music, dance, and inspiring speakers.
- Facility Access - Spoke with city leaders about removing barriers to MPS facility reservations to help expand opportunities for community engagement and began exploring policy options for possible Board consideration.

Effective and Efficient Operations

- Chief Executive Officer Evaluations - Continue to guide the evaluation process for Chief Executive Officers and facilitate goal-setting work to align performance expectations with district and board priorities for the upcoming year.
- Audit Advisory Committee - The Audit Advisory Committee reviewed the FY24 External Audit as well as the Council of the Great City Schools Human Resources Audit. The committee will be reporting to AFP in October to ensure that findings and recommendations from these audits will be translated into actionable steps for the Board to follow to help strengthen internal controls and the stewardship of public funds.

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ITEMS DEFERRED

Having been previously deferred, the Board resumed consideration of the following item/s:

From the Communications from the Board Clerk/Chief Officer:

- Action on a Request to Retire to Closed Session to Confer with Legal Counsel with Respect to Pending or Probable Litigation Matters
- Action on a Request to Retire to Closed Session to Consider an Agreement with the Federal Emergency Management Agency (FEMA) to Use the Property at 4950 N 24th Street for Emergency Purposes

From the Communications from the Senior Director of the Office of Accountability and Efficiency:

- Action on a Request to Retire to Closed Session to Consider Performance Goals Relative to the Employment of the Senior Director, Office of Accountability and Efficiency

Director Jackson moved to retire to closed session, pursuant to Wisconsin Statutes 19.85(1)(g)(c) and (e) for consideration of these items. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Fons, Herndon, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 9.

Noes — None.

The Board retired to closed session at 7:07 p.m.

Director Fons left the meeting at 7:35 p.m.

The Board recessed from 8:20 to 8:23 p.m.

The Board returned to open session at 8:40 p.m., whereupon Director O'Halloran moved to authorize the Superintendent to negotiation a memorandum of understanding with Milwaukee County and the Federal Emergency Management Agency (FEMA) for use of MPS facilities. The motion passed, the vote being as follows:

Ayes — Directors Ferguson, Herndon, Jackson, O'Halloran, Reza, Siemsen, Vannoy, and President Zombor — 8.
Noes — None — 0.

The Board adjourned at 8:42 p.m.

JILL M. KAWALA
Assistant Board Clerk